Annual Report 2008
ARLIS/NA Professional Development Committee

Submitted by: Tom Caswell, Chair
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Leadership Update:
Tom Caswell, Chair 2008-2009
Associate University Librarian
Architecture and Fine Arts Library
University of Florida

Sarah Falls, Chair 2009-2010 (Incoming)
ARTstor

Executive Board Liaison:
Elizabeth Schaub, 2008-2009
Director
Visual Resources Collection
University of Texas – Austin

Tony White, 2009-2010 (Incoming)
Head, Fine Arts Library
Indiana University

Committee Members, 2008-2009:

Sarah Carter
Instruction and Research Services Librarian
Verman Kimbrough Memorial Library
Ringling College of Art and Design

Rebecca Cooper
Manager of Reader Services
Society of the Cincinnati Library

Sarah Falls, Conference Networking Program Coordinator 2008-2009
ARTstor

Heather Gendron, Education Subcommittee Chair 2008-2009
Art Librarian
Sloane Art Library
UNC Chapel Hill

V. Heidi Hass, Mentoring Subcommittee Chair 2008-2009
PDC meeting in Denver – The formal restructure of the PDC and its approval by the ARLIS/NA Board was discussed. Emphasis placed on PDC being an umbrella committee for various subcommittees related to professional development and education-related initiatives of the Society. As such, the PDC will initially oversee the newly created Education Subcommittee (see Annual Report below) and the Mentoring Subcommittee (see Annual Report below). Subcommittees may be created and dissolved by the Board as needs of the Society are identified. The key is to keep PDC as flexible and responsive as possible. The Board Liaison (Elizabeth Schaub) reported on recent Board activities which included: the aforementioned approval of PDC restructuring; responding to Assessment Task Force recommendations; and the implementation of functional representatives becoming Board Liaisons for committees – of which Elizabeth is now the Education Liaison for PDC. Sarah Carter described the project to update the online publication Library Schools in the United States and Canada: Educational Opportunities for Careers in Fine Arts and Visual Resources Librarianship (see Library Schools update below). Some discussion followed concerning setting up a recurring mechanism for soliciting and providing for a “New Voices” panel program at each ARLIS/NA annual conference. Sarah Falls has maintained the program for three consecutive years and will be helped this year by fellow PDC member Rebecca Cooper. Tom Caswell informed the committee that the Internship Roster was being updated with the assistance of the Internship Awards Committee chair (Cathy Billings) as that committee’s awardees often look to the Internship Roster for possible placements. It was agreed that PDC will continue to annually update and maintain the Internship Roster as part of its website. Heidi Hass reported on recent Mentoring Subcommittee activities (see annual report below). Heather Gendron then opened up discussion on what the newly formed Education Subcommittees charge is or should be. The initial focus will be on keeping the ARLIS/NA Core Competencies up-to-date and relevant.

Internship Roster – A call was made to ARLIS-L for all institutions to look over the Internship Roster listings and provide feedback as to whether they wanted to retain their listing, modify it, or add new ones. Ten new listings were added, bringing the new total to 67 institutions. Only one institution responded to delete their listing and 28 updated theirs or responded affirmatively to retain. A mechanism still needs to be implemented for non-responsive institutions.

Library Schools project update – PDC members Sarah Carter and Rebecca Cooper worked with Karan Rinaldo to update the 1995 publication Library Schools in the United States and Canada: Educational Opportunities for Careers in Fine Arts and
Visual Resources Librarianship. A survey was sent out and responses received which were then compiled into the 132-page document Fine Arts and Visual Resources Librarianship: A Directory of Library Science Degree Programs in North America [http://www.arlisna.org/pubs/onlinepubs/degree_programs_directory.pdf] which has been posted to the AWS.

Careers in Art Librarianship and Visual Resources brochure – The remaining 100 copies of the Careers brochure (developed by members of the PDC) were requested by Chapter chairs and individual ARLIS/NA members to distribute to library schools or hand out at library-sponsored events. The Careers brochure will need to be reprinted and/or redesigned once the new management firm for ARLIS/NA has transitioned.

ARLIS/NA Strategic Plan 2006-2009:
PDC Action Items 2008-2009 –
- Create a mechanism to support the year-long Mentoring Program. (Strategic Plan Goal I)
  Status: Completed – proposal for establishing a Mentoring Subcommittee accepted and approved by Board.

- Created a mechanism to support educational and continuing education initiatives of the Society. (Strategic Plan Goal I)
  Status: Completed – proposal for establishing an Education Subcommittee accepted and approved by Board.

- Review the Internship Roster: solicit new opportunities, expand to geographical areas not currently covered, and verify existing listings. (Strategic Plan Goal I, Objective D)

- Update and augment the Library Schools in the United States and Canada publication. (Strategic Plan Goal I, Objective D; Goal III, Objective D; Goal IV, Objective C)

Issues for the Executive Board:
- Careers in Art Librarianship and Visual Resources brochure – The remaining copies of the Careers brochure have been depleted. They are very popular with chapters and individual members for recruitment purposes at library schools and library-related events.

