

2011-2012 Annual Report

Career Development Committee:

Annual Report 2011-2012

Excerpt from Task Force on Inclusiveness report:

Support Career and Professional Development

- a) Ensure that all CUL staff can explore learning and development opportunities. This might include shadowing other staff (“bring your colleague to work day”), workshops, etc. In particular, the library should incorporate technologies, e.g., teleconferencing, to connect CUL staff with professional and career development opportunities within and beyond Cornell.
- b) Support mentoring, both formal and informal, and expand the opportunity of mentoring to all CUL staff. We see this as benefiting all involved in the mentoring process.
- c) Provide all CUL staff with the opportunity to have a career development conversation with a mentor/guide/expert at least once each year. This is separate from the performance assessment dialog with their supervisors. It could be facilitated by Library Human Resources, perhaps with the assistance of the Library Forum’s Career and Professional Development Committee.

CDC Charge:

RECOMMENDED: That a standing committee on Career Development be established that is composed of seven members appointed for two years, staggered terms, with a minimum of two academic and two non-academic staff members. Committee members shall be selected by the Library Forum Steering Committee from a pool of volunteers. The Director of Library Human Resources, or the Director's designee from Library Human Resources, and a liaison from the Library Forum Steering Committee shall be invited to serve as ex-officio members.

The Committee shall promote and provide continuing education and career development programming for all interested staff of Cornell University Library. Programming efforts should be diverse, targeting both general and more specialized audiences.

The Committee shall appoint and charge a sub-committee to be responsible for a mentorship program open to all CUL staff. The mentorship program will include opportunities for both sustained, ongoing mentoring arrangements, as well as opportunities for career development conversations on a less formal and less frequent

basis. At a minimum, all CUL staff will be provided with the opportunity to have a career development conversation with a mentor/guide/expert at least once each year. This is separate from the performance assessment dialog with their supervisors.

In keeping with the Library Forum Steering Committee Bylaws, the Committee shall keep records of its proceedings.

COMMENT: In 2011-2012, the Mentoring Committee (the "sub-committee to be responsible for a mentorship program open to all CUL staff) was no longer a sub-committee of the Career Development Committee. Now, both the Mentoring Committee and the Career Development Committee are sub-committees of the Library Forum Steering Committee. **In 2012-2013, the charge of the Career Development Committee should be revised to reflect these changes.**

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MEMBERSHIP: Members of the Career Development Committee for the FY2012 are:

Cheryl Beredo, Co-Chair (ILR)

Jeremy Cusker (Engineering)

Peter DelCuadra (LTS)

Peter Magnus (Desktop Services)

Boaz Nadav-Manes, (LTS)

Sara Wright (Mann)

Annemarie Morse (ILR)

Linda Bryan (ex officio from Library Human Resources)

Jessica Withers (liaison from Library Forum Steering Committee).

The following is a report on the activities of the CDC between July 2011 and June 2012.

MEETINGS: The committee met every other week for most of the year. Meeting locations rotated, and members took turns compiling and publishing minutes on our wiki. In February 2012, weekly meetings were held in order to plan, publicize, and host Career Development Week.

WIKI: The CDC wiki has been updated frequently to include program information and additional resources for staff.

CUL-CAREERDEV-L: The CDC co-chairs and LIS selector Wendy Wilcox serve as administrators for the new e-list, CUL-CAREERDEV-L. It is an opt-in list for CUL staff for career development announcements, including new LIS books, workshops and conferences, jobs, and publishing opportunities.

NISO INSTITUTIONAL MEMBERSHIP: The CDC volunteered to serve as the primary contacts for CUL's NISO Institutional Membership. With annual dues by CUL central administration, the membership will allow the CDC to host webinars for CUL staff without diminishing the committee's annual budget in 2012-2013. Jeremy Cusker and Sara Wright will serve as the CDC contacts in 2012-2013.

CAREER DEVELOPMENT WEEK: 24 programs by 50+ presenters for hundreds of attendees from across CUL took place between March 19th and March 23rd. The programs were as follows:

Monday, March 19

Crucial Conversations; you've taken the workshops. What next? presented by Sally Lockwood.

