Cultivating Leadership: Preparing Academic Libraries for the Future

November 20, 2015

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#alao2015
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President’s Welcome

It is my honor on behalf of the Academic Library Association of Ohio (ALAO) and the Conference Planning Committee to welcome you to the 41st Annual ALAO conference!

“Cultivating Leadership: Preparing Academic Libraries for the Future” is a theme that will allow everyone to explore how to be a leader in each and every role within their organization or within the profession as a whole. Through the keynote, breakout sessions, and posters, we will all grow in skills and inspiration to excel in each opportunity.

We will kick off the day with a charge of creative energy with the keynote address given by Cindy Meyers Foley, from the Columbus Museum of Art where she is both the Executive Assistant Director and the Director of Learning and Experience. Her talk will explore “Centers for Creativity: Reimagining the Impact of Libraries in the 21st Century”. She will also offer a breakout session later in the morning called “Making Space for Creativity: How to Shift our Expectations, Language, and Conditions to Foster Thinking and Engagement”. Yesterday, Trevor Dawes, Associate University Librarian (Washington University in St. Louis) and Past President of ACRL, provided a wonderful preconference on “Developing Your Leadership Skills”. He returns today to lead a breakout session on behalf of the Diversity Committee called “Libraries: Heart of the University AND the Community”.

Finally, I ask that you please visit the ALAO tables and the vendor tables. The ALAO tables will offer insights into the value of ALAO membership, topics being explored by the interest groups, and information and opportunities offered by the ALAO committees. The vendors make the conference possible through their participation and sponsorships. Stop by to see what products and services they can offer, and please thank them on behalf of ALAO.

Please enjoy the day!

Brian Gray
President, ALAO

Online Evaluation Form: https://www.surveymonkey.com/r/ralao2015
8:00am - 9:00am Breakfast & Registration — Study
8:45am Business Meeting & Keynote — Grand Ballroom
Visit our vendors in the Pre-Function Area

9:00am - 9:50am Keynote Address
Sponsored by OhioNET

Centers for Creativity: Reimagining the Impact of Libraries in the 21st Century

Cindy Meyers Foley

Executive Assistant Director and Director of Learning & Experience, Columbus Museum of Art

Libraries and museums have always had an important role in society as informal learning environments that support the work of formal learning (schools and universities), and house public resources and treasures. Is this truly what is needed of us in a vastly different world? Today our communities desperately seek spaces that allow for public discourse, design for shared experiences and relationship building, foster idea generation across disciplines, and honor questioning over answering. That means we need to be asking new questions about what experiences, programs, and services foster this kind of thinking and engagement. This talk will explore the changes necessary in order for libraries to move from serving community to impacting positive, creative change within community.

Biography:

Cindy Meyers Foley is the Executive Assistant Director and Director of Learning and Experience at the Columbus Museum of Art. Foley worked to reimagine the CMA as a 21st century institution that is transformative, active, and participatory--an institution that impacts the health and growth of the community by cultivating, celebrating, and championing creativity. She envisioned and led the charge to open the 18,000 sq. ft. Center for Creativity in 2011. In 2013, the museum received the National Medal for Museums in recognition of this work. Foley guest edited and wrote chapters for Intentionality and the Twenty-First-Century Museum, and for the summer 2014 Journal of Museum Education.

In 2012, Foley received the Greater Columbus Arts Council Community Arts Partnership Award for Arts Educator. She was a keynote speaker for the Ohio Art Education Association 2012 Conference. In November 2014, she was a TEDX Columbus speaker, presenting “Teaching Art or Teaching to Think Like an Artist.”

Foley is a graduate of the University of Kentucky and The Ohio State University. Prior to joining the Columbus Museum of Art, she was with the Institute of Contemporary Art at the Maine College of Art, the Portland Museum of Art, and the Wexner Center for the Arts.

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#alao2015
Session One 10:00am-10:50am

Grand Ballroom

Breakout Session with Keynote Speaker, Cindy Meyers Foley

Making Space for Creativity: How to Shift our Expectations, Language, and Conditions to Foster Thinking and Engagement

NorthPointe 1

Instruction Beyond the Classroom: Rethinking the Typical One Shot

Discover how one instruction librarian with the average enrollment of 7,500 students per year continues to grow the library's instruction program. Keeping college learning outcomes in mind, learning objects are developed and embedded in programs and courses through close collaboration with college faculty and their curriculum.

