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A STAFF E-NEWSLETTER NOVEMBER 23, 2016

STAFF DEVELOPMENT AND CAREER ADVANCEMENT – SURVEY RESULTS AND NEXT STEPS

BY NANCY HEWISON



Last spring, Libraries Administration conducted two surveys, one of clerical/service (C/S) staff and the other of supervisors of C/S staff, to gather input on training needs related to skills in C/S employees' present positions and in regard to career advancement. Both surveys included the opportunity to provide comments in addition to indicating levels of importance and need for each skill set. Many thanks to all who completed the surveys. Your time and your thoughts are very much appreciated.

The surveys asked respondents to rate each of 18 skills with regard to how important they judged the skill to be for staff in the area in which the respondent worked (C/S staff) or the area supervised (operations managers and others who directly supervise C/S) staff. Respondents were also asked to identify the level to which each skill was lacking in their area, indicating the potential need for training in particular skills.

The responses from both C/S staff and supervisors placed *communication* and *customer service* skills at the top of a group of skills that were judged to be somewhat to very important and for which a moderate to high need for training was expressed. Other skills in this group were *cultural diversity*, *dealing with conflict*, *decision making* and *problem solving*.

Responses by supervisors and C/S staff with regard to importance and need for training varied for some skills. For example, supervisors' ratings called attention to *change management* and *time management*, while ratings by C/S staff placed more emphasis on *Alma*, *job seeking*, *leadership*, *project management*, *stress management*, *student employee supervision*, *team building* and *technical skills*. Both groups of respondents indicated that skills related to *data* and *making presentations* were less needed skills in C/S positions.

In addition to input on the list of skills, some respondents to both surveys provided comments on particular skills and/or general comments about training needs.

What's happening now?

This semester, through the leadership of Sharon Weiner, interim associate dean for academic affairs, along with the Administrative Committee (AdCom) and the Planning and Operations Council (POC), we're focusing on communication skills throughout the Libraries. This focus on communication, one of several skill sets rated by respondents to both surveys as highly important and highly needed, was kicked off with an exercise at the fall All-Staff Meetings. Related exercises have since taken place at AdCom and POC meetings, and all Libraries units are now engaging in these communication-related exercises.

What's next?

This coming spring, AdCom will look into Alma-related skills training needs. Workshops will be scheduled, and/or links provided to available training, to address other needs which stood out in the surveys. Please watch for more information.

EFFECTIVE WORKPLACE COMMUNICATION — NEXT STEPS...

BY SHARON WEINER

Everyone should have completed the "colors" exercise during our October all-staff meetings or using an [online alternative](#). The purpose of this exercise was to determine the communication styles we each prefer so that we can understand how to communicate more effectively with co-workers.

The members of AdCom and POC engaged in a follow-up exercise that POC members will use with members of their units. We would like for everyone to be engaged in these discussions! You should complete that exercise by the end of January. Details about that activity are forthcoming...

Another follow-up activity will be supervisor training on November 28. The purpose of the training is to learn how to incorporate effective workplace communication techniques in performance goals, performance counseling and annual evaluations. **We will schedule a make-up session for supervisors who cannot attend the Nov. 28 training.**

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STRATEGIC GOAL ICONS

You will notice the use of these icons before the article that are symbolic of our Libraries strategic goals.



SCHOLARLY COMMUNICATION: Libraries facilitate and enhance the continuum of the scholarly communication process.



GLOBAL CHALLENGES: Libraries faculty lead in international initiatives in information literacy, e-science, information access, data management and collaborate on Purdue's global initiatives.



LEARNING: Libraries faculty lead in information literacy and learning space implementation, research and scholarship.



INFRASTRUCTURE: Libraries staff working together to enhance the users' experience, raise awareness of Purdue Libraries and recognize the continued learning and successes of our staff.

OFF THE SHELF

New

- Library Assistant IV – HIKS Repository (C/S) **Internal posting with libraries ONLY.** Submit your resume and an e-mail stating your intent to pursue this opportunity to bbuikema@purdue.edu no later than Monday, November 28, 2016.



