People Management

LIBRARY

The registration page for November is here: https://tinyurl.com/ya5k685f

CAMPUS

Join the Holiday Challenge starting November 12th!

This 8 week program will encourage staff to be mindful of eating habits and managing stress with weekly tips and emails by M.S., bilingual Registered Dietitian & C.D.E., Jennifer Swartzentruber.

Complete this challenge and be eligible to win a fitbit!
All participants will receive goodie bags!
Sign up by November 12th!

Can't make it to the meetings? You can still participate!
Contact Leslie at x 2870 or email lesliecramirez@ucsb.edu

ACADEMIC LIBRARIES

The Institute for Research Design in Librarianship is issuing a call for applications. We are seeking novice librarian researchers who are employed by academic libraries or are librarians in a research setting, in the United States to participate in the Institute. We define "novice" broadly; if you feel that you would benefit from being guided throughout the entire research design process, we encourage your application. Librarians of all levels of professional experience are welcome to apply.

The yearlong experience begins with a workshop held on the campus of Loyola Marymount University in Los Angeles, California, from June 2-8, 2019, with arrival on campus on Saturday, June 1, and departure on Sunday, June 9.

The William H. Hannon Library has received a second three-year grant from the Institute for Museum and Library Services (IMLS) to offer this continuing education opportunity (this grant, IRDL-2, is from 2016-2019). Each year 20 librarians will receive, at no cost to them, instruction in research design and a full year of peer/mentor support to complete a research project at their home institutions; the learning experience, travel to and from Los Angeles, CA, accommodations, and food will be supplied to Scholars free of charge.

We seek librarians with a passion for research and a desire to improve their research skills. IRDL is designed to bring together all that the literature tells us about the necessary conditions for librarians to conduct valid and reliable research in an institutional setting. The cohort will be chosen from a selective submission process, with an emphasis on enthusiasm for research and diversity from a variety of perspectives, including ethnicity and type and size of library.

Selection criteria:

- Commitment to the year-long process of participating in...
NOTE: “Alma Office Hour” will be in the IT Conference room on Weds 14 due to room conflict in 2511.

Do you have a question about Alma but don’t know whom to ask? Would you like to talk to someone to clarify how to do something in Alma? Do you want to report a problem but don’t know how?

Well, you are in luck! “Alma Office Hour” started on 10/24/18 and will continue on Wednesdays at 11 am in room 2511.

This is an informal office hour that does not require registration. Just stop by at your convenience.

Would you like to learn how you can build or integrate an interactive tutorial into your very own Research Guide? UCSB Library now subscribes to LibWizard from Springhare! This tool enables librarians to build tutorials where students must actively participate to advance the tutorial forward. While you can insert images, audio, videos, and many other file types, the most exciting feature is you can incorporate a live webpage into the tutorial. This means that you can prompt the student to navigate through our library website or search tools AND have them answer questions without having them toggle between two different screens. Very exciting!

The Library Instruction Team (LIT) will be demonstrating some fun (and practical) features of LibWizard in 1575 on:

- Tuesday, November 13th from 2 - 3:30pm
- Wednesday, November 14th from 10 - 11:30am.

Be advised, a large portion of this session will be dedicated to hands-on experimentation with the tool. But, if you just want to come for our explanation/demonstration for the first 30 minutes or so, that’s fine by us!

Register here: https://tinyurl.com/ya5k85sf to have your own LibWizard account to learn with.

Group viewing scheduled.

November 15th National Philanthropy Day

Imagine the gratitude expressed by Teni multiplied by every student, faculty member, and researcher on campus. That feeling is at the heart of National Philanthropy Day, a global celebration of giving back. Mark your calendars for National Philanthropy Day on November 15 and join us in saying “thanks” to those who have enhanced the UC Santa Barbara Experience.

On November 27, keep your holiday season aglow with generosity by celebrating #GivingTuesday, an international day of giving powered by social media. Please join us for a Professional Women's Association Members Only event, part of the Speaking Up & Stepping Up: It’s Your Money Life Series, Investing Basics, presented by Sharon Cox.