Sara Klink, Stark State College

Sponsored by the Distance Learning Interest Group

NorthPointe 2

Leading the Way: Leadership Styles in Student Management

We all depend on student assistants to keep our libraries running, but how do we keep them engaged? How do we get them to want to come to work? This panel will discuss leadership styles and how they affect the management and engagement of student employees in academic library environments.

Amanda Koziura, Case Western Reserve University
Ann Marie Smeraldi, Cleveland State University
Gwen Short, The College of Wooster

Sponsored by the Support Staff Interest Group

Birch 1

Today's Undergraduates...Tomorrow's Library Directors!

Academic librarians play an important role in developing the librarians of the future. A formal library careers program including courses taken for credit and a variety of other experiences leads to better prepared entry level librarians and provides a forum for important student perspectives on library operations and services.

Julie Deardorff, Cedarville University
Kirsten Setzkorn, Cedarville University and Kent State MLIS student
Austin Becton, Allison Jensen and Rebekkah Reisner, Cedarville University Students

Birch 4

Navigating the Future of Instruction with Non-Traditional Topics

Once upon a time, a library began teaching sessions on presentation skills, research poster design, and personal finance. Yes...a library! Come learn how thinking outside traditional topics has exploded one library's instruction program and positioned them as a key leader and collaborator on campus.

Sharon Holderman, Tennessee Tech University, Tennessee

Hickory 1

Libraries: Heart of the University AND the Community

Breakout session with Trevor Dawes, former ACRL President and leader of yesterday's preconference workshop.

Trevor Dawes, Washington University (St. Louis)

Sponsored by the ALAO Diversity Committee

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Session One 10:00am-10:50am continued

Cypress 3

Talent Within: Building Library Leaders Through Staff Development
Cultivating library leaders requires focused time and effort on staff development. Would you like some new ideas for providing or refreshing your training? Learn about our models for team training, leadership development of emerging leaders, and an online staff development resource. Take tangible ideas and resources back to your library!
Jennifer Natale and John Millard, Miami University

Dogwood 4

Developing an Open Educational Resource: Leading Campus OER Initiatives Through Library-Faculty Collaboration
With the rising costs of tuition and textbooks, Open Educational Resources (OERs) are becoming increasingly essential. The library, in collaboration with faculty, is a natural leader of OER initiatives on campus. This presentation will explore the library’s role in developing and publishing an OER.
Mandi Goodsett, Marsha Miles, and Barbara Loomis, Cleveland State University

Session Two 11:00am-11:50am

NorthPointe 1

Print and Electronic Monograph Use: Questioning What We Think We Know
A study of the use of recently-acquired print and electronic monographs at a public university shows that print collection use is strong across all subject areas, while use of ebook collections lags behind. The presentation will contextualize this study's findings and question popular assumptions about monograph use.
Amy Fry and Jennifer Harvey, Bowling Green State University
Sponsored by the Collection Management Interest Group

NorthPointe 2

Seasoning Minds for the Future: Creating Engaging Hybrid Library Instruction
Breakout session covering how to develop library instruction using a hybrid method with in-class introduction to the library, a library tour LibGuide, and worksheet used concurrently with the LibGuide. Currently this is utilized within an FYE class and has increased student engagement of library resources at that level.
Kari Jones, Southern State Community College
Winner of the Student Presenter Grant
Sponsored by the Instruction Interest Group

Birch 1

Insights into Academic Librarian Leadership Using the Bolman and Deal Leadership Orientation Framework
Are librarians prepared to lead academic libraries into the increasingly complex future? Results will be shared from a survey using the Bolman and Deal leadership orientation framework (1984, 2003) to explore how academic library administrators in Ohio and Michigan prefer to interpret and solve problems.
Colleen Boff, Bowling Green State University