Managing Your Online Reputation presented by Ken Bolton

EMPS eLibraries eXtravaganza presented by Jeremy Cusker, Dianne Dietrich, Jill Powell, Leah Solla, Jill Wilson

Poster Sessions featuring posters by Dianne Dietrich, Tracey Snyder, Carla DeMello, Jill Wilson

Keynote presented by Adam Mayer (MakerBot Industries), introduced by Anne Kenney

Tuesday, March 20

Talking the Walk: Advocating for the Library presented by Zsuzsa Koltay

Pixelating and Pontificating: Academic Libraries, Social Media, and the Point of It All presented by Ken Bolton and Gwen Glazer

DMP, RFP, RDMSG: Who are those people and what are they saying? presented by Wendy Kozlowski, Gail Steinhart, Sarah Wright, and Dianne Dietrich

Copyright matters in scientific literature: Exploring the inside of journal transfer presented by Leah Solla

Academic Promotion & Dossier Review panel discussion. (18)

Open Q&A on Creating and Writing Dossiers for the Promotion Review Process:
(combined w/ panel discussion)

Wednesday, March 21

Introduction to Structural Tension presented by Lydia Pettis

Digging In: My Other Career presented by Gaby Castro Gessner

MLK Community Build: How Collaboration Can Work in Multiple Communities
presented by Eric Acree, Sarah Glogowski (Tompkins County Public Library), Barry Derfel (Newfield High School), Denise Gomber (Beverly J. Martin Elementary School)

CUL Committee Fair presented by Kathy Chiang, Linda Bryan, and Committee Reps

Learn about CUL's Hip Hop Collection presented by Benjamin Ortiz

Thursday, March 22

Libraries in China and Taiwan: What We Could Learn from Them presented by Xin Li (teleconference)

CUL and Kaltura: Developing Streaming Services for Library Collections and Staff
presented by Danielle Mericle and Jason Kovari

The Importance of Being Humanist: Building a library immersion program for 21st century graduate students in the humanities presented by Virginia Cole, Billy Cote, Susette Newberry, and Kornelia Tancheva

2CUL: Just How Cool Is it? Presented by Sarah Elman, Greg Green, Sean Knowlton, Jesse Koenecke, Jim LeBlanc, Colleen Major, Boaz Nadav-Manes

Public Computing in the Library: CUL's Public Computing Advisory Committee
presented by Ryan Krolick, Gabriel Paine, and others

Friday, March 23

Getting to know our academic partners in Beijing presented by Barbara Eden and Dean Krafft

All That Jazz: A Pilot Project for Assessing Student Research Skills and Learning
presented by Lance Heidig and Gaby Castro Gessner

RAW Usability (Real Actions Observed) presented by CUL's Usability Group

The Professional Impact of Personal Development presented by Carla DeMello (MBTI), Chris Miller (Improv Comedy), Pete Magnus (HDCLP-Steps), Michelle Paolillo (moderator), Jessica Withers (StrengthsFinder), Neely Tang (360s)

The CDC distributed and collected evaluation forms the sessions. The majority of feedback received from these forms 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 the feedback about Career Development Week, we recommend hosting the keynote event in a smaller venue and considering moving CDW back to its traditional slot in May. The decision to split the week's programs between Olin and Mann was well-received, thus we recommend the continuation of hosting events in both locations.

OTHER PROGRAMS: The CDC also presented several programs throughout the year, often in collaboration with CUL Human Resources. Attendance, when available, is listed in parentheses.

QR Codes An Introduction: presented by Jeremy Cusker and Annemarie Morse, September 20, 2011.

Copyright for Authors: presented by Peter Hirtle and Dianne Dietrich, November 3, 2011.

What is the IDP and how can I use it to develop my career at Cornell: presented by Kathy Burkgren, January 10, 2012.

Individual Development Plan Workshop: presented by Linda Bryan, February 6, 2012.

Makerspaces and Beyond: Developing a Read/Write Culture in the Library: presented by Lauren Britten of the Fayetteville Free Library (FFL), April 18, 2012.

Basics of RSS Feeds: presented by Jeremy Cusker, June 18, 2012.

BUDGET: The Career Development Committee's total budget for the Fiscal Year 2011-2012 was \$1500.00. Expenditures totaled \$1,052.07.

The committee hosted only two visiting presenters in FY2012, and opted not to include any programs that required a fee, e.g. specialized webinars or workshops. We anticipate that next year's programming could include both visiting presenters and programs for a fee. Therefore, we recommend that the Career Development Committee's budget in FY2013 is again \$1,500.

APPENDIX I:

STATISTICS AND EVALUATION RESULTS

[CDW - Tally and collation of evaluation and feedback](#)

[Events Archive 2011-2012](#)