

Career Development Committee
Annual Report 2012-2013

Membership

Cindy Bosley (Library Accounting)
Deborah Cook (Olin/Uris)
Jeremy Cusker, Co-Chair (Engineering)
Kathryn Dowgiewicz (HLM)
Michelle Hubbell, Co-Chair (Olin/Uris)
Jackie Magagnosc (Law)
Jessica Withers (HLM)
Jackie Beal (Library Human Resources)
Eisha Neely (liaison from Library Forum Steering Committee)
Judd Karlman (until February 2013)

Meetings

The committee met every other week for most of the year in a meeting room in Catherwood. Members took turns compiling and publishing minutes on the wiki. In early march extra planning meetings were added to plan, publicize and host Career Development Week.

Wiki

The CDC wiki continues to be updated frequently to include program information and additional resources for staff.

NISO Institutional Membership

The CDC has remained the primary contact for CUL's NISO Institutional Membership. Approximately 12 NISO Webinars 'hosted' (one per month; 4-6 attendees each).

Career Development Week

21 Programs by 60+ presenters for hundreds of attendees from across CUL took place between March 18th and March 22nd. The programs were as follows:

Monday, March 18th

Famous Cornell Writers (You Probably Never Heard Of) presented by Fred Muratori (18 people)

Self-Teaching the Khaen: A Practical Resources Review and Discussion of Implications for the Future presented by Gregory Green (12 people)

The Professional Impact of Personal Development presented by Jill Wilson, Jim DelRosso, Sally Lockwood, and Katie Dowgiewicz (16 people)

Poster Sessions featuring posters and digital displays by Martha Walker; Jeremy Cusker; Carla DeMello, Wendy Wilcox, Gaby Castro-Gessner & Mary Beth Martini-Lyons; Sarah Young & Tom Ottaviano; Katie Dowgiewicz

Keynote presented by Lynette Chappell-Williams (Associate Vice President for Inclusion and Workforce Diversity at Cornell), introduced by Anne Kenney

Tuesday, March 19th

Education Benefits for Employees presented by Maureen Brull

From Staff to Professional Status presented by Jeremy Cusker, Jim DelRosso, Lynn Thitchener, Ken Bolton and Virginia Cole

CUL: A New Perspective presented by Dan Blackaby, Katie Dowgiewicz, Aliqae Geraci and Marsha Taichman (16 people)

Travel Reimbursement presented by Tami Magnus, Rebecca Sellen and Cindy Bosley

Academic Promotions & Dossier Review presented by Lydlsi Prignon, Kizer Walker, Barbara Eden (29 people)

Wednesday, March 20th

Being a Virtual Staff Member presented by Gwen Glazer, Xin Li, Neely Tang and Andy Goldman (31 people)

DigitalCommons@ILR presented by Jim DelRosso (5 people)

Metadata @ Cornell: The Thirty Minute Tour presented by Wendy Kozlowski, Jason Kovari, Steven Folsom and Pam Stansbury

Technology Tools: The Use of Prezi in Presentations, 30 Sites in 30 Minutes, An Introduction to Yammer presented by Jim DelRosso, Jeremy Cusker and Jessica Withers

Thursday, March 21st

LibGuides: The Hidden Story presented by Gaby Castro-Gessner, Wendy Wilcox and Adam Chandler

Developing Discipline-Specific Data Literacy Instruction for Graduate Students presented by Sarah J. Wright and Camille Andrews

Digital Humanities presented by Oya Rieger, Kornelia Tancheva, Mickey Casad and Jason Kovari

Words, Numbers and Imagery: The Assessment and Communication Variety Show presented by Zsuzsa Koltay and panel

Friday, March 22nd

Reflections on a Library Without Books presented by Ken Bolton and Jill Wilson (19 people)

2CUL Technical Services Integration: Comparing Notes presented by Adam Chandler, Kate Harcourt, Jim LeBlanc and Robert Rendall (36 people)