We will be accepting applications from December 1, 2018 to January 27, 2019. Scholars accepted to the Institute will be notified in early March 2019. Application information may be found at http://irdlonline.org/call-for-proposals/institute-overview/

Please contact Project Directors with any questions about the Institute or the application process:
Marie Kennedy, Serials & Electronic Resources Librarian, Loyola Marymount University (marie.kennedy@lmu.edu)
Kristine Brancolini, Dean of the Library, Loyola Marymount University (brancoli@lmu.edu)

Contact Luther@ucsb.edu
Undergraduate research is often conflated with standard end-of-semester research papers, but in fact, undergraduate research is one of several high-impact educational practices identified by George Kuh and the Association of American Colleges & Universities, and is increasingly seen as a vital part of the undergraduate experience. Research helps students connect the dots between their interests, general education courses, writing requirements, and major coursework, and increases learning, retention, enrollment in graduate education, and engagement in future work.

The library can become part of the core infrastructure of the undergraduate research experience. Library research programs can be from any discipline, can be interdisciplinary, can be any high-impact format, and can reflect upon an institution’s own history, traditions, and tensions. Our presenters will discuss the process, issues, and ultimate practice recommendations from three of the case studies covered in their recent ACRL book, Undergraduate Research and the Academic Librarian: Case Studies and Best Practices: developing archival literacy and conducting original research in the archives at Purdue, subject specialized data management at Carleton College, and first year undergraduate research experiences at the University of Oklahoma. Presenters will engage the audience with open questions and polls to invite participation and information sharing about undergraduate research.

Sign up here: https://tinyurl.com/ya5k85sf
For those who are interested in talking more about our OCAI organizational culture survey results, we have now scheduled 2 open sessions for the week after the Thanksgiving break:

Wednesday, November 28, 3-3:50 and Friday November 30, 11-11:50. Both will be in the Mary Cheadle room.

Survey results on Confluence.

I look forward to hearing your thoughts-- both about the instrument and what it measures and what you all think the results tell us about our culture now, and where we want to be headed.

-Kristin

University Librarian
A note from Brandyn...

Hello Student Supervisors,

Next week I will be offering a couple of information sessions that will go over some of the changes we’ve all been experiencing with campus move to UCPath.

I’ve reserved space for 2 identical sessions to take place next week.

Session A: Wednesday, November 14, 2018
9:30am-10:30am Room 1312

Session B: Thursday, November 15, 2018
2pm-3pm Room 1575

From cash management to retirement savings and understanding and planning for your financial future, your burgeoning questions will be answered in a unique perspective for working women. In this series of workshops, you will be able to find confidence in your voice and contributions, and get serious about your money!

Tuesday, November 13th
Buchanan 1934
5:30 - 6:30 PM
RSVP required
https://tinyurl.com/y7bpobtg

**This workshop is open to members only. If you are not already a registered member for the 2018-19 fiscal year, please sign up for a membership, contact PWA at ucsbwpwa@gmail.com**

LOEX 2019: Call for Breakout Session Proposals
Up North: Reflect, Reconnect, & Renew

47th Annual LOEX Conference
May 9-11, 2019
Minneapolis, MN

You are invited to Minneapolis for LOEX 2019 to showcase your innovations in library instruction. We are excited to see how librarians from a wide-variety of locales are exploring their information literacy environment and dealing with the obstacles & opportunities that they are facing along the way.

This year’s LOEX tracks are:
* Lead & Innovate: Blazing New Trails
* Collaboration: The S’more the Merrier
* Strategies for Outreach & Engagement: Navigating the 10,000 Lakes
* Pedagogy & Information Literacy: Jumping into the Deep End
* Facilitating Student Research: Igniting the Flame
* Assessment: Are We There Yet?

Proposals for 50-minute long presentations and interactive workshops can be submitted only through the online submission form and must be received by Friday, November 16, 2018. The primary contact for the proposal will receive a message indicating receipt of the proposal when it is submitted and will be notified if the proposal has been accepted for presentation by Monday, January 14, 2019.

For more details, please visit: [http://www.loexconference.org/breakoutproposals.html](http://www.loexconference.org/breakoutproposals.html)
This is a last call for contributions to the “E-Resource Round Up” column for volume 31, issue 1 of the Journal of Electronic Resources Librarianship (JERL). Submissions can be related to any aspect of electronic resources and their use in libraries, including conference reports, professional discussion groups, meetings, and practices in using electronic resources in-house. This would be a great opportunity for you to report on topics that may benefit others in our profession.

