

ALA Recruitment Assembly & HRDR Advisory Committee  
Fall Conference Call  
Monday, November 6, 2017  
12:00-1:00 (EST)  
Phone Number: 1-888-950-7940  
Participant Code: 81808999

ALA Recruitment Assembly Charge: To facilitate communication about activities related to recruiting for the profession among ALA units and other groups. To foster coordination and cooperation of recruitment efforts among ALA units and other groups. To avoid unnecessary duplication and enhance individual and collective recruitment efforts. To develop a multi-year systematic national recruitment plan. To make recommendations for recruitment policies, programs, publications, or other activities to appropriate bodies. To communicate with other national library/information organizations with an interest in recruitment. To report to and advise the HRDR advisory committee and office on issues and activities related to recruitment.  
(<http://www.ala.org/groups/mcoms/assemblies/ala-recruit>)

HRDR Advisory 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.  
(<http://www.ala.org/groups/committees/ala/ala-olpr>)

- I. Welcome and introductions (Miranda Bennett, chair)
  - A. Note-taker for meeting? Renee Di Pilato agreed to take minutes.
  - B. Attendance: Miranda Bennett, Laurel Bliss, Renee Di Pilato, Megan Dazey, Catherine Friedman, Rhonda Fowler, Lorelle Swader, Beatrice Calvin
  - C. Attendance, Recruitment Assembly: Matt Fredericks, Amanda Barnhart, Betsy, Alice, John
  
- II. Review and approval of notes from ALA Annual 2017 meetings (will be managed via email or at ALAMW)  
Miranda asked for more information regarding notes from ALA Annual 2017. We will post those minutes as soon as they are available. We will tie this up at Mid-Winter.
  
- III. Updates
  - A. Update from HRDR Office (Lorelle Swader and/or Beatrice Calvin)

Lorelle provided an update regarding the HRDR Office. The search for an ALA Executive Director continues. The Executive Board determined that they will send a recommendation to Council to support the search committee's recommendation to make the MLS preferred, not required. The search committee did not feel there was a large enough pool of qualified candidates. Following the Council list provides additional information--there is a discussion regarding an electronic vote for this recommendation. Also up for discussion is the search firm and membership of the search committee. There were also discussions regarding the structure of the organization (ALA) and there may be some recommendations from the Senior Management Team. We hope to hear more by Mid-Winter. Capacity for most staff members is at an all time high. Work to support our incoming ALA President. Loida had her orientation and mentioned several initiatives, including the recruitment of a diverse workforce. We are supporting her work. There might be additional items regarding continuing education. This is currently in development and HRDR may have a role. Jim Neal is also working on several issues. He is supporting TOLD and changes with the internship program and various leadership development programs (e.g. Emerging Leaders). Jim is looking to have an event in early spring involving high school and college students to recruit them to the profession.

Beatrice provided information regarding a conference National Association of Workforce Development Professionals. Lorelle and Beatrice staffed a booth. This specific conference was geared to people ages 14-24, which supports the HRDR Committee's goals for recruitment. There were discussions regarding internships and part-time employment at libraries. It was an opportunity to reach those who had not considered library careers. HRDR used grant funds for recruitment efforts this year, which included this outreach activity.

Miranda noted the high activity on the Council listserv regarding the Executive Director search.

#### B. Update from committee chair

1. 2017-18 version of Best Practices document was posted and is available for use by any committees/RTs working with the HRDR Office:  
<http://connect.ala.org/node/269655>
  - a) This document provides support and advice to the various committees and round tables that work with HRDR. It is updated annually. The document assists with orientation for committee members.
2. Reminder: Please promote the Career Development Resource Guide:  
<https://indd.adobe.com/view/48e24d69-b882-498a-b51d-014acf9e1763>
  - a) This is a wonderful document. Reminder that it is available. Please promote.

3. Recommended reading:

- a) ARL "Inclusion, Diversity, and Equity: Members of the Association of Research Libraries"

<http://www.sr.ithaka.org/publications/inclusion-diversity-and-equity-arl/>

(1) This was a study of ARL libraries. It does have a section that covers barriers to recruiting a diverse workforce.

Miranda encourages members to review.

- b) Any thoughts about the latest high-profile death-of-librarianship article?

