

Managing Human Resources in the library and information context

How do we want to work tomorrow?

10–11 August 2016

University of Toronto, Hart House, Canada

Wednesday, August 10, 2016

8:00	Registration Opens
8:00–9:00	Continental Breakfast
9:00–10:00	<p><i>Opening Session</i></p> <p>Guy Berthiaume, Librarian and Archivist of Canada The beginning of a beautiful friendship: insights from Library and Archives Canada Moderator: Nancy Gwinn, Smithsonian Libraries (USA)</p>
10:00–10:30	Break
10:30–12:00	<p><i>Session 1: New Approaches and Challenges for the 21st Century</i> Moderator: S. Abram, Lighthouse Consulting (Canada)</p> <p>The Canadian library workforce: longitudinal research K. DELONG, University of Alberta (Canada) M. SORENSEN, Tandem Social Research Consulting (Canada)</p> <p>Experiences and case studies – Human resources: from a top down to a horizontal and participative management style, are libraries ready for the change? J.-P. ACCART, École Hôtelière de Lauzanne (Switzerland)</p> <p>Averting the adjunct crisis: a critical examination of part-time librarianship in the United States Z. WILKINSON, Rutgers University Libraries (USA)</p>
12:00–1:30	Lunch

1:30–3:00	<p><i>Session 2A: Making the Case for Professional Development</i> Mod: C. Urbain, McGill (Canada)</p> <p>Employee attitudes and perceptions of continuous improvement initiatives in public libraries S. LABBÉ, P. FORGET, J. LUCKERHOFF (Université du Québec, Canada)</p> <p>National Library Board service excellence learning and development roadmap HWANG S. R., National Library Board (Singapore)</p> <p>Library leadership development for tomorrow: the LIBER experience J. ROCHE, Université Lille 1 (France)</p>	<p><i>Session 2B: Work Expectations</i> Mod: L. Zaytseva, Russian State Library</p> <p>Professional engagement at Ohio University: meeting a strategic priority E. THEODORE-SHUSTA, Ohio University Libraries (USA)</p> <p>Competencies of professional librarians in Pangasinan, La Union and Benguet provinces, Philippines L. MARTINEZ FERNANDEZ, Philippine Institute for Maritime Studies and Tech.</p> <p>Evolving public services and staffing to meet the needs of academic communities H. CUNNINGHAM, D. KUSZELEWSKI (University of Toronto Libraries, Canada)</p>
3:00–3:30	Break	
3:30–5:00	<p><i>Session 3A: Values and Diversity</i> Mod: P. Moree, Research Institute and Library of Zeeland (Netherlands)</p> <p>Ethnic and cultural diversity of the library profession at the University of Toronto J. LEONG, University of Toronto (Canada)</p> <p>Creating intangible assets through collaboration: an academic library case study K. BENAMEUR, M. ALLÈGRE (Grenoble École de Management, France)</p> <p>Library leader: a lonely rider or a team inspirator? The X factor A. ARAHOVA, National Library of Greece</p>	<p><i>Session 3B: Organizational Structures: What? Who? How Much?</i> Mod: M. Lefebvre, Ryerson University (Canada)</p> <p>Picking up the pieces: managing people after a reorganization of personnel C. SOEHNER, University of Utah (USA)</p> <p>Types and forms of organizational structures of central libraries of leading universities in Pakistan A. ULLAH, University of the Punjab Lahore (Pakistan) H. IDREES, University of Sargodha (Pakistan)</p> <p>Who is doing what, when, where and how in Canada's public libraries? S. STEVENSON, University of Toronto (Canada)</p>
6:00	Reception at Thomas Fisher Rare Book Room, University of Toronto (120 St George St)	

Managing Human Resources in the library and information context

How do we want to work tomorrow?

10–11 August 2016

University of Toronto, Hart House, Canada

Thursday, August 11, 2016

8:00	Registration Opens	
8:00–9:00	Continental Breakfast	
9:00–10:30	<p><i>Session 4A: Working with New Professionals</i> Mod: L. Villalonga, Asted (Canada)</p> <p>Strengthening characteristics of library leader in new era using expert opinion U. S. BEGHUM, National Library of Malaysia AZMAN M. I., Universiti Teknologi MARA (Malaysia)</p> <p>Strengthening recognition and the perceived value of libraries and information science professionals in Madagascar through changes in leadership and management strategies R. JOSVAH-RABIAZA, J. RAFARAMILANTO (Comité pour la Sauvegarde de l'Intégrité, Madagascar)</p> <p>Adding a mentoring dimension to the training of iSchool student R. H. DAVID, A. KWAK (University of Toronto, Canada)</p>	<p><i>Session 4B: Library Demographics</i> Mod: V. Keown, University of Manitoba Libraries (Canada)</p> <p>Status of human resource management in university libraries in Pakistan N. F. WARRAICH, University of the Punjab (Pakistan)</p> <p>The next generation of employees: a study on the factors influencing male students ages 18-30 to become professional librarians in the United States H. BLACKBURN, University of Nebraska at Omaha (USA)</p> <p>Is librarianship a women's profession? A study of gender composition in libraries of central universities of India N. THAPA, Dr. Hari Singh Gour University (India)</p>
10:30–11:00	Break	

11:00–12:30	<p><i>Session 5A: Managing Change</i> Mod: Margo Jeske, University of Ottawa (Canada)</p> <p>Of human bondage: breaking through to lasting change in information organizations R. SINGH, St. John's University (USA)</p> <p>Adopting new skills to meet community needs? J. PATEMAN, Thunder Bay Public Library (Canada)</p> <p>Build 21st century organizational strategic capacities: a case study of workforce transformational change in the University of Cincinnati libraries X. WANG, R. BOURNE (University of Cincinnati, USA)</p>	<p><i>Session 5B: Maximize Competencies and Engagement</i> Mod: Talia Chung, University of Ottawa (Canada)</p> <p>Employee appreciation: a culture of valuing work L. K. BLESSING, North Carolina State University Libraries (USA) L. LILLARD, University of Washington Libraries (USA)</p> <p>Academic librarians' organizational commitment D. MATLABI, Islamic Azad University (Iran)</p> <p>Helping librarians create a talent management strategy A. K. BRADSHAW, Virginia Commonwealth University (USA)</p>
12:30–1:30	Lunch	
1:30–3:00	<p><i>Session 6: Social Considerations in the Management of Libraries</i> Moderator: Réjean Savard, Université de Montréal (Canada)</p> <p>How to permanently demotivate a passionate librarian M. de MIRIBEL, Bureau des bibliothèques de la ville de Paris (France)</p> <p>Millennial library professionals: recruitment, management and retention S. HELMICK, Burlington Public Library, Iowa (USA)</p> <p>Choosing happiness to promote well-being and productivity in libraries E. GAMACHE, Concordia University Libraries (Canada)</p>	
3:00–3:30	Break	
3:30–4:30	<p><i>Conclusion and Synthesis</i> Moderator: Leslie Weir, University of Ottawa (Canada) D. MCKENZIE, Toronto Public Library (Canada) M. GORIN, Haute École de Gestion, Genève (Switzerland)</p>	