

**TRLN COMMITTEE ON HUMAN RESOURCES
ANNUAL REPORT
JULY 2003 – JUNE 2004**

The membership and leadership of the Committee on Human Resources experienced several changes this year. In September, Sharon Sullivan (Duke) assumed the chairmanship of the committee replacing Mari Marsh (UNC) who had served as chair for the past two years. Wendy Scott (NCSU) continued her membership on the committee. In April, Veola Williams joined the committee as the NCCU representative, and Anne Klinefelter (UNC Law) replaced Cynthia Ruffin (NCCU Law) as the separately administered library representative. In June, Ann Elsner replaced Sharon Sullivan as the representative from Duke and the committee chair. The Executive Committee asked the Council of Directors and the standing committees to review their charges and membership, with input from other library staff. No changes were made to the committee charge or membership as a result of this review.

On October 28, 2003, the Institute of Museum and Library Services awarded a \$496,370 grant to the School of Library and Information Science, UNC to fund a project with TRLN entitled “Educating the Next Generation of Academic Library Professionals: A Unique Partnership Approach”. Committee members worked on this grant proposal last year. The grant will fund five TRLN doctoral fellows and will provide them with a research assignment under the guidance of senior library administrators in each of the TRLN academic libraries and in the medical libraries. The committee members worked with Joanne Marshall, Principal Investigator for the grant and with the Executive Committee to implement the program. The committee members formed the basis of a Management Committee and recruited, interviewed and eventually hired a Program Coordinator, who began work in April 2004. The committee will continue to work with the Program Coordinator to select the Fellows candidates, and to design the library experience portion of the program.

The committee with NCSU as Principal Investigator prepared another TRLN grant proposal which was submitted in January 2004. This project would fund internships and develop a pipeline for recruiting to the profession. The proposal “Triangle Research Libraries Network Intern and Peer Recruiting Program” was made to IMLS for \$472,450. Awards will be announced in September 2004.

The committee sponsored a workshop for supervision of student assistants in July 2003 that was attended by librarians and support staff. Topics covered in this workshop included problem solving and cases studies, supervision and training, evaluation and orientation. Evaluations were extremely positive, reporting that the workshop was useful and provided information that would be incorporated into the work environment, and that

attendees appreciated the opportunity to learn from each other as well as from the workshop leaders.

The committee investigated training options for serving diverse populations and received an endorsement of a program given by the American Library Association Diversity Officer. The committee contracted with Tracie Hall, Director of the ALA Office for Diversity, for two half-day workshops, "Library Services for Diverse Population", on May 18, 2004. Fifty-one staff (librarians and support staff) from the TRLN institutions attended these sessions and provided positive feedback on the training and expressed interest in a follow up workshop.

The committee grappled with the issues surrounding recruitment and retention as they relate to succession planning for the libraries and the profession, and considered whether a consortial approach to exploring these topics would be beneficial. Several committee members met with consultant Sheila Creth to explore possible training or seminar topics. The committee determined that these issues were best pursued on each campus, but agreed to add these topics to their information sharing agenda for future meetings.

The committee completed work on a brochure designed to recruit undergraduates and high school students to library school and a career in academic libraries. The text and graphic design were created by staff at NCSU and reviewed and revised by the committee and the Executive Committee. The first 1,000 copies were printed in May 2004. TRLN will fund the printing of the first 1,000 copies each year and committee members will coordinate the distribution of the brochure to area high schools and community colleges.

The committee continued to explore other training needs and to consult the results of previous needs assessment surveys. A program on careers in libraries for staff without advanced degrees is being investigated, as is a program on careers in libraries for graduate students and Ph.D.'s with degrees in fields other than librarianship. Because of the continuing interest and need for management development throughout the organizations, the committee will offer the Association of Research Libraries Library Management Skills Institute I in the fall.

The committee continued regular discussions of operational and local issues of interest to all in order to share information and best practices. Topics included recommendations from the 3rd Congress on Professional Education: Focus on Library Support Staff; career banding or broadbanding; and opportunities for collaboration or consultation with the ARL Program Officer for Training and Diversity, and the director of the ALA Allied Professional Association.

The TRLN Program Officers began conducting quarterly orientation sessions for new staff from the four institutions in January 2004. These sessions were designed to inform new staff of the activities of the consortium and to provide an opportunity for them to meet each other. The committee members have worked with TRLN staff to add notification of these sessions to their local hiring practices, to publicize the event to new staff, and to provide names and contact information to TRLN.

MEMBERSHIP

Ann Elsner, Duke University (Chair)

Anne Klinefelter, University of North Carolina Law Library

Mari Marsh, University of North Carolina

Wendy Scott, North Carolina State University

Veola Williams, North Carolina Central University

Mona Coutts, TRLN staff