

## RBMS Membership & Professional Development Committee

### Draft minutes

Saturday, Jan. 21, 2006

8:00 a.m. 10:00 a.m.

St. Anthony Hotel, St. Anthony Club Room

Present: Ellen Ellickson (Yale), chair, John Cullars (U of Ill at Chicago), Sue Walker (Walpole Library), Verónica Reyes (U of Arizona), James Fox (UO), Hjordis Halvorson (Newberry), Anne Marie Lane (UWy), Mary Lacy (LOC), Fernando Peña (Grolier Club), Kathleen Burns (Yale), Miguel Juarez (Texas A&M), guest, Stephanie Joseph (U of Iowa), guest, Christian Dupont (Syracuse), guest, Alice Schreyer (U of Chicago), guest

Absent members: Susan Fagan, Laila Miletic-Vejzovic (Washington State)

#### 1.) Welcome and introductions

Members and guests were welcomed and introduced. Ellickson said that Susan Fagan and Laila Miletic-Vejzovic had sent word that they would be unable to attend the meeting.

#### 2.) Selection of recorder and finalization of agenda

Ellickson said she would take minutes. [N.B. Anne Marie Lane and John Cullars also took notes and kindly let Ellickson make use of them for these minutes.]

#### 3.) Approval of Minutes from the June 25, 2005 meeting

The minutes were approved.

#### 4.) Housekeeping: Committee membership, Committee roster

Ellickson said that Ann Ferguson was no longer a Committee member, having served two full terms.

#### 5.) Mentoring Program

Since Annual, Ellickson has made three matches between mentors and mentees (two of them with M&PD members Peña and Lane as mentors and Committee guests Juarez and Joseph, respectively, as mentees), and, just before leaving for Midwinter, she received three more requests for mentors.

The mentor/mentee request form was discussed. Ellickson expressed concern that the form offers mentees options that may not be possible to provide; for example, a mentor of the same underrepresented group as the mentee or a mentor in the same geographic area. It was suggested that instead of a series of such options, a hierarchy of preferences could be listed. Ellickson will make some revisions to the form and will present it to the Committee. It was also decided that it is important to craft an evaluation form for mentors and mentees to determine how successful the program has been. Peña will work on an evaluation form for mentees and Ellickson on one for mentors.

#### 6. Buddy Program

Ellickson matched three pairs of buddies for Midwinter; two of the volunteer buddies were M&PD members (Peña again and Halvorson). It was mentioned that many more

volunteer buddies than usual will be needed at the upcoming Austin Preconference because of the 30 IMLS scholarships that will be available and also because the wider reach of the Preconference theme will bring in those from the archival and the museum worlds.

7. Task Force on Core Competencies for Special Collections Professionals (Halvorson)  
Halvorson, the M&PD liaison to the Task Force, reported on the activities of the Task Force, which was originally a subgroup of this Committee. She said that a survey had been sent to RBMS members on the subject of core competencies and 30 good responses had been received, which would be discussed tomorrow. She said that there are three working groups within the Task Force, the first working on an introduction, the second on foundational competencies, and the third on functional and specialized competencies. Dupont mentioned that there will be an informal discussion session relating to core competencies at the Austin Preconference.

#### 8. Diversity Committee (Peña)

Peña reported that he and Reyes had come to San Antonio early to visit two local Catholic colleges to tell the students about the rewards of working in the world of rare books and special collections and to introduce them to RBMS. They spoke to the students, who are mostly Latino, at Our Lady of the Lake and St. Mary's and brought facsimiles and in some cases originals of rare materials to show. Peña and Reyes were commended for their efforts in this matter. It was mentioned, however, that the cost of coming in a day early to make these visits could be difficult for some institutions to support financially. It was suggested that perhaps ACRL would be willing to fund such visits since they fit in well with its Strategic Plan. Peña will take this suggestion to Exec. It was agreed that Midwinter, rather than Annual, is an ideal time for such presentations, since schools are in session. It has not yet been decided if such school visits will be made next Midwinter, which will be in Seattle where there are numbers of Native Americans. It was also suggested that RBMS members could make such presentations at schools in their local areas and Fox suggested that the Diversity Committee create a "tool kit" for individuals to use in making such presentations.

#### 9. Virtual Committee Membership project (Walker, Cullars)

There has been no further work on this project by the Committee subgroup but Ellickson reported that she has learned Exec has received virtual committee software from ACRL. It was decided that this topic will be revisited in New Orleans after more has been learned about what ACRL is offering.