Library Committee Lightning Round (16 people)

Cataloguing the Uris Library Art Collection presented by Pamela Espinosa de los Monteros

The CDC distributed and collected evaluation forms at each session. The majority of feedback received was positive towards the CDC, Career Development Week and the individual sessions. For details, see **Appendix 1: Career Development Week Statistics and Evaluation Results.**

Based on feedback and the questionnaire (**Appendix 2: Proposed Changes to CD Week Survey**) about Career Development Week we recommend that CD Week remain during the week of spring break, that next year the committee solicit specific proposals and topics for presentations as well as presenters for

pre-determined sessions, that the program offer more practical sessions devoted to technology and job applications, and simple presentations on different departments.

Other Programs

Basics of RSS with Jeremy Cusker (26 people)
June 9, 2012

NISO Webinar: Content on the Go: Mobile Access to E-Resources
August 8, 2012; 1:00-2:30 p.m. in Olin 106G

NISO Webinar: Discovery and Delivery: Innovations and Challenges
September 26, 2012; 1:00-2:30 p.m. in Mann 102

30 Sites in 30 Minutes with Jeremy Cusker (32 people)
October 9, 2012; 12:00-12:30 p.m. in Olin 106G

NISO Webinar: Beyond Publish or Perish: Alternative Metrics for Scholarship
November 14, 2012; 1:00-2:30 p.m. in Kroch 2B48

Remember Everything with Evernote with Pete Magnus and Rachel Brill (30-35 people)
December 12, 2012; 2:00-3:00 p.m. in Olin 106G

NISO Webinar: Behave Like a Startup: Adapting Your Organization to Rapid Change
January 9, 2013; 1:00-2:30 p.m. in Olin 106

Basic RSS Feeds with Jeremy Cusker (4 people)
January 30, 2013; 1:00-2:00 p.m. in Stone Computer Lab, Mann

Understanding our Tendencies and Leveraging our Strengths with Al Gonzalez (22 people)
February 15, 2013; 2:00-4:00 p.m. in Mann 160

NISO Webinar: Evolving Trends in Collection Development Part 1: New Models for Journal Article Access
March 6, 2013; 1:00-2:30 p.m. in Mann 102

NISO Webinar: Evolving Trends in Collection Development Part 2: Putting the User in the Driver Seat (6 people)
March 13, 2013; 1:00-2:30 p.m. in Mann 102

Untangling WebEx with Pete Magnus, Gwen Glazer, Neely Tang, and Jessica Withers (30-35 people)
April 29, 2013; 2:00-3:00 p.m. in Uris B05

NISO Webinar: Taking Full Advantage: Discovery of Open Access Content
May 8, 2013; 1:00-2:30 p.m. in Kroch 2B48

Effective Email Essentials with Deb Hover (10-11 people)

June 4, June 6 and June 11, 2013; 1:00-2:00 p.m. in Olin 106

Business Dining Etiquette Training with Annemarie Morse

June 21, 2013; 10-11 a.m. in Olin 703

Appendix 1: Career Development Week Statistics and Evaluation Results

SUMMARY OF CD WEEK 2013 FEEDBACK

110 people strongly agreed that a session was **relevant** to their interests; 29 agreed and 1 was neutral. No one disagreed or strongly disagreed.

14 people indicated that it was their first time **attending** a Career Development Committee program.

People liked the **mix** of programming, presenters (staff and academic), and locations, noting that there was a “very good range”. They also liked the daily themes.

As usual, we had the comments about not enough of interest to **non-academic staff** and that sessions were scheduled at times non-academic staff were unable to leave their desks.