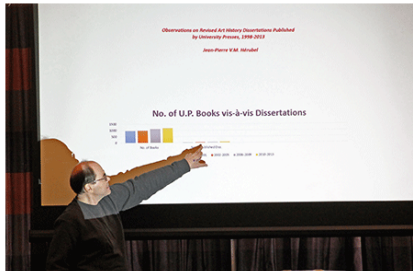
2016 CELEBRATING RESEARCH & SCHOLARSHIP

The Libraries Research Council recently hosted the annual Purdue Libraries Celebrating Research & Scholarship event in the Purdue Memorial Union West Faculty Lounge. This event was open to all Libraries faculty and AP staff and provided them with the opportunity to share their ongoing or recent research projects with their colleagues. There were 26 different presenters who provided information on 40 different research projects.

This year, the categories were grouped according to topics of Engagement and Emerging Opportunities, Learning, and Scholarly Communication. An informal luncheon provided the opportunity for colleagues to talk about possible collaborations, discuss methods for gathering and analyzing data, generate new research questions and share insights and resources.

"Although one might think that listening to 40 different presentations might be a bit tiring or even boring, that was not the case at all, in fact it was invigorating! The presentations were diverse and reflected the continuum represented by scholarship in the Libraries," said Dean of Libraries, Jim Mullins.

Members of the Research Council include Scott Brandt, Bert Chapman, Michael Fosmire, Pete Pascuzzi, Line Pouchard, Michael Witt and Jane Yacilla.



Jean-Pierre V.M. Hérubel presents on his paper, "Observations on Revised Art History Dissertations Published by University Presses." His study offers a quantitative survey of art history books that originated as dissertations.



LIBRARIES 2016 ANNUAL STAFF RECOGNITION

The Purdue University Libraries will recognize the following staff members for their many years of dedicated service to Purdue and the Libraries at the Annual Faculty and Staff Recognition Event on December 9, 2-3:30 p.m. in STEW 279.

SERVICE ANNIVERSARIES

Gretchen Stephens – 40 years
 Diana Grove – 35 years
 Emily Branson – 30 years
 Sharon Sturgeon – 30 years
 Angie Ewing – 25 years
 Vicki Killion – 25 years
 Marjorie Boeckman – 20 years
 Mary Dugan – 20 years
 Rachel Moore – 20 years
 Robert Freeman – 20 years
 Sandy Galloway – 15 years
 Victoria Thomas – 15 years
 Jane Yacilla – 15 years
 Cindy Yeoman – 15 years
 Marianne Stowell Bracke – 10 years
 Tomalee Doan – 10 years
 Patty Glasson – 10 years
 Catherine Fraser Riehle – 10 years
 Matt Riehle – 10 years

2016 RETIREMENTS

Gretchen Stephens – 40 years
 Dot Lanzalotto – 39 years
 Charlotte Erdmann – 32 years
 Sharon Sturgeon – 30 years
 Suzanne Ward – 29 years
 Brad Heiss – 27 years
 Marjorie Boeckman – 20 years
 Cindy Yeoman – 15 years
 Tomalee Doan – 10 years
 JoAnne Carow – 7 years

2016 LIBRARIES NEW STAFF

Will Ferrall (1/25) Library Assistant, ILL
 M Cadwallader (2/24) Library Assistant, ILL
 Melissa Waterworth (2/24) Library Assistant, HKRP
 Audrey Grisham (3/21) Library Assistant, HSSE
 Yue "Shirley" Li (3/14) GIS Analyst, PSET
 Nina Collins (5/2) Scholarly Publishing Specialist, PRESS
 Jenny Jackson (5/31) Marketing & Outreach Specialist, PRESS
 Wei Zakharov (6/27) Assistant Professor, PSET
 Heather Howard (7/5) Assistant Professor, HSSEB
 Rachel Fundator (7/11) Information Literacy Instructional Designer, IL
 Adriana Harmeyer (8/8) Outreach Archivist, Archives & Special Collections
 Jacinda Laymon (8/8) Departmental Operations Clerk, PLF