#### 10. Letters to new/dropped/reinstated members

Ellickson reported that, since Annual, 95 new member packets (each of which consists of a welcome letter, an RBMS brochure and an RBMS diversity insert) have been sent and an untallied number of e-mails have been sent to dropped members.

#### 11. Educational Opportunities Directory

At Annual, Ellickson reported that she had contacted 40 schools and got replies from 19. After Annual, she contacted the final 14 schools she had not been able to reach before

(because of url problems) and received five replies. She sent RBMS Web master all of those changes in early December.

#### 12. Scholarship Program (Peña)

Peña reported that the IMLS grant for the Preconference will fund 30 full scholarships, which are worth about \$1100 each. There will be no partial scholarships. At least ten of the scholarships are earmarked for underrepresented groups and geographical and institutional balance will also be sought. New professionals and those with less than five years of work experience may apply for the scholarships. The deadline for applying will be March 1st and membership in RBMS is not required to apply for the scholarships. Dupont said that total Preconference registration will be limited to 300 and that registration will begin in mid-February. Publicity for the scholarship program will include posting on the appropriate lists. In addition, Ellickson will send scholarship announcements to library school deans and Peña to ALA minority caucuses. The Spectrum Scholars will also be contacted about the scholarships and Committee members will publicize them in local professional groups.

#### 13. New members' orientation and New members' informal discussion group (Burns, Reyes)

Ellickson said that there had been some suggestion after the last New members' orientation in Saint Louis that the event should be revamped so that it was not simply the parade of committee chairs walking up and talking about their committees. Dupont wondered if there should be a general Conference orientation session in Austin not just for the new members but for first-time attendees since so many of the attendees will not be RBMS folks and will have never attended a Preconference. Such things as the differences between plenary sessions, seminars and discussion groups could be explained. Ellickson said there could be one session, the first half of which would be a Conference orientation and the second half more focused on RBMS and its new members. She suggested that Christian present the Conference orientation and also that Katherine Reagan, as RBMS Chair, be there to talk about RBMS in general. Ellickson herself could finish up the session by discussing RBMS and membership issues in particular.

Burns reported that she has been liaising with the Austin Local Arrangements Committee to plan the Dutch treat new members' social that will take place after the New members' orientation at the Preconference. This social event could be opened up to new conference attendees in general instead of just new RBMS members. Burns will send out an e-mail before the Preconference inviting people to this event and it will also be mentioned at the New members' orientation.

Burns and Reyes had also been discussing the possibility of instituting a new members' informal discussion group at Annual where people can discuss professional development concerns, share experiences, etc. Dupont said that in Austin there will be a discussion group for getting started in the museum/archives/library fields and Burns thought that the idea of the informal discussion group at Annual should be shelved in favor of seeing how the discussion group at the Preconference fares. Halvorson mentioned that not just new or young attendees should be taken into account but those who might be re-connecting with the profession. Burns said such a discussion group could be simply about making connections and Reyes said it should be a place where people can ask questions without

feeling embarrassed or foolish.

14. RBMS presence at the 2006 ALA New Members Roundtable orientation and at the ACRL booth

In the past, the time of the ALA New Members Roundtable has conflicted with our M&PD meeting. It was unknown at Midwinter if there would be a change in this pattern at Annual. Three M&PD members (Fox, Lane, Ellickson) were going to help man the ACRL booth in San Antonio.

15. Liaison reports: ACRL Professional Development Coordinating Committee, ACRL Membership Advisory Committee

Ellickson is now liaison for these two committees. The meeting of the first-mentioned committee conflicts in part with our M&PD meeting but she will attend some of it and she will attend the entire meeting of the Membership Advisory Committee later on Saturday.

16. M&PD sponsorship of round tables, seminars, papers for future Conferences  
Ellickson reported that Elizabeth Johnson, chair of the Seminars Committee, had written to her with the hope that M&PD will consider doing a seminar for the Baltimore Preconference. An idea for a seminar could be presented for consideration to the Seminars Committee in New Orleans. Burns said she had been thinking about a seminar on professional development opportunities to enrich one's skills (e.g., scholarly conferences, book conservation classes). Cullars volunteered to attend the Seminars Committee meeting in New Orleans to represent M&PD if we formulate ideas for seminars.

17. New Business

Fox encouraged M&PD members to take part in ALA and ACRL diversity activities. In October there will be a Joint Conference of Librarians of Color in Arlington, Texas (near Dallas). Juarez will attend and can represent RBMS as a member. Mention was also made of possibly attending meetings of SALALM, Seminar on the Acquisition of Latin American Library Materials.

The Committee adjourned at 10:00 a.m.

Respectfully submitted by Ellen Ellickson  
6 Feb. 2006