

American Library Association
Committee Information Update

Report for Annual Conference __x_____

Name of Committee: Human Resources Development and Recruitment (HRDR) Advisory Committee

Committee Chair: Kathleen De Long

Committee Members Present: Kathleen DeLong (Chair, 2012-2013); Carol Ritzen Kem (incoming 2013-14 chair); Holly Carroll (member); Lynne King (member and liaison to Scholarships & Study Grants); April Roy (member and representative to Recruitment Assembly); Tom Wilding (member), Lorelle Swader (ALA staff liaison liaison); Alicia Bastl (ALA staff liaison); Peggy Fry (intern to committee)

Committee Members Absent: Virginia Steel (member); Keshia Garnett (member); Miriam Morris (member)

Others Present: Audra Caplan (Emerging Leaders, ex officio);

Accomplishments [at this meeting], a concise account:

- The Committee agreed to have the HRDR Chair handle EL Subcommittee members appointments as well as the appointment of the EL subcommittee chair, with whom she will consult regarding subcommittee membership, in order to expedite the process. Terms will be addressed at a later date.
- The Recruitment Assembly has decided to undertake a digital storytelling initiative with the ELs speaking to what ALA has done for them and what they've gained by being members.
- The EL subcommittee has discussed the 2012 EL survey results requesting more engagement between conferences. To address this need, the subcommittee held two journal article discussions with the cohort and two webinars (one with the ALA President and Executive Director; one with Director of Diversity Programs).
- The EL subcommittee has approved a timeline for activities, projects, and processes that had been drafted to address the previous lack of documentation for the EL program; the subcommittee revived an EL interest group to guide activities of EL alumni; the subcommittee is developing an organization chart for ELs showing the relationships among HRDR, Subcommittee, etc.
- The Scholarship and Study Grants Committee has designed a restructuring proposal adjusting the committee's size and composition; the Committee on Organization presented the proposal at Council and it passed.
- Holly Carroll and Kathleen DeLong reported on an Evaluation of career development initiatives that was undertaken to assess the success of the initiatives for which HRDR received funding under the ALA 2015 strategic plan. The majority of respondents rated the programs as somewhat or extremely useful. Participants had recommendations for future programs, if funding permits, including targeting chats by experience level or type of library. This evaluation will be used during the budgeting process and during periodic reports to Board to demonstrate effective spending of the funds granted and to justify further funding, when available.
- Tom Wilding reviewed LIS websites for best practices for LIS Program Placement Services. The quality of career placement information on LIS websites varies widely; some good models to follow exist both at the top-ranked schools and at smaller schools. Key factors in usability are content and organization. The Chair suggested reaching out to Jessica Hutchings (ALISE Student Services SIG), Lorelle will follow up. Lorelle

also suggested that links to LIS Placement pages from the ALA website Education and Careers portal would be useful.

Planned activities for upcoming year, a concise account:

- See above Recruitment Assembly initiative
- See above EL subcommittee initiatives
- An investigation of Job Seeker Questions on Linked In and Blogs (Virginia Steel and Lorelle Swader) was tabled for future action
- Follow-up to LIS websites

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

Submitted by: _____ Kathleen DeLong_____

Date Submitted: _____ September 29, 2013_____

Please return the completed form to Kerri Price, (kprice@ala.org) COO Staff Liaison, American Library Association, 50 E. Huron Street, Chicago, IL 60611.