The editors would like to receive contributions to the column by Tuesday, November 27, 2018. Contributions should not be published elsewhere.

If you have a submission or questions, please contact the column editors:

Bob Wolverton
Mississippi State University Libraries
(662) 325-0548
bwolverton@library.msstate.edu
Retirement Preparation: Why Employers Should Care and What They Should Do

The retirement landscape is challenging to navigate for employers and employees alike, and employers have a lot to reconsider in how they go about preparing employees for retirement.

by Andie Burjek July 12, 2018

Agenda:

- UCPath changes to onboarding and recruitment procedures and timelines
- Kronos transfers and work study
- Student Assistant food security (and the Meal voucher program)
- General Questions (time permitting)

No registration is required. Hopefully most of you are able to make it to one of the sessions. My ultimate goal is to do these sessions once per quarter (around dead week/middle of quarter) going forward.

If you are not able to make one of the sessions, but want to remain in the loop, please contact me and we can arrange for another information sharing session.

Hope to see you there!

-Brandyn
The Library Technology team is pleased to announce a new channel of engagement for requesting technical services. Effective immediately, you can submit requests for technical assistance using the following email address: ithelp@library.ucsb.edu.

Service requests directed to this email address will be processed by IT staff, including the creation of a service ticket to monitor and communicate the development of your service.

This channel will also be listed in the IT Helpdesk Wiki Page: https://wiki.library.ucsb.edu/x/pYAJAW.

We hope this new service engagement facilitates the initial interaction with our team.

As always, we welcome your comments and questions. Please submit those to: Manny Cintron (mcintron@ucsb.edu) or John Ajao (aja@ucsb.edu). Important at EVERY stage of one’s employment!

Andrew Fung from Fidelity introduced himself and his services at our All-Library Meeting on November 1st. A Lunch ’n Learn brown-bag session on financial / retirement planning will be held 12-1pm Tuesday November 20 in 1312.

Article from Workforce that you may find interesting (UCSB is doing this!):

− Brandyn
The Library Technology team is pleased to announce a new channel of engagement for requesting technical services. Effective immediately, you can submit requests for technical assistance using the following email address: ithelp@library.ucsb.edu.

Service requests directed to this email address will be processed by IT staff, including the creation of a service ticket to monitor and communicate the development of your service.

This channel will also be listed in the IT Helpdesk Wiki Page: https://wiki.library.ucsb.edu/x/pYAJAW.

We hope this new service engagement facilitates the initial interaction with our team.

As always, we welcome your comments and questions. Please submit those to: Manny Cintron (mcintron@ucsb.edu) or John Ajao (aja@ucsb.edu). Important at EVERY stage of one’s employment!

Andrew Fung from Fidelity introduced himself and his services at our All-Library Meeting on November 1st. A Lunch ‘n Learn brown-bag session on financial / retirement planning will be held 12-1pm Tuesday November 20 in 1312.

UCSB Professional and Continuing Education offers a variety of professional courses and certificate programs that can help you move ahead in your current position or jump start a new career!

Here’s a list of some of our NEW Winter 2019 courses:

- New Manager Boot Camp XLRN X800.6
- Business and Personal Branding MGMT X479
- Developing a Digital Marketing Strategy MGMT X477
- Introduction to Database Management Systems CMPSC X424
- Project Planning: Initiation and Integration TMP X451
- Design Technology: Digital Design Tools ART X420

Housing that’s not only more affordable, but also within walking distance of work? Such a plum rarity will one day be reality for some staff and faculty members of UC Santa Barbara, courtesy of a dedicated housing development planned adjacent to the campus.

With completion of the Ocean Walk faculty housing development at North Campus now in sight, the nascent Ocean Road project — approved as part of UC Santa Barbara’s Long-Range Development Plan (LRDP) — has moved from the backburner closer to the front. Providing workforce housing is a component of the LRDP; doing so at below-market rates is a university priority. (continue)

An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and other populated area. In most cases, active shooters use firearms and there is no pattern or method to their selection of victims. Active shooter situations are unpredictable and evolve quickly.