- Upcoming vacancies on the Professional Development Committee – At the conclusion of the ARLIS/NA conference in Indianapolis, a maximum of two vacancies (currently filled by Heidi Hass and Louise Kulp) will be available on the PDC.
The Education Subcommittee accomplished the following this year:

- Produced a survey to gather information from people on the ARLIS-L listserv about their experiences and interests regarding professional development activities.
- Completed an analysis of art information job ads to inform revisions of the Core Competencies document.
- Integrated Executive Board suggestions into the Core Competencies document.
- Integrated previous PDC members' suggestions into the Core Competencies document.
- Completed final and extensive revisions of the Core Competencies document. This draft was sent to the Executive Board on April 13th for their approval.
- Submitted suggestions for a revision of the Subcommittee's charge to the PDC and Executive Board.

In 2009-2010 the Subcommittee will:

- Make available on the ARLIS/NA website the revised and approved Core Competencies document.
- Make available on the ARLIS/NA website an updated bibliography on the topic of core competencies for librarians.
- Release on ARLIS-L a summary of the professional development survey.
Explore other project ideas that come out of PDC meetings and from the Board.

**Brief overview of professional development survey results:**

We received a total of 166 responses.

43.3% of respondents have been in their /current or most recent position/ for 1-3 years.
32.2% have been in their current or most recent position for 4-10 years.

43% of respondents have been in the art information field for 1-6 years.
33.9% have been in the field for 7-20 years.
23% have been in the field for over 21 years.

How important to you are the following professional development activities?

**developing technology skills:** 67.3% "high importance"

**participating in workshops or seminars:** 61% "high importance"

**attending conference presentations:** 57.6% "high importance"

93.6% participate in professional development to meet personal goals.
57.3% and 63.1% for promotion/advancement and to meet department or institutional goals.

What might prevent or hinder you from participating in professional development?
Time and money! (83.4% and 91.1%)

What media or formats would you like ARLIS/NA to use to deliver opportunities for professional development?

79.4% regional/chapter conferences and workshops
72.3% online publications
followed closely by these all rated in the mid-60%: web tutorials, webinars, annual conference workshops, annual conference presentations, web links to professional development offerings from other organizations

What content would you like ARLIS/NA to cover in its professional development programming?

66.7% "collection development" and "reference, including virtual reference" were tied
62.7% intellectual property
60.1% instruction
54.2% digital transition

Other types of activities that respondents consider professional development activities included: teaching (courses); keeping current via print, internet, rss feed, listservs, etc.; program development; attending artist lectures; initiating or participating in major initiative projects at my library; workshops or sessions that teach skills or outline processes for projects many of us have in common (instead of sessions where people simply show what they did); networking; volunteering; preservation; collecting; collaborating with teaching faculty; curating exhibitions; developing foreign language skills; workshops for financial, management, and strategic planning skills; editorial board service; software
development; position papers; fellowships or grants; attending public lectures in one's field; keeping current with the art world - going to exhibits.

**A few recommendations...**

- Share this data with the 2010 Boston conference planning committee.

- Take note of the suggestions for what ARLIS/NA should cover in professional development programming (the "other, please describe" portion). Also the final "comments/questions" responses. There are some great ideas here!

- A majority of respondents said they would like to participate in ARLIS/NA professional development opportunities at the **regional & chapter level conferences**. Perhaps this information could be highlighted at the Chapter Leaders meeting in Indianapolis and on their listserv? There was also a very strong interest in "online publications".
Annual Report 2008
ARLIS/NA Mentoring Subcommittee

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Leadership Update:

V. Heidi Hass, Chair 2008-2009
Head of Research Services
The Morgan Library & Museum

Subcommittee Members, 2008-2009:

Sarah Carter
Instruction and Research Services Librarian
Verman Kimbrough Memorial Library
Ringling College of Art and Design

Kevin Madill
Circulation Manager, Borrower Services
Walter C. Koerner Library
University of British Columbia

Rachel Resnik
Technical Services Librarian
Massachusetts College of Art & Design

Activities:

- Mentoring Workshop, Denver, May 2, 2008 – For the last time the Workshop was led by Tony White and V. Heidi Hass. Seven mentors and 11 mentees attended (one mentor was a last-minute drop-out but did participate in the year-long program). Three mentors had to take two mentees each.

- Creation of the Mentoring Subcommittee by the Executive Board on April 23, 2008. (The Mentorship Task Force was dissolved Oct. 17, 2007.)

- On June 2, 2008 the Executive Board approved the name change from ARLIS/NA year-long Mentoring Program to ARLIS/NA Career Mentoring Program, and Conference Mentoring Program to Conference Networking Program, to distinguish the two programs.

- Evaluations from the 19 2008-2009 Career Mentoring Program participants were solicited; eight were received. As in previous years they will be used to refine the workshop and program.
• Sarah, Rachel and Heidi edited the script that Heidi and Tony used (in conjunction with the Banff workshop dvd) to run the workshop in 2007 and 2008, to make it more generally useful to future workshop leaders.

• Kevin produced a professional compilation of the script, handouts and supply list to accompany copies of the dvd. It is anticipated that this will enable future workshops to be held at the chapter level, and it may be used by self-selected mentoring pairs as well.

ARLIS/NA Strategic Plan 2006-2009:

Mentoring Subcommittee Action Items 2008-2009 –

• Creation of Mentoring Subcommittee. (Strategic Plan Goal I, Objective C)
  Status: Completed – with new members not previously involved in leading the mentoring program

• Participation of chapter leaders in the Career Mentoring Program. (Strategic Plan Goal I, Objective C)
  Status: Progress – Participation of chapter leaders from ARLIS/SC in the Career Mentoring Program for 2009-2010, with a mentoring workshop to be held locally during that time

Issues for the Executive Board

• Continued need to engage potential mentors to participate.