Birch 4

FRBR-Family User Tasks: A Model for Framing Bibliographic Data within the World of Research and Innovation
User tasks in the three FRBR-family models may be framed within a larger system that is not limited to “find, identify, select, and obtain.” This presentation will describe users, tasks, and system to identify potential ways to improve services built around the library catalog and other discovery platforms.
Rocki Strader, The Ohio State University
Session Two 11:00am-11:50am continued

**Hickory 1**

**Let the Librarians Drive: Giving Directions through Horizontal Leadership**

A library employs the uncommon leadership strategy of empowering its librarians to coordinate major initiatives. Hear stories about this strategy: training graduate students for leadership; circumstantial leadership through transition; and consensus-building in librarian-led initiatives. Gain new perspectives on this culture and ideas for empowering your staff to lead.

*Michael Priehs, Katrina Rouan and Joshua Neds-Fox, Wayne State University, Michigan*

Sponsored by the Professional Development Committee

**Cypress 3**

**Supporting Students Beyond the Research Paper: Building the Studio**

As the Makerspace trend has infiltrated the library world, librarians have become excited by the possibilities they afford. However, in the academic world, services should be mapped to curriculum and student support. This presentation will share the beginning of the Studio and how it addresses these concerns.

*Bo Baker and Emily Thompson, University of Tennessee at Chattanooga, Tennessee*

**Dogwood 4**

**Tiny Library, Big Impact: Local Leadership on $9.25 or Less**

Regional campus librarians have the unique local connections and flexibility to lead initiatives for internal and external needs. Learn how librarians developed community relations to build a campus archives that turned into a marketing success.

*Tina Schneider and Calvin Cleary, The Ohio State University at Lima*

Sponsored by the Special Collections and Archives Interest Group

12:00pm - 1:00pm

**Lunch & Award Presentations — Grand Ballroom**

Visit with Vendors in the Pre-Function Area (Vendors listed on page 14)

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<td>Student Presenter Grant</td>
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<td>Support Staff Presenter Grant</td>
<td>Jennifer Rice, Kent State University</td>
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<td>ALAO Diversity Scholarship</td>
<td>Kristen Zajac, Kent State University</td>
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<td>DLIG Visionary Award</td>
<td>John Burke, Miami University Middletown</td>
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<td>Beth Tumbleson, Miami University Middletown</td>
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**TEDDY Award**

**ALAO Continuing Education Grant**

Jen Waller, Miami University
John Napp, University of Toledo
Kelly Kobelia, Ohio Northern University — Honorable Mention

**ALAO Research Grant**

Jane Wu, Otterbein University

**ALAO National Library Legislative Day Travel Award**

Sylvia Halladay, Clark State Community College

**Jay Ladd Distinguished Service Award**

To Be Announced

Online Evaluation Form: [https://www.surveymonkey.com/r/alao2015](https://www.surveymonkey.com/r/alao2015)
1:00pm - 2:00pm
Posters in NorthPointe Ballroom & Vendors in Pre-Function Area

1. Continuously Improving the Library Collection
   Collections can develop on their own without a strong vision for the collection’s purpose and needs for the future. Using process maps, the library staff has rethought the collection development and evaluation process to better utilize resources and continuously improve the collection for students.

   Elizabeth Nelson, McHenry County College, Illinois

2. Selling the Stream: Getting the Word Out on Digital Media
   A discussion on publicizing and providing access to streaming media in an academic library and the challenges and successes our library has faced while implementing this format into our collection.

   Jennifer Rice, Kent State University Winner of the Support Staff Presenter Grant
   Cindy Kristof, Kent State University

3. Strengthening Skills: Hosting a Research Boot Camp
   Instruction librarians and an academic department formed a community of practice which developed a three-day research “boot camp” for graduate research assistants. The students gained critical research skills which benefited their department, while the librarians experimented with new instruction techniques.

   Stephanie Soule and Heidi Gauder, University of Dayton

4. Leveraging Expertise and Bibliometrics to Promote Open Access Journal Publications - A Case Study
   Librarians leveraged expertise and bibliometric analysis to provide consulting services to faculty editors of an open access journal publication. The librarians provided guidelines for optimizing the journal transition to the open access platform, as well as effective strategies for maximize journal visibility and discoverability among a global community of researchers.