Continuing

- Director of Assessment (A/P) (Posting 1601770). [Check the Libraries Employment Opportunities page](#). Accepting applications; review of applications has begun.
- Web Applications Developer, (A/P) (Posting 1602002). [Check the Libraries Employment Opportunities page](#). Accepting applications; review of applications has begun.
- Electronic Resources Librarian, (A/P) (Posting 1601973). [Check the Libraries Employment Opportunities page](#). Accepting applications; review of applications has begun.
- Director of Strategic Communication, (M/P) (Posting 1602088). [Check the Libraries Employment Opportunities page](#). Accepting applications; review of applications has begun.

ANNOUNCEMENTS

Showcase Your Artistic Talents

Here is an opportunity to showcase your artistic talents with your coworkers by participating in the Libraries Annual Arts and Craft Show and Sale on December 9, from 2-3:30 p.m. in STEW 278. This event is held in conjunction with the Annual Faculty & Staff Recognition.

All library artists/craftsmen are invited to bring in their handmade items or artwork on this day and price it for sale or display. A table and chair will be provided for each display. If you are interested in participating or have questions, contact Ashley Hutchcraft at ahutchchr@purdue.edu.

Study Break Activities in Hicks

Purdue University Libraries are hosting several study break events in the Hicks Undergraduate Library starting on Tuesday, Dec. 6. Included among these events are visits with therapy animals, craft nights and other activities.

Prep Week

Dec. 6: Popcorn/Craft Night, 6:30-8 p.m.
 Dec. 7: Chair Massages, 6-8 p.m.
 Dec. 8: Caring Paws, 6:45-7:45 p.m.
 Dec. 9: Fabulous Friday with the LGBTQ Center, 3-4p.m.

Finals Week

Dec. 12: Therapy Dogs International, 6:30-7:30 p.m.
 Dec. 13: Chair Massages, 6-7 p.m.
 Dec. 14: Caring Paws, 6:45-7:45 p.m.
 Dec. 15: Popcorn/Craft Night, 6:30-8 p.m.

Center for Healthy Living Classes

"Living with Diabetes" program begins in early February and offers several options to fit a variety of schedules. Participants can choose from one of the following classroom sessions:

- Mondays, Feb. 6 through May 1, noon-1 p.m. or 2-3 p.m.
- Thursdays, Feb. 9 through May 4, 8-9 a.m. or noon-1 p.m.

Registration deadline is Dec. 22, and pre-program assessments will begin Jan. 3. Specific details on the program, including meeting locations, will be shared closer to the registration date. Those who

Erla Heyns (8/15) Associate Professor & Head, HSSEB Division
 Sandi Caldroni (8/15) Data Repository Outreach Specialist, Research Data
 NuRee Lee (8/16) Assistant Professor, HLS
 Nanette Andersson (9/1) Director Libraries Facilities, PLF
 Qinghong (Joan) Wang (9/12) Library Assistant, Acquisitions
 Bertin Mbongo (10/3) GIS Analyst, PSET
 Jason Reed (10/10) Assistant Professor, HLS
 Mandi Gramelspacher (10/17) Administrative Services Manager, ADM
 Michael Lewis (10/17) Library Assistant, Information Resources
 Lisa Carter (10/26) Library Assistant, HSSE
 Ethan Shepherd (10/24) Library Assistant, HKRP
 Sarah Huber (11/28) Engineering Technology Information Specialist, PSET

Retiring LCSSAC Members
 Cheryl Oliver and Dan Rotello



LIBRARIES NEW STAFF



Lisa Carter
 Library Assistant
 HSSE

My very first job after college was at a public library and I was hooked! Books, people, people, books...what could be more fun? I told myself: my long-range goals should be to get an MLS and continue working at a library.