Themes emerging from the suggestions for other topics:

Career advancement information

- Research & grant writing
- Publishing
- Continuing ed
- Hard skills
- “really practical stuff” (like the Academic Promotion panel)

“What People Are Doing”---people continue to feel that they are unaware of what is happening in other units and departments

- Lightning round on all CUL run repositories (ie: ILR, arXiv, etc)
- What other people do in their jobs and why; “more participatory types of things where attendees get a chance to put themselves in the role someone else plays in their job”
- Departments giving overviews of what they do; library unit presentations
- More sessions about projects, including pilot projects
- Collaborations with faculty
- Trends staff see in their respective units and functions
- Library practices in other countries

Tools for doing less with less

- Managing email in Outlook
- The three 30-minute presentations were appreciated
- New and changing ways we work

Work/life balance

- “real tips n tricks”; techniques
- Handling stress
- Opportunities available to assist in a work/life balance, like Wellness Program
- Time management
- Music and performance, other cultures
- “external involvement outside of Cornell and library profession but still relevant to work”
- HR topics

Appendix 2: Proposed Changes to CD Week Survey

My Report

Last Modified: 09/11/2012

1. We are considering having a shorter Career Development Week with several sessions held concurrently throughout each day over a 2 -3 day period. Do you think this is a:

#	Answer	Bar	Response	%
1	Good idea		25	30%
2	Bad idea		37	44%
3	Don't know / don't care		22	26%
	Total		84	

Statistic	Value
Min Value	1
Max Value	3
Mean	1.96
Variance	0.66
Standard Deviation	0.75
Total Responses	84