   Mark Eddy and Daniela Solomon, Case Western Reserve University

5. DIY Outreach: Bridging Communities with a Zine Collection
   Working with niche special collections provides an excellent opportunity to engage our communities, draw in new library users, and inspire new creative works and scholarship. This poster traces a zine collection’s development from donation to organization to display, culminating in a successful zine-making workshop.

   Leslie Jankowski, Columbus College of Art & Design
   Samantha Davis, MLIS Student

6. How Healthy is Your Library? Diagnosing Culture and Curing the Patient
   Libraries have a distinctive organizational culture that shapes the perceptions and assumptions of the personnel. Healthy library cultures are resilient, responsive, and inclusive. This poster will show how to spot the signs of an unhealthy organizational culture and steps to take to move a library’s culture toward good health.

   Emily Hicks, University of Dayton

7. Promoting the Use of the Library Science Collection for Professional Development
   My Z’s are no snooze fest! Librarians appreciate the value of reading for professional development, but our busy schedules often push it to the bottom of our priority list. Learn how to create a digital, browsable collection on LibGuides that will encourage use of your Library Science collection.

   Jennifer Natale, Miami University

8. Archival Researchers Everywhere: Unexpected Users of a Small College's Digitized Collection
   Unexpected campus users of a website with digitized material from a small college’s archives could be evidence that digitization projects are finding campus support beyond the library alone.

   Barbara Sedlock, Defiance College

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9. Yes We Kanopy

Our university library is experimenting with on-demand streaming media with the help of Kanopy, a distributor of online videos. This poster will cover implementation strategies as well as outcomes from the initial months of the pilot.

Stephanie Church and Paul Heyde, Case Western Reserve University

10. Leading the Way: Using the Information Literacy Framework to Build Institution- and Discipline-Specific Learning Outcomes

The new Framework for Information Literacy is meant to be a divergent starting place for libraries to develop their own institution-specific learning outcomes. Discover how to lead the way in developing learning outcomes for particular disciplines at your institution and use outcomes to create curriculum maps for library instruction.

Mandi Goodsett, Cleveland State University

11. Emerging with eBooks: College Students Create Digital Publications

The librarian designed and taught a course where students took part in the lifecycle of an ebook. This project was timely and pertinent to students’ understanding of how publishing works today. The project involved research and hands-on technology components, as well as individual and group work.

Kate Lucey, Miami University

12. STEM to STEAM: An Academic Library’s Successful Outreach Initiative

This poster presents the approach taken by our library to bring STEM to STEAM movement to our campus by organizing an art competition and exhibit. The initiative was very successful and had proven to have the potential to become a campus-wide tradition.

Evangelina Reese and Daniela Solomon, Case Western Reserve University

13. The Effects of Authentic Leadership on Psychological Capital

Psychological Capital is the sum of an individual’s four factors - hope, resilience, optimism, and self-efficacy – which has a significant positive relationship to job performance and satisfaction. Authentic Leadership is a closely linked topic which can foster better self-awareness, moral perspective, promote self-development, and increased group PsyCap.

Phil Willke, Kent State University

14. Leading by Example: Instructional Shadowing as a Professional Development Tool

This poster will describe how we began an instructional shadowing program for new and experienced instructors. By leveraging teaching expertise and sharing new ideas, the program aims to develop a culture of collaboration. We will offer recommendations for starting your own program, detailing steps, assessment measures, considerations, and lessons learned.

Eli Sullivan, Lindsay Miller, and Kate Lucey, Miami University

15. Growing a Campus & Community Bond through Makerspace Workshops

With makerspaces sprouting up all over the country, our library decided to join in the fun. Having a place to work with tools and materials hands-on wasn’t enough though; we decided to start offering workshops to the campus and surrounding community.

Jennifer Hicks, Miami University-Middletown

16. Everyone’s Business: Supporting Responsible Data Management as a Key Information Literacy Competency

The digital landscape of online information resources, platforms, and apps student library users can access continues to grow at an exponential rate. Academic libraries must work to more effectively encourage responsible and deliberate data management instruction for all of their users in both their policies and their praxis.