However, my "long-range goals" became "very-long range goals" because we had an incredible chance to move to Europe (my husband's job). Three kids later, an MA in Leadership, many road trips to all kinds of exotic places, working with survivors of the Chernobyl nuclear explosion, etc., etc., and we were ready to come back to our home town — Grand Rapids, Michigan.

By then, the younger two children were in Middle and High school. What was my first job after a long transition? The same public library where I worked a long time ago. It was a great place to work! Now I was ready to start working on an MLIS.

For my first major assignment in pursuit of an MLIS, I needed to interview two librarians working in archives, libraries, museums or an information center. I was so excited about my assignment that I ended up interviewing eight instead of two librarians working in four institutions. I was surprised to discover how wide and diverse the library field was! Some titles within the field were new to me and I had to look up what they meant (metadata librarian, liaison what).

After that assignment, I knew one thing: I wanted to work in an academic library. Looking at full-time library openings led me to Purdue, to the Humanities library. I am continuing with an MLIS and enjoying learning new things in my work as well as in classes. Yes, life couldn't be more fun when I am surrounded with books (in an academic library) and people (students and faculty).

I am usually found behind the iDesk in HSSE, please come and introduce yourself, email me at carte241@purdue.edu, or call me at 49-49844.



Michael Lewis
 Library Assistant
 Digital Programs

I am very happy to officially be part of Purdue University Libraries. I received my BS in Journalism from Ball State University, but have spent most of my work life in the music/recording industry. It is both surprising and comforting how similar my current tasks of editing, transcribing, uploading and archiving are to what I did for so many years with music. I've only switched out the audio for text and images.

By trade I am a singer/songwriter and member of the local traditional music group, Traveler's Dream. We are just getting ready to start our 17th year together! I am also working on a novel (lyric prose) and a story for children.

When I'm not playing music, writing or working, you'll usually find me in the borderlands between the field and the wood with my sweet golden retriever, Ruby, or enjoying a good book by the fire. My favorites are: Hardy, Woolf, Dickens, Austen, John Fowles, John Irving, Joanne Harris, William Styron, and Naomi Shihab Nye. Favorite book? It's a tie between *Jude the Obscure*, *The Return of the Native*, and *The Cider House Rules*. Of course there's *The Magus*, *Bleak House*, and *Sophie's Choice* to consider. Oh, and *A Prayer for Owen Meany!* And *The Collected Letters of Virginia Woolf*. Oh, and...

My office is in STEW 256 and I can be reached at lewismj@purdue.edu or 49-49632.



Ethan Shepherd
 Library Assistant
 Hicks Repository

Hello! I am happy to have joined the staff of Hicks Repository. I graduated from Purdue in May so beginning work in late October was something of a homecoming for me, especially since I worked in the Wetherill Chemistry Library for three years as an undergraduate.

I originally hail from southern Indiana and have always had a love of reading. In my free time I

wish to register now or have any questions can call the center at 49-45505.

A Seasonal Affective Disorder (SAD) workshop will be held from noon to 1 p.m. on Dec. 9 focusing on how to manage the condition. The workshop will be led by Lindsey Millburg, licensed social worker at the center. Those who wish to register now or have any questions can call the center at 49-45505.

EVENTS AND EXHIBITS

Agriculture at the State Bicentennial: Purdue's Contributions to Indiana and Its People

Archives and Special Collections
 June 10–December 23
 10 a.m.–4:30 p.m.
 Monday–Friday
 HSSE Library 4th floor
 STEW

Annual Faculty & Staff Recognition and Arts & Crafts Show and Sale

December 9
 2-3:30 p.m.
 STEW 278 & 279

PUBLICATIONS AND PRESENTATIONS

Ilana Stonebraker "Toward informed leadership: Teaching students to make better decisions using information." *Journal of Business & Finance Librarianship*, 21:3-4, 229-238, 2016. DOI: 10.1080/08963568.2016.1226614

Hal Kirkwood and Ilana Stonebraker "Introduction, Special Issue: Applications of Business Information Literacy for Improved Decision Making." *Journal of Business & Finance Librarianship*, 21:3-4, 195-197, 2016. DOI: 10.1080/08963568.2016.1226609

Weiner, S.; Walker, D.; **Dilworth, K.**, presenters, with co-authors Acharya, L.; Kirkham, L.; Heinzl, L. and **McGowan, B.**, "Developing Teen Health Information Literacy," Indiana Library Federation Conference, Indianapolis, IN. November 10, 2016.

