Updates:

The HRDR Office has been pretty busy with emerging leaders, scholarship, and Courtney Young’s initiative with ALA chapters to train career development facilitators. It was a very busy fall with Dr. Caitlin Williams. Caitlin met with the national cohort of 22 librarians on Thursday morning at ALA midwinter, as did Courtney, who asked that more information be disseminated about the program. There will be a short program, presentation at next midwinter.

Emerging Leaders (EL) also went well. They were visited by all three presidents during their program since they were co-located with the executive board. They had a panel session with four alumni which was very popular. Next year there will probably be a shortened time line for applications.

The HRDR proposal was accepted by an EL team. They are assisting the office with the redesign of the Library Support Staff Resource Center website.

The recruitment assembly from Las Vegas and speed dating for librarians program were replicated at Midwinter and will take place again in San Francisco. They will continue to work with Beatrice on modifying the website.

APA – Talked with them about finishing up the salary survey. The academic portion is not helpful/useful because of different levels of staffing.

Lorelle wearing APA hat:

- National Library workers day #nlwd15
- 10 Tips for How Libraries Can Celebrate
- We want institutions to celebrate their staff at all libraries.
- APA Newsletter is always taking articles and stories. It is on the APA website - ala-apa.org/nlwd
- We’re struggling with attracting employers in Placement but we have plenty of job seekers.
- Miranda volunteered to do resume review. It was very successful with all her slots full.

Strategic Planning Brainstorming and Planned Action–

There are three topical areas from the HRDR Committee point of view.

1. Advocacy
2. Information Policy
3. Professional and Leadership Development – this is the one we are most focused on.
After discussing HRDR’s work in these areas, it became clear that the Office has more to do with fewer resources and we have a responsibility as an advisory committee to assist them with the situation. One of the action items we discussed was doing a programmatic review of the responsibilities of the Office and providing our feedback on activities that might be changed or ended in light of their staffing capacity. We also discussed managing expectations and best practices as approaches to support the office in its work. Our goal as an organization should be to do the best with the resources we have (best with less as it were) and our committee can have a positive impact on the association’s work through this type of analysis.