Krystina Zeit, Kent State University, MLIS Student

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17. Library 101: Developing and Assessing a Social Media Campaign

Your library is on Instagram, Facebook and more. But how do you know what really works for your library on social media? This poster will share the process of developing and assessing a campaign to promote library resources and services at the start of a new academic year.

Jessica Hagman, Ohio University

18. Student Leadership at the Reference Desk: Overcoming Obstacles to Student Success

Do you have students serving as peer leaders at the reference desk? Are you frustrated by a high turnover rate, mundane customer service, or a lack of professionalism? This poster presents strategies and tips for hiring, managing, and mentoring student employees for leadership at the Reference Desk.

Juliana Morley and Stacie Schmidt, Biola University, California

19. Find it Here! Interactive Resource Location Kiosks Lead Users and Staff to Software, Study Rooms and Other Library Services

How do you answer, “Which computer has the software I want?” Or “Where are the paperbacks?” An interactive display lets users select a software title and see a map of highlighted computers. Click on a computer to see all its software. This free tool can work with any library resource.

Eric Johnson, Miami University

20. Multimodal Building Use Study

The library’s assessment team used a combination of an open-source tablet-based software program SUMA, photographs, questionnaires, and preference-based voting to capture information about physical space use, building user perceptions, and user needs. This poster session will report on the results of the study.

Phil Flynn and Mandy Shannon, Wright State University

21. Soft Skills in Academic Librarianship

Soft skills are important for academic librarians to possess, but are rarely examined systematically. This poster presents research that explores the concept of soft skills, comparing taxonomies of soft skills from business and education and analyzing the issues associated with defining, studying, measuring and developing soft skills in librarians.

Lorien Anderson and Miriam Matteson, Kent State University

Cynthia Boyden, State Library of Ohio

1:30pm - 4:00pm Afternoon Snack -- Study Sponsored by McGraw-Hill Education

Session Three 2:10pm - 3:00pm

NorthPointe 1

Assessment of a Broad-Based CCC “Get It Now” Program Implementation

We conducted a year-long pilot of the Copyright Clearance Center’s “Get It Now” rapid document delivery program. We assess whether this service is sustainable and sensible from a collection development standpoint, who the major users are (undergrads, grad students, or faculty), and what subject areas are most requested.

Kevin Messner, Jennifer Bazeley, Susan Hurst, and Rob Withers, Miami University

Online Evaluation Form: https://www.surveymonkey.com/r/alao2015
**Session Three 2:10pm - 3:00pm continued**

**NorthPointe 2**

**Reap What You Sow: Connecting Library Service Data to University Learning Outcomes**
Discover an innovative homegrown product for recording all reference, instruction, and collegial activities. This tool maps activities to university learning outcomes and generates reports to communicate the library's value to campus stakeholders. Learn about how this product was developed, its use, and how one department has responded to it.

*Mandy Shannon, Sue Polanka, and Jason Lipiec, Wright State University*

**Birch 1**

**One Shot at Success? Assessing the Effectiveness of Single Session Instruction on Student Attainment of Information Literacy Skills**
Our library completed an ACRL Assessment in Action (AiA) project to assess the impact of single-session instruction on student attainment of information literacy (IL) skills in first-year composition classes. This presentation will explain our methods, examine the findings, and detail actions resulting from the findings.

*Thomas Hyland, Lakeland Community College*

Sponsored by the Assessment Interest Group

**Birch 4**

**No Space for a Traditional Place: Embracing Special Collections to Support Curriculum Materials Center Resources and the Research Process**
While Curriculum Materials Centers (CMCs) traditionally focus on supporting teacher education programs, the Education Subject Librarian will talk about the added value of working with special collections, as a curator, to enhance the research process and promote primary resources surrounding children’s literature. The Highlights for Children collection will be discussed.

*Deidra Herring, The Ohio State University*

Sponsored by the Curriculum Materials Center Interest Group

**Hickory 1**

**The Qualities of a Truly Sustainable Technical Services Staff in the 21st Century**
In a rapidly changing technical services environment, how do we ensure the relevance of our existing staff's skills? This session will provide practical strategies to help staff master new technical challenges.

