Committee Information Update (CIU)

Appendix I: Revised Form

ALA COMMITTEE REPORT

Committee Name: ALA HRDR Advisory Committee (Human Resource Development & Recruitment)
Conference Year: 2024
Committee Chair: Sian Brannon
Staff Liaison: Beatrice Calvin
Committee Members: Susan Breakenridge, Elissa Cadillic, Kim Copenhaver, Alique Geraci, Nirmal Gomes, Rodney Lippard, Jennisen Lucas, Renna Redd, Monique Christian-Long (associate), Jean Zanoni (associate)

<table>
<thead>
<tr>
<th>Date of meeting(s)</th>
<th>Meeting format (in-person or virtual)</th>
<th>Number of members present</th>
<th>Guest Presenters, Speakers</th>
</tr>
</thead>
<tbody>
<tr>
<td>9-17-23</td>
<td>Virtual</td>
<td>7</td>
<td>Christina Fuller-Gregory and Libby Holtmann</td>
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<tr>
<td>10-27-23</td>
<td>Virtual</td>
<td>7</td>
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<tr>
<td>11-29-23</td>
<td>RECRUITMENT ASSEMBLY: Virtual</td>
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<tr>
<td>12-8-23</td>
<td>Virtual</td>
<td>8</td>
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<tr>
<td>2-2-24</td>
<td>Virtual</td>
<td>4</td>
<td>--</td>
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<tr>
<td>4-16-24</td>
<td>Virtual</td>
<td>7</td>
<td>--</td>
</tr>
<tr>
<td>6-30-24</td>
<td>In-person @ ALA San Diego</td>
<td>4</td>
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Committee Charge: To advise the Office for Human Resource Development and Recruitment (formerly Office for Library Personnel Resources, OLPR) on activities, problems, and procedures related to library concerns in such areas as recruitment, utilization, education and training, and staff welfare. The committee will identify special areas of need or emphasis, suggest activities and programs, and stimulate programs and projects related to library personnel planning, development, and concerns. The committee will aid in communication and cooperation with other units of ALA and with other agencies, groups, and organizations within and beyond the library profession.
Objectives of the committee for this conference year, including any planned activities:

1. Meet at least every 2 months
2. Help select Emerging Leaders
3. Revitalize the ALA Recruitment Assembly [https://www.ala.org/aboutala/mcoms/assemblies/ala-recruit](https://www.ala.org/aboutala/mcoms/assemblies/ala-recruit)
4. Revise the LIS HR Policy Statement [https://www.ala.org/educationcareers/careers/paths/policy](https://www.ala.org/educationcareers/careers/paths/policy)
5. Create and host a webinar related to recruiting to the profession
6. Revise/update the LibraryCareers.org website

Describe interactions with other units within ALA:

1. We re-started the Recruitment Assembly.
2. We asked units to designate a person to join the Recruitment Assembly.

Synthesis of activities (summarize discussions, decision(s) or motion(s) reached, and note follow-up action(s) required):

1. 4 committee members helped select Emerging Leaders
2. Recruitment Assembly kicked off 10/30/23; 33 members; Meeting held 11/29/23. Needs further work in 2024-25.
3. Worked on organizing documentation for updating the LibraryCareers.org website, including updating photos, videos, and text. Needs further work in 2024-25.
4. Arranged webinar titled “Recruiting to the Profession: The LIS pipeline and how we can help” to be held 4/24/24, 1pm Central
5. Created subgroup to work on LIS HR Policy Statement and put shared document online for comments. Discussed how to proceed and communicated needs to Lorelle at ALA. Needs further work in 2024-25.

If unable to achieve desired committee outcomes, what hampered the ability to achieve stated goals (lack of resources, member participation, communication issues, procedural delays, etc.?)

1. Revise the LIS HR Policy Statement [https://www.ala.org/educationcareers/careers/paths/policy](https://www.ala.org/educationcareers/careers/paths/policy)
   1. The size and coverage of this document makes it too complex for this small committee to complete in a timely manner. We do not have representation from many types of libraries or types of employees, and believe that is necessary for a comprehensive revision.
   2. We recommended that someone at ALA convene a task force with appropriate representation and liaisons to relevant groups (Committee on Education, TOLD, HRDR, ALA-APA, etc.)
   3. Current plan forward is to develop a charge for the task force, devise a natural division of labor, and recruit people.
2. Revise/update the LibraryCareers.org website
   1. We are making initial progress, but I fear we will not make a dent in the quantity of edits needed. I anticipate that getting volunteers to rewrite text, keeping people on deadlines, and updating things in a timely manner will be difficult.
   2. Current plan is to talk to the Committee on Education, and perhaps ALISE. This could be a good library school class project.
Priorities/recommendations for the upcoming year:

1. LibraryCareers.org refresh
2. LIS HR Policy Statement
3. Have set discussion topics/prompts for engagement of Recruitment Assembly
4. Host at least 1 webinar

Submitted by: Sian Brannon

Date Submitted: July 31, 2024