<https://www.thejobnetwork.com/8-jobs-that-wont-exist-in-2030/>

(1) There are occasional articles announcing the decline of librarianship. ALISE issued a response to the latest article noting the outdated understanding of librarianship and librarians' work. Lorelle commented on the USA Today article. HRDR would normally be the group initiating a respond to these statements. Alice noted that ERT just met, but did not discuss the article. Lorelle noted that it might not be timely to respond at this time. Combatting the article with reporting on the positive things happening in ALA and the profession would be an option.

C. Updates from units - all Recruitment Assembly representatives/delegates are welcome to share information about their recruitment activities

Miranda opened the discussion. Matt noted that earlier this month he spoke to Lorene Roy regarding recruitment methods for engaging veterans. Matt highlighted specific outreach to veterans that was modestly successful.

Miranda noted recruitment efforts at three library schools focusing on veterans.

Amanda spoke on behalf of YALSA. YALSA has put out a new draft of the teen services competencies to reflect/more closely align with the Futures report, found here: <http://www.ala.org/yalsa/guidelines/yacompetencies2010>. A formatted version will be available in late November. Each competency area is broken down into three sections.

Alice shared information regarding the ERT Board. They will expand the "park" idea that as at 2017 Annual. This received positive feedback. ERT Board solicits vendors to develop programs. This is being tightened--vendors must have a librarian moderator and hope to have a librarian on the panel.

IV. Events at ALA Midwinter 2018 (Denver, CO)

A. Meetings

1. Recruitment Assembly - Monday, February 12, 2018: 10:30-11:30

2. HRDR Advisory Committee - Monday, February 12, 2018: 1:00-2:30
- B. Placement Center activities:  
<http://www.ala.org/offices/hrdr/placementservice/currentconference>
- C. Promotion of recruitment & mentoring sessions/activities at conference -  
 volunteer needed to put together list and coordinate distribution

Miranda summarized Mid-Winter activities, including regular committee meetings.

Lorelle noted that we have scheduled HRDR from 8:30-9:30 on Monday morning for annual in New Orleans. Recruitment Assembly will have a discussion group at its regularly scheduled time.

Beatrice noted that we will need to think about Check out a Librarian program for annual. We will need volunteers from a variety of library settings. Please help with recruiting friends and colleagues who might be interested in participating.

Miranda spoke about an activity for Mid-Winter. We would like to highlight sessions that have to do with recruitment and/or mentoring. She is looking for volunteers to scan the schedule and assemble a list. We can send this out to various groups/listservs prior to the conference.

Alice is gathering more information on recruitment campaigns in other industries. She has contacted Thomson-Reuters regarding recruitment and will put more information together in the coming months.

Lorelle noted that more information is forthcoming regarding recruitment initiatives. National Association of School Counselors--state e-newsletter. We are thinking of taking an ad in this newsletter and also in their magazine.

- V. Ongoing discussion of items assigned to HRDR Advisory Committee and Recruitment Assembly by the Task Force on Equity, Diversity, and Inclusion

Rec. #	Recommendation	Refer To	Notes	Difficulty
6.1	Develop and implement a long-term library profession recruitment plan; increase chances of recruiting professionals from diverse backgrounds through recruitment in high schools and undergraduate institutions to increase LIS school retention; design a plan for providing library	HRDR Advisory Committee; Recruitment Assembly	See also ODLOS recruitment initiative; work with ethnic affiliates	Medium

	experiences and career information early -- from childhood forward			
6.2	Assess ALA's mentor programs for equity, diversity, and inclusion.	TOLD, HRDR Advisory	Will need to work with ALA Divisions and others	Medium

Information gathering:

- Re: recruitment activities: “Current (and past) relevant activities within and beyond ALA”: <https://docs.google.com/document/d/1gFCLvADREndDfueuyTzxWq7RWpfCjqacoZFBUG-FMo/edit?usp=sharing>
- Re: mentoring: “Current mentoring programs in ALA and its divisions” and “Suggested tools for assessing mentoring programs”: <https://docs.google.com/document/d/101wLLVsEDi3ysFVv2AMGV3U1ThJ46HbIXkpTkqFIBpU/edit?usp=sharing>

V.

VI. Closing comments/questions

Meeting adjourned at 1:00pm