American Library Association
Committee Information Update

Please note: ALA and Council committees are required to submit an update of their activities within one-month after each Midwinter Meeting and Annual Conference. This form will be sent to the ALA Council and the ALA Committee on Organization.

Report for Midwinter _________

Report for Annual Conference ______X______

Name of Committee:
Office of Human Resources Development and Recruitment Advisory Committee

Committee Chair:
Pat Hawthorne, Chair, 2010 - 2011

Committee Members Present:
Pat Hawthorne, Lynne King, Robert Newlen, Nancy Anne Wilson, Tamika Barnes, Hector Escobar

Committee Members Absent:
April Rachelle Roy, Benjamin Wakashige, Caryl M. Ward, Sheila Battin (intern)

Others Present:
Lorelle Swader, Director of HRDR Office, attended. Kevin Reynolds, ALA Executive Board Liaison, attended part of the meeting. Incoming committee members Tom Wilding, Carol Ritzen Kem, and Mimi Lynn Morris attended.

Accomplishments [at this meeting], a concise account:
. Pat Hawthorne provided updates on the ALA Planning and Budget Assembly meeting, the ALA Recruitment Assembly meeting, and the Emerging Leaders program.
. Lorelle provided members with a summary of her written report on the activities of the HRDR Office prior to the meeting. At the meeting, she provided an update on the successful conclusion of the 2011 Emerging Leaders program and Friday's workshop and poster session, Placement Center activity, and the TOLD Orientation and Leadership Session. She also provided highlights related to new ALA Strategic Plan, the Enhanced Career Development Services initiative, and the increased emphasis on Annual Giving for Scholarships and the relationship of these activities to the work of the HRDR Office. Lorelle also updated the committee on her new dual role as Director of both the HRDR Office and ALA-APA.
Robert Newlen, our representative to the ALA Scholarship & Study Grants Committee, provided an update on the committee’s work. The committee is considering meeting virtually in order to be able to complete its work as it has had difficulty achieving a quorum. Robert’s term on both HRDR and the Scholarships Committee will end after conference. Lynne King volunteered to serve as the HRDR Representative to the ALA Scholarship & Study Grants Committee for the coming two years.

This committee will monitor next steps related to the ALA Council Effectiveness Task Force report, the revised guidelines for ALA Intern program, and the ACRL Diversity Standards: Cultural Competencies for Academic Libraries document.

Nancy Wilson and Tamika Barnes will review all ALA committees and entities and update the list of human resources entities within ALA. Once the HRDR committee has an up-to-date list of ALA groups that deal with human resources issues, we can discuss strategies for fostering stronger working partnerships between our committee and these entities.

The committee decided to update the Guidelines for Staff Development document previously approved by this committee in March 2005. After the document is updated, the committee can discuss how best to publicize existence of the document to ALA members, ALA entities, and employers.

The committee will review the Career Ladders document and determine how it might be used to support the work of the HRDR Office and the profession.

A significant portion of the committee meeting was devoted to a discussion of the new ALA 2015 Strategic Plan and goals related to the HRDR Office and this committee. The committee will be working on developing strategies and projects that can support key goals in the strategic plan related to Goal 2 – Building the Profession. One idea to offer presentations about ALA Career Services at library schools was discussed; this project may be developed as an EL project.

ALA Executive Board Liaison Kevin Reynolds provided the committee with updates from the ALA Executive Board.

Other comments/information you believe will help the Association in its work:

The Emerging Leaders Subcommittee (which reports to the HRDR Committee) held a brainstorming session on the Emerging Leaders program. In the coming year, the EL subcommittee, chaired by Audra Caplan, will undertake a comprehensive review of the Emerging Leaders Program in order to develop recommendations on redesigning and enhancing the EL program.

Submitted by: Pat Hawthorne

Date Submitted: July 24, 2011

Please return the completed form to Delores Yates, Executive Board Secretariat, American Library Association, 50 E. Huron Street, Chicago, IL 60611, dyates@ala.org.