2. Please explain why:

Text Response
Concurrent session would cut down on audience numbers.
I don't really know what career development week involves.
This will make it more likely I can't attend a session I want to attend. Also might make it harder to make sure the reference desk is covered.
inevitably two sessions I want to attend will be held simultaneously ;)
Makes better use of time.
At most conferences where there are concurrent sessions, I end up wanting to go to some which conflict
it would be easier to set aside a dedicated 2-3 day time for CDW. I feel I would attend more offerings.
It seems worth a try, but I have no idea if it would be better or worse.
I don't usually participate.
it's difficult enough to try to make the sessions that are offered spread out with other things on my plate, would hate to miss sessions because it is held at the same time as another appealing session.
it limits what people can attend.
With concurrent sessions, inevitably there will be cases where I would like to attend two sessions scheduled for the same time. Single-track sessions are preferred.
With concurrent sessions, inevitably there will be cases where I would like to attend two sessions scheduled for the same time. Single-track sessions are preferred.
I like it that there are no conflicting sessions to attend but on the other hand if CDC happens to have too many proposals (which we never had before) then this will be the only way to go.
I don't know enough about it
I'd worry about having multiple things I'd want to attend in a single slot, but I'd understand if doing the shorter week would make things easier to manage.
My personal experience (luck?) with concurrent sessions is that the only ones I want to participate in happen at the same time. I'd rather only have one thing going on that I can either attend or not, but not have to decide between multiple things I'm interested in.
it's hard to respond completely without knowing why you're considering the change. But the obvious problem with concurrency is that one is sometimes forced into choosing between two attractive options. Ceteris paribus, I like to be able to look at the schedule and decide yes or no for each session, rather than deciding A or B.
if a presenter take the initiative and time to develop a presentation, it seems against the whole purpose of the week to hold concurrent sessions and have the available audience diluted. I agree that the week is too long--no staff person can take the time to attend multiple sessions. Instead of concurrent session perhaps you need to have a tighter schedule--less talks, better vetted.
Although you risk making attendees choose among concurrent sessions, compressing CD Week will give staff the opportunity to immerse themselves in CD activities over a shorter period -- more like a conference.
Too great a possibility that two interesting presentations would be held at the same time.
This is a good idea if it can be framed as an actual "Conference". Highly encourage people to actually plan time at the event. Ask AULs to lean on supervisors to allow time spent at sessions count as work time with no consequences. Have a happy hour/reception the night before or one evening during the 2-3 days. Supervisors should plan to run on skeleton staffing. Don't just have "sessions", be sure to incorporate "trainings". Great time to have some workshops on working in teams or leading teams or similar topics.
I think attendance would suffer with concurrent sessions.
Two session I may want to attend may end up being held concurrently.
I like the idea of a shorter series, but concurrent sessions will definitely cut down on audience size, which can already be a problem at times. It does not seem right to ask people to put together a presentation without doing all we can to provide an audience of reasonable size.
Better yet, make it biennially.
it would be easier for me to keep my calendar cleared for CD Week if it were over a shorter period. That said, I wouldn't mind horribly if it stayed the same, since there is the possibility that it will make it even more difficult to attend sessions (two of interest being held concurrently, for example).
This is a classic problem of programming in such a way that there are too many events for the time available. I don't see the motivation (you gave none above). For those who attend ALA, this is THE #1 problem with programming. For some reason, CDW has become overly large. If you have that many events, why can't we have programming over the year, rather than forced into a single week.
I already feel like there's a lot I want to go to -- I don't want them to all be at the same time so I have to choose!
what if one wants to go to two sessions that are at the same time?
My position is not part of any career ladder nor does my position provide any work time to seek professional development. My position is the quintessential 'dead end' job.
I would not like the possibility of conflicting sessions (i.e. if there were two I wanted to attend and they happened to be at the same time). Having a whole week dedicated to this is nice too; not as rushed and really gives appreciation to the entire breadth career development opportunities and events.
Spread out over the course of a week, with no overlap of CDW sessions, I can usually find a couple that I'm interested in that don't conflict with other meetings or obligations. If compressed to 2-3 days with concurrent sessions, I think the likelihood of conflicts with other scheduled events, and within CDW, will grow
no concurrent sessions; hate when I have to choose between 2 interesting sessions; 2-3 days would be fine though
I don't think the 2-3 day period is such a bad idea, but could you avoid concurrent sessions? Basically, have fewer programs and be a bit more selective?
I might want to go to two conflicting sessions. (It's all about Me...)
I think a shorter timeframe could result in more focused attention on the event. Concurrent sessions might boost energy/excitement - might create productive competitive tension among presenters.
Because I never go to career development workshops/events.
I think 3 days is great. I've found that there is seldom more than one session I'm interested in per day, so this would be a nice way to consolidate the whole event.
If concurrent sessions are held over a shorter time period, please consider offering them more than once.
This pits one presenter against the other instead of encouraging/supporting the highest possible number of attendees for each presenter.
what would the benefit be of having concurrent sessions? please share your reasoning.
Concurrent sessions could be problematic, if any given session is not repeated then an individual wanting to attend each of 2 concurrent sessions is out of luck.

I only go to one or two sessions normally, so at first I clicked Good Idea. But either way, I'll still go to the ones I prefer. On the Bad Idea side: staff scheduling public service desks may prefer the stretched out schedule-easier to find coverage. So in the end, it's a wash.

I think a lot of people will want to go to multiple sessions and only be able to attend one at a time. I liked having Career Development Week over a full week even though it was disruptive to daily activities because there was a greater chance that I could attend sessions.

I don't know. I assumed the reason you had a whole week was to give everybody an opportunity to present. If you make it shorter, what will the criteria be for accepting proposals?

Timing is important. If you could have duplicate sessions over a week to give those who can't make one could come to the other

I'm not sure if it's a good idea or not. It's worth a try. My only concern is getting good attendance for the competing sessions.

I don't want to say it's a bad idea, but concurrent sessions may force choices and result in missing sessions.

stretched out over a week. It's hard to keep track of what's going on

less work for planning committee perhaps?

Running across campus for different events is difficult enough without having concurrent events.

I can see advantages and disadvantages to both ways. It could be a problem if I want to attend 2 concurrent sessions held at the same time. But it may be easier for planning purposes to compress it into 2-3 days.

I would be very, very sad if I had to choose between two interesting sessions that were being held at the same time.

