

# Library Management Team

## *Notes from the December 12, 2007 meeting*

Attending: Lee Cartmill, Pat Court, Anne Kenney, Susan Markowitz, Ellen Marsh, Janet McCue, Oya Rieger, Jean Poland, Jennifer Sawyer, Ed Weissman, Scott Wicks.

Guests: Linda Bryan, Rehana Hug

### 1) Sustainable Workforce Research Project

Linda Bryan, Staff Development Specialist in Library Human Resources, and Rehana Huq, research consultant, gave a progress report on the Sustainable Workforce Research Project, a multi-year collaborative research project between the Cornell University Division of Human Resources and the Positive Psychology Center at the University of Pennsylvania. The purpose of the project is to study the links between individual psychological characteristics on the one hand and workplace variables such as climate, work satisfaction, commitment, and productivity on the other. The Library was one of seven units in the University to participate. All library employees were invited to take part. Eighty-four completed the three rounds of questionnaires in Phase I of the research project which ran from the fall of 2005 through November 2007. Phase 2 is now underway and is expected to end in March 2008. One-half of the employees who completed Phase 1 were randomly selected to participate in the Phase 2 experimental group. They are being asked to complete four web-based exercises especially designed to enhance one's feelings of well-being. We will receive more information about Phase 1 findings in February.

### 2) Report on OCLC Members Council

Jean Poland is serving on the OCLC Members Council <<http://www.oclc.org/memberscouncil/default.htm>>. She is one of four Members Council delegates representing NYLINK, a regional network that provides access to and support for OCLC products and services. The Members Council is comprised of 60 delegates plus six international transitional delegates who reflect and articulate the interests of member institutions that participate in OCLC. Members Council meets three times each year, usually in Dublin Ohio. The meetings are attended by OCLC senior management and members of the OCLC Board of Trustees and serve as a forum for exchanging ideas and raising issues. Members Council elects six of the 15 members of the OCLC Board of Trustees from among Members Council delegates and ratifies amendments to the OCLC Code of Regulations and Articles of Incorporation. Currently the Trustees are sponsoring reviews of both the governance and the distribution models, reflecting the internationalization of OCLC and the possibility of changing from a geographically-based sales and billing network to broader-based delivery and support. Anne asked Jean to report to LMT on a regular basis about issues being addressed at OCLC Members Council meetings, and about developments at OCLC in general.

Edward Weissman