American Library Association
Office for Human Resource Development and Recruitment Advisory Committee

2008 Annual Meeting

Anaheim, CA
Monday, June 30, 2008
1:30 – 3:30 pm

Attending current and new members

Vicki Burger, Chair
Jose A. Aguinaga
Gloria Tibbs
Nancy Anne Wilson
Carrie Gits
Denise Davis
April Rachelle Roy
Charles Kratz (ALA EB Liaison)
Lorelle Swader, HRDR Office

1. Welcome and Introductions: Meeting called to order at 1:30 pm
2. Minute Taker Volunteer: Gits
3. Adoption of Agenda: Approved
4. Minutes from 2008 Midwinter Meeting: Approved

Reports

5. ALA Executive Board Liaison (Kratz)
   - Resolution to shorten the length of Midwinter and Annual by one day. If the resolution passes this will begin in 2010. Council III meeting would occur on Tuesday and the Annual Conference would end with the Inaugural Banquet that evening. Conference Committee is seeking input now. ALA Executive Board will vote on the resolution in the Fall 2008.
   - E-Participation – looking to adapt current ALA policies to become more inclusive to e-participation initiatives. Final report at Midwinter. More Web 2.0 based initiatives will be evolving during Jim Rettig’s term.
   - Virtual Day on the Hill – will be held on Tuesday, July 1. Select vendors in the exhibit hall will have terminals dedicated to initiate contact with Congress and Senate representatives.
   - Membership Pavilion – in the exhibit hall was extremely successful.
   - ALA Website redesign – Almost complete, preview at www.ala.org/preview Google Search function is up and running. Will Beta test ALA Connect (a social network application) in the Fall 2008.
   - FY09 ALA Budget – Limited growth is projected. New and existing programs will continue.
• ALTA and FOLUSA merger – this will create a new division within ALA.
• Elections Taskforce – created to examine amount of campaigning going on, endorsement guidelines and campaign expenditures.
• APA is celebrating 5 years
  i. CPLA program has over 100 candidates, APA also looking at a support staff certification program.
  ii. 2008 Library Salary Survey has gone out – over 1000 academic and public libraries participated.

6. ALA Recruitment Assembly (Denise Davis)
• LibraryCareers.Org – will maintain strong visibility and exposure on new ALA Website.
• 2 Emerging Leaders demoed their project – created a Recruitment Assembly wiki. The wiki can be found at http://wikis.ala.org/recruit.
• Discussed project proposals for incoming group of Emerging Leaders.

7. HRDR Office Activities (Lorelle Swader)
• Orientation for ALA and Council Committee Chairs – event was created to increase awareness of ALA resources, discuss parliamentary procedures, and offer tips on conducting a meeting. 15 out of 36 committee chairs were in attendance. Hoped to get more new chairs to attend, but many of the attendees were ALA/Council Committee veterans. ALA Interns were invited as well, one was in attendance. Will continue to offer orientation program and increase awareness of it.
• ALA/Beta Phi Mu Joint Venture – Distinguished Lecture Project. Project has had no staff support and committee has not met since 2007. HRDR Staff will now support this project. Program is designed to contribute designated amount of Speaker Honorarium to Beta Phi Mu and ALA Scholarship Funds.
• Empowerment Conference – 172 registrants (32 onsite). HRDR is looking into offering the Empowerment Conference on a regional level.
• Two new Scholarships announced – Robert L. Oakley Memorial Scholarship Fund and Sage Publications (in honor of Peter Lyman).
• Scholarship Statistics – ALA awarded 88 scholarships, 892 applications were received and over $500,000 was awarded.
• Career Transitions Program – over 100 attendees, standing room only.
• HRDR is continuing to examine cost containment issues.

Old Business

8. ALA Support Staff Career Ladder Update (Lorelle Swader)
• Currently seeking another chair – preferably someone with an HR background.
• Reviewing LIS Education & Human Resources Utilization Policy Statement – which outlines support staff competencies and all support staff positions in libraries.

9. Emerging Leaders Taskforce (Lorelle Swader)
• Emerging Leaders program moved from a presidential initiative to an ALA institutionalized program. The program is housed under HRDR. It was concluded that Emerging Leaders does not need a standing committee, but rather the Taskforce can serve as a Subcommittee of the HRDR Advisory Committee. Chair of the HRDR Advisory
Committee will appoint members to the Subcommittee. The majority of the current Taskforce members did want to return to serve on the Subcommittee.

- Selection process revisions – internal revisions to the selection process are under consideration. The application process was extended for this year. Trying to make selection criteria more transparent to applicants.
- Funding – Now that HRDR is operating the program and it is no longer a presidential initiative funding resources have changed. HRDR is looking for fundraising ideas in the areas of leadership development to support Emerging Leaders Program.
- Feedback from Emerging Leaders on committee appointments and projects:
  i. Committees are varied, are the committees prepared to teach leadership
  ii. Group project should focus on a project that needs to be done rather than dream up a project. (This was changed in Y2, the projects are now hosted, have a member mentor and a staff liaison)
  iii. Overall evaluation of program was 50/50
- Surveys for 2008 class going out soon to Emerging Leaders, sponsors, mentors and project hosts.
- Post Emerging Leaders Results – some continue with committee appointments, continue involvement with ALA Divisions or Caucuses, others are just ‘out there’
- Why so many Emerging Leaders? – 60 are sponsored, wanted an equal number of sponsored and unsponsored participants. 60 are unsponsored, for a total of 120 Emerging Leaders each year.

10. HRDR 30th Anniversary
- Nancy Wilson will propose a Resolution to Council for recognition
- 2009 Annual in Chicago – hoping to celebrate 30 years w/ reception. Let Committee Chair Burger know if you are interested in helping:
  i. Burger will request space at the Hyatt near McCormick Place for Friday 5:30 - 7:00 pm
  ii. Suggestion was to have Emerging Leaders work on 30th Anniversary project, Swader volunteered to be staff liaison to the project
  iii. Emerging Leader project proposals forms Due August 1 – Burger and Swader will work on this

11. Placement Center Survey Data and Focus Group
- 31 Booths at Annual 08, location was good.
- Some logistical issues this year – 1st time in Anaheim, noisy events happening adjacent to Placement Center making it difficult to conduct workshops and interviews.
- Starting with Midwinter 09 the Placement Center hours will be Saturday and Sunday from 9-5 only.
- Booth fees for next year will not go up.
- Focus Group Results –notes from Gits and Tibbs are forthcoming.
- Comments from Committee Chair Burger on Placement Center Activities
  i. HRDR sponsored Friday Afternoon preconference – Careers in Federal Libraries had 170 participants.
  ii. Saturday Resume and Cover Letter Workshop room for 25, session was packed and overflowing into the hallway.
  iii. 80 individuals attended the Effective Job Search Workshop.
• It was suggested that HRDR partner with LAMA HRS for a Career Management Pre-Conference

12. Representative to ALA Scholarships and Study Grants Committee
• Carrie Gits will serve as the representative
• Committee meets Friday of Annual and Midwinter at 3:30

New Business

13. ALA Conference Schedule Proposed Changes (see Reports, Item 5)
15. Meeting Adjourned at 3:30 pm

Meeting Minutes
Submitted by Carrie L. Gits