Danielle Cooper, Florian Diekmann, Scott Hanscom, Erin E. Kerby, Adam Kriesberg, Emily Marsh, Cynthia Parr, **Marianne Stowell Bracke**, Sarah C. Williams and **Jane Yacilla**, presented "Research Practices and Information Seeking in the Agricultural Sciences: A Collaborative Approach for Developing Research Support Services" at the American Society of Agronomy, Crop Sciences Society of America, and Soil Science Society of America 2016 Annual Meeting, Phoenix, AZ. November 2016.

Amanda Visconti participated as a delegate in the Cultural Heritage and Social Change Summit (chscsummit.net) in New Orleans November 5-6.

LIBRARIES IN THE NEWS

Journal & Courier, Nov. 14
[Purdue gives new life to printing process](#)

also enjoy playing games, be they board games, pen and paper games, or video games.








My office is located in HIKS B849 and I can be reached at shephere@purdue.edu or 49-67264.



AROUND THE LIBRARIES

Health and Life Sciences Division Faculty Updates

With the addition of two new faculty members and the retirement of Gretchen Stephens, here is an update of the changes and liaison responsibilities in the HLS division.

 <p>Vicki J. Killion, associate professor RHPH 273 vkillion@purdue.edu; 49-41417 Head, Health & Life Sciences Division Subjects: Pharmacy</p>	 <p>Marianne Stowell Bracke, professor LILY L-41 mbracke@purdue.edu; 49-69620 Subjects: College of Agriculture (all departments except for Biochemistry and Agricultural Economics)</p>
 <p>NuRee Lee, assistant professor LILY L-31 lee2563@purdue.edu; 49-48684 Subjects: Center for Molecular Agriculture; Biological Sciences (College of Science)</p>	 <p>Bethany McGowan, assistant professor LILY L-32 bmcgowan@purdue.edu; 49-42917 Subjects: School of Nursing; Nutrition Science; Speech, Language and Hearing Sciences (all College of Health & Human Sciences)</p>
 <p>Pete Pascuzzi, assistant professor LILY L-31 ppascuss@purdue.edu; 49-43620 Subjects: Biochemistry (College of Agriculture); Medicinal Chemistry & Molecular Pharmacology (College of Pharmacy); Bioinformatics (campus-wide)</p>	 <p>Jason Reed, assistant professor RHPH 274 Reed252@purdue.edu; 49-49813 Subjects: College of Pharmacy (professional program); Health & Kinesiology (College of Health & Human Sciences); Consumer Science (College of Health & Human Sciences)</p>
 <p>Jane Yacilla, associate professor LYNN 1133C janeyat@purdue.edu; 49-42856 Subjects: College of Veterinary Medicine; School of Health Sciences – programs include Radiological Health Science, Occupational Health Science, Environmental Health Science, Occupational and Environmental Toxicology, and Medical Laboratory Sciences (College of Health & Human Sciences)</p>	

LINK LETTER

[Submit your LINK Letter here](#)

SMILE AWARD

[Submit your SMILE nomination here](#)

WHAT'S COOKING?

Turkey Biscuit Sandwiches

Visit the [Libraries Intranet](#)

COPY DEADLINE

Copy for the December 14 issue is due by noon, December 12. Send to tmabrown@purdue.edu

Libraries INSIDE Newsletter

November 23, 2016, Volume 10: Number 24

Comments and suggestions are invited. Send information to Teresa Brown/INSIDE/STEW 264, 49-47178 or tmabrown@purdue.edu
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