*Selina Wang, Oberlin College*

Sponsored by the Technical, Electronic, and Digital Services Interest Group

**Cypress 3**

**Students on the Research Help Front Line: Cultivating Workplace Professionalism and Interdisciplinary Teamwork**
Presents the results of a two-year pilot staffing the Libraries’ Research Help Desk exclusively with a diverse group of trained undergraduate student assistants. Discusses the challenges developing student knowledge, judgment, initiative, and referral skills for consistent and effective responses to all walk-up, online, and phone queries received.

*Elys Kettling Law, The College of Wooster*

Sponsored by the Research and Publications Committee

**Dogwood 4**

**Cultivating Leadership through Continuous Improvement and Influence**
While looking for training to fill a gap in available opportunities for developing leadership potential in our academic library we decided to create our own program, developed to help us continue to meet our organizational goals from a recent reorganization.

*Marcy Simons, University of Notre Dame, Indiana*

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Session Four 3:10pm - 4:00pm

NorthPointe 1

Why Users Come to the Library: A Case Study at a Mid-Sized State Institution

The presenters will share results from our research project examining the initial destination and primary purpose for the visit of patrons in the library. We’ll explore the alignment between initial destination and primary purpose, core services versus service point locations, and the impact of external services in the library.

Rob Snyder, Vera Lux, and Colleen Boff, Bowling Green State University

NorthPointe 2

Leadership Skills for Turbulent Times: Emotional Intelligence and Change Management

No matter the academic milieu you work in, the changing higher education environment will require library leaders to master emotional intelligence and change management skills. This interactive program focuses on assisting leaders in using these new skills to sustain the future value of librarians and the academic library on campus.

Theresa Byrd, University of San Diego, California

Birch 1

Teaching Information Skills for the Workplace

We know that information literacy is necessary in the workplace, yet libraries usually teach students IL for their success as students. This presentation will discuss what differences in IL are needed for the workplace and demonstrate an online module we created to prepare our students for workplace internships.

Cheryl Lowry, The Ohio State University

Birch 4

Dashboard Your Data: Tools to Create a Visual Library Organization

Data visualization offers academic libraries the opportunity to better understand how their communities use library resources and services. This session will show how to support evidence-based library decision-making by demonstrating how one library organization currently uses data visualization tools to gather, analyze, and share library data.

Sarah Murphy, The Ohio State University

Hickory 1

Research Evaluation as a Service: A Tale of Two Universities

University libraries find themselves well positioned to lead scholarship evaluation initiatives that are on the rise at national and institutional level. This presentation offers two university libraries’ approaches on developing research evaluation services on their campuses.

Daniela Solomon, Case Western Reserve University
Matthew R. Marsteller, Carnegie Mellon University, Pennsylvania

Cypress 3

Building Successful Communication with English Language Learners

This presentation will provide useful strategies for communicating with students who speak English as a second language and help ease any anxiety or frustration you may be feeling when trying to lead a library instruction session, have a conversation, give directions, or field student questions.

Jessica Long and Elizabeth Boucek, Miami University - Middletown Campus
Session Four **3:10pm - 4:00pm continued**

*Dogwood 4*

**Battling the Textbook Industrial Complex: How Libraries Can Create a Viable Textbook Lending Model**

This workshop is about understanding the complexities of building your own textbook lending program. Participants will be given a clear picture of how to engage, collaborate, measure, and ultimately, how to fund this program yourself without breaking your library’s budget.

*Adam Green and Tia Pearson, John Carroll University*

**Notes and Musings**

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**2015 Conference Planning Committee**

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<td>Don Appleby, University of Akron</td>
<td>Elys Kettling Law, The College of Wooster</td>
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<td>Katie Foran-Mulcahy, University of Cincinnati, Claremont College</td>
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Help make the ALAO Conference the best that it can be! Please complete the online evaluation.

Visit Our Vendors and Sponsors!

* Denotes sponsoring vendor who is not attending.

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A nursing room is available in the women’s restroom near the concierge desk. Please ask the concierge or staff person to unlock it for you.
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<td>Registration and Breakfast</td>
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<td>9 AM</td>
<td>Welcome and Keynote Address</td>
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<td>10 AM</td>
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