Will make it more difficult to maintain basic public service desk schedules and will create more schedule conflicts.

What if someone is busy it should be held over a longer period to make it available to everyone.

It will increase the chances that someone will have to miss a session they are interested in. This already happens when we have meetings that compete for the various timeslots.

To me, a part of the value is to showcase the work of colleagues. Shortening it in effect reduces visibility.

I have never participated in Career Development week as I am new staff.

I wouldn't say holding it all in one week is a bad idea, but I would suggest holding sessions once a week over a longer course of time. You've probably already considered this, but I believe one session per week for the entire summer can work well.

I like the idea of having sessions held concurrently for a shorter period of time than the usual week for several reasons. By Friday many people are stretched thin and even when presentations are of interest, they have low turnout. A week is too much time to take away from work. Even 3 days is intense! But CDW is very much worth participating in so it definitely should happen.

Statistic	Value
Total Responses	61

3. As for when Career Development Week should take place, please check those options below that you are likely to attend:

#	Answer	Bar	Response	%
1	Spring Break (Mon. March 18 - Fri. March 22, 2013)		59	76%
2	Finals week (Mon. May 13 - Fri. May 17, 2013)		40	51%

Statistic	Value
Min Value	1
Max Value	2
Total Responses	78

4. Comments:

Text Response	
just testing -ZK	
Either is fine.	
I would need more information about the event and how it affects my work day/pay.	
Finals week is insane on all the reference desks.	
Either week works for me, slight preference to May.	
Much prefer the end of the year, it is a good transition time and ideal time to reflect and take a breath and make room in my brain for new material. Please bring back the bake off!	
I like Spring break better since it allowed Access Services people to attend as well.	
Finals week is too busy	
Not sure yet of exact conference dates, but possible conflict for March.	
For me Spring Break is a treat, a time to try and catch up before the 2nd half of semester. By Finals Week (or even a week or two later) it would have allowed for most semester commitments to have ended and had time to decompress to feel able to take the time to attend an event such as this.	
I don't think we should make any change that increases staff overhead.	
I'm not sure why we have to have CDW during the active school year. Finals week is NOT a time when public services people can drop everything in order to attend, and other depts are busy, too. When is the library's real "down time" to maximize attendance. Is there a reason we do not schedule this following May convocation?	
N/A	
Doesn't really matter which really..	
It doesn't particularly matter to me, though I could see some staff having less flexible schedules during finals week.	
Finals is a terrible time for access services staff since they will be de-reserving and discharging books	
either week could work.	
would prefer finals	
I slightly prefer finals week as the weather is likely to be nice. Bad weather is a real disincentive to attendance if we have to walk. March is nasty as a rule...though this year was a stunning exception.	
I think having career development week after finals would be a great idea.	
Actually, neither is great, but finals week is terrible if you'd like public services staff (non-academic) to be able to attend. Although reference desks slow down, circ desks and staff are busy with students trying to make sure their accounts are clear before graduating/leaving for the summer: student staff coverage gets trickier as students leave town.	
A few years ago, it happened following finals week. That was ideal for us, but I guess it excluded some of the 10-month appointments. With that in mind, I think Spring Break is better.	
for me personally, it would be better if it took place when class is not in session, i.e. during winter break or the first week in June.	
No preference	
either works	
it's often a less busy week for me.	
Our department is very busy in May	
Lots of people may take vacation over spring break. Finals week is better since most of us need to be here at the time (for patrons).	
I think it is a good idea to have it when it is quiet	
Just because the weather's nicer in May than in March I would also like to say that there were some sessions this year that I did not attend because they were in Mann Library and it takes too long for me to walk up there, especially when there is more than one non-contiguous session that I want to attend. I don't have time to walk up there and back multiple times in a day.	
Spring break is better because it's that much farther away from Reunion. Finals week is the final stretch for many of us getting prepared for early June Reunion.	
Statistic	Value
Total Responses	31