All employees can help prevent and prepare for potential active shooter situations. This course provides guidance to individuals, including managers and employees, so that they can prepare to respond to an active shooter situation.

This course is not written for law enforcement officers, but for non-law enforcement employees. The material may provide law enforcement officers information on recommended actions for non-law enforcement employees to take should they be confronted with an active shooter situation.

Course Objectives:

Upon completing this course, the participant will be able to:

- Describe actions to take when confronted with an active shooter and responding law enforcement officials.
- Recognize potential workplace violence indicators.

Part two of this two-part article series defines the various types of microaggressions, discuss the effects of microaggressions in the workplace, and offer best practices for addressing and coping with microaggressions.

(Continue) https://training.fema.gov/is/courseoverview.aspx?code=IS-907 (1 hr)

An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and other populated area. In most cases, active shooters use firearms and there is no pattern or method to their selection of victims. Active shooter situations are unpredictable and evolve quickly.

All employees can help prevent and prepare for potential active shooter situations. This course provides guidance to individuals, including managers and employees, so that they can prepare to respond to an active shooter situation.

This course is not written for law enforcement officers, but for non-law enforcement employees. The material may provide law enforcement officers information on recommended actions for non-law enforcement employees to take should they be confronted with an active shooter situation.

Course Objectives:

Upon completing this course, the participant will be able to:

- Describe actions to take when confronted with an active shooter and responding law enforcement officials.
- Recognize potential workplace violence indicators.

(Continued) Our nation’s history plays a huge role in the way we perceive underrepresented groups. From slavery to segregation, to the inequality in compensation for women and people of color, to the refusal to wed same sex couples, discrimination and opposition has plagued the United States for decades. Since the Civil Rights Movement, discrimination towards underrepresented groups has shifted from overt acts to subtle and semiconscious manifestations called microaggressions. These manifestations reside in well-intentioned individuals who are often unaware of their biased beliefs, attitudes, and actions. They can lead to inequities within our relationships and affect our work productivity.

Part two of this two-part article series defines the various types of microaggressions, discuss the effects of microaggressions in the workplace, and offer best practices for addressing and coping with microaggressions. (Continue) https://training.fema.gov/is/courseoverview.aspx?code=IS-907 (1 hr)

An active shooter is an individual actively engaged in killing or attempting to kill people in a confined and other populated area. In most cases, active shooters use firearms and there is no pattern or method to their selection of victims. Active shooter situations are unpredictable and evolve quickly.

All employees can help prevent and prepare for potential active shooter situations. This course provides guidance to individuals, including managers and employees, so that they can prepare to respond to an active shooter situation.

This course is not written for law enforcement officers, but for non-law enforcement employees. The material may provide law enforcement officers information on recommended actions for non-law enforcement employees to take should they be confronted with an active shooter situation.

Course Objectives:

Upon completing this course, the participant will be able to:

- Describe actions to take when confronted with an active shooter and responding law enforcement officials.
- Recognize potential workplace violence indicators.
The concept of retirement has dramatically evolved over the past century. While more people used to expect a pension and a reliable retirement date, the shift toward employee responsibility in retirement savings has caused challenges for both employees and employers. Considering the massive changes in the retirement landscape and in the definition of retirement itself, employers have a lot to reconsider in how they go about preparing employees for retirement. See Professional Women’s Association event in Campus column: Speaking Up & Stepping Up: It’s Your Money Life Series: Investing Basics
Nov 13: The Neuroscience of Engagement

When you attend this webinar, you’ll learn the single question the brain is asking itself … five times every second. Michael Bungay Stanier outlines four factors that make all the difference in whether people are with you or against you. You’ll leave feeling like you can use the science of engagement in practical ways to have more impact in the work you do.

Nov 14: A Good Night’s Rest: Government Resources Can Teach You About Adequate Sleep Habits (Federal Depository Library Program)

This webinar will present information on Government resources about what sleep is and how to get enough of it. Also covered will be insomnia, benefits and detriments of sleep medications, problems and conditions related to sleep, and sleep requirements for differing ages.

Nov 14: Introduction to Proposal Writing

This class will provide you with an overview of how to write a standard project proposal to a foundation.

Nov 15: A Sense of Belonging: Culture Amp’s 2018 D&I Findings

Employees want to feel accepted in their workplace and feel as though they are a part of something. Creating a sense of belonging impacts employee engagement. Companies can have a better understanding of how to measure the overall employee experience by building an inclusive culture in their organization. Culture Amp’s new D&I report shares our insights on diversity and inclusion in the workplace from hundreds of companies and leaders in the D&I space.

Nov 15: Open Educational Resources (OER) and their intersection with scholarly communication (link to join at 1:30pm Pacific time)

Check out Our ALL NEW Website for more information about professional development opportunities.

If academic study is your goal consider our Open University Program, which allows you to enroll in individual campus courses and save by paying on a per-unit basis. Explore the UCSB course catalog today!

Faculty and Staff Special Discount:
UCSB faculty and staff who are employed at least 50% time in career positions receive a 25% discount on UCSB Extension professional development courses.**  
(**Discount does not apply to the Open University Program.)

Enroll now. Winter Quarter begins January 7th! For more information or to enroll,
Visit 2166 Kerr Hall, call (805) 893-4200 or email help@professional.ucsb.edu
Discover. Experience. Grow. See you in class!

Replies should go to: help@professional.ucsb.edu

41st Annual Turkey Trot 5K /10K Walk & Run

November 17 | 8:30am | Lagoon Lawn
Start your Saturday off right at the 41st Annual Turkey Trot 5K/10K Walk & Run! This course will take you along some of the most breathtaking views on campus. Prizes are awarded to the first, second, and third place winners of the Men’s, Women’s and Open divisions. A shirt is included with registration! Register now to receive the early bird rate.

Adventure Programs

When was the last time you tried something new for the first time?

Whitewater Kayak Rolling | November 14 / November 16

Campus Point Kayak Surfing | November 18
Big Sur Camping | November 1-4
Joshua Tree Backpacking | November 21-25

Open to all UCSB students, staff, faculty, alumni, and community members.

Sign up online or in person at our Customer Service Center.

THE 63RD ANNUAL FACULTY RESEARCH LECTURE

• Monday, November 26, 2018 | Free
• 4:00 PM Reception | 5:15 PM Lecture
• Corwin Pavilion, University Center | UC Santa Barbara

• Describe actions to take to prevent and prepare for potential active shooter incidents.
• Describe how to manage the consequences of an active shooter incident.

Instruction RX: Prescriptions for Helping Students Overcome Library Anxiety

Friday, February 8th / 10am-1pm / California State University Dominguez Hills (Carson, CA)

Proposal Due Date: Friday, December 7th

Submission Form: https://goo.gl/forms/G9hGmf6dqGsv9Nq1

Southern California Instruction Librarians (SCIL) will be hosting SCIL Works on Friday, February 8, 2019. This annual mini-conference offers librarians the opportunity to share their best practices, innovative pedagogy, and creative solutions with colleagues. SCIL Works 2019 will focus on the many ways in which instruction librarians help students from a variety of backgrounds overcome library anxiety.

The term “library anxiety” was coined in a 1986 study by CA Mellon, in a qualitative study where over 6000 described their feelings of approaching library research as a fear or phobia, closely tied to the feelings expressed when working on math or tests. Students new to research library seldom describe their problems with library research in terms of search problems, but rather a sense of unease around their skills compared to their peers, the pressure to hide that current age, we have similar problems with library anxiety.

Many students are reluctant to approach the reference desk, unsure of what to ask or if we could help them, so for most students, their only encounter with a librarian is during instruction. In most of our encounters with students, a secondary, affective student learning outcome is that the student comes away from the encounter knowing that there is help available to them in the library. We want to hear how you help students overcome library anxiety when it comes to their research endeavors.

- How are we helping students overcome library anxiety in our instruction sessions?
- How have you made your instruction space a safe space for students to ask questions?
- How do you balance the needs of students at different levels of research skills?
- How do you keep the advanced students engaged while still explaining at a level adequate for beginning students?

Example topics could include, or please submit your own idea:

- Working with First Year and Transfer Year students
- Working with First Generation students
- Working with students from minority background
UMESH K. MISHRA
Department of Electrical and Computer Engineering

"Thank God for Gallium Nitride!"

Ever since the development of the blue LED and white LEDs by Nobel Laureate Shuji Nakamura, the excitement about the possibilities that Gallium Nitride (GaN) offers has been relentless and exhilarating. The applications have spread beyond general lighting to lasers to horticulture to now electronics. Hybrid and electric vehicles, data servers, solar inverters, robotics, gaming, and communications across a large band of interests are all being served by GaN.

Gallium Nitride is truly the material that keeps on giving.

Please distribute this email widely and print and post the flyer in your departments. The flyer is available for download and printing on the Staff Assembly web site at: http://www.staffassembly.ucsb.edu/did-you-know

If staff are interested in getting more involved, please encourage them to sign up for the GaUCSB staff access to information about staff-related opportunities, events and issues. More information at: http://www.staffassembly.ucsb.edu/news-events/gaucho-voice-staff-edition-s-list

UC Santa Barbara Sustainability invites you to attend a forum to discuss the current draft of the Campus Sustainability Plan. The goal of this forum is to provide a space for students, faculty, staff, and community members to gather new ideas and spur feedback to incorporate into the plan which is currently in the public comment period. Come and share your ideas to help UC Santa Barbara be a stronger leader in this area.

Wednesday, November 14th, 2018 / 9:00 – 10:30 AM / Ellison Hall 3621

Coffee and Donuts will be provided

Click here to view the draft Campus Sustainability Plan

Please send comments and feedback to Jewel Persad @ jewelpersad@ucsb.edu by November 16th, 2018.

- Instruction for graduate students.
Understanding what they think they know about the library and making corrections.
- How your LibGuides offer performance support
- How you are addressing library anxiety in virtual environment
- We are accepting proposals for presentations in one of two formats

Presentation:

- A 20-minute presentation where the presenter shares his/her research or an effective program or practice with participants, with an additional 5 minutes for Q&A.
- Lightning Round: A live, 5-minute poster session or slide deck. This presentation could briefly describe a program or initiative, highlight an online tool or tutorial, or exhibit an assessment process or instrument.

*Submissions* Please complete the Proposal Submission Form by 5:00 pm, Friday, December 7th. All submissions will be blind-reviewed by a panel. Presenters will be notified that their submissions have been accepted by Friday, December 21st.

If you have questions about submitting, please contact Mary-Michelle Moore, SCIL Chair at marymichellemoore@ucsb.edu or marymichellemoore@ucsb.edu.

*Submissions* https://goo.gl/forms/G9hGMfd4qGsv99aq1

Call for nominations for Lois Mai Chan Professional Development Grant.

Deadline for nominations and applications is December 1, 2018.

Purpose This grant was established in 2017 by the Cataloging and Metadata Management Section (CaMMS) of the Association for Library Collections & Technical Services (ALCTS) to honor the career and influence of Lois Mai Chan, distinguished leader, author, and mentor in the field of metadata creation and standards.

Over four decades, Chan was instrumental in the development of standards and best practices, writing over sixty scholarly articles and outstanding textbooks on cataloging and classification. She was a member of the American Library Association since 1960, serving on numerous committees including the Subject Analysis Committee, the International Relations Committee, and the executive Committee of the Cataloging and Classification Section. Chan was active in the International Federation of Library Associations (IFLA) where she was a member of the Classification and Indexing Standing Committee and Knowledge Management Standing Committee, and the Working Group on the Functional Requirements for Subject Authority Records (FRSAR). Chan also contributed to the enhancement or creation of the major schemas for subject analysis as a consultant to the Library of Congress on the Library of Congress Subject Headings and the Library of Congress Classification and to OCLC on the Dewey Decimal Classification and the Faceted Application of Subject Terminology (FAST). She was the 1989 recipient of the Margaret Mann Citation, the...
Explore available opportunities for continuing education, peruse useful sites for keeping up with technology, and develop a plan for taking charge of your own learning. Topics covered will include planning for learning, time management, and state and national resources. Ample time will be given for participants to search for relevant training and education opportunities that fit their individual needs.

Nov 20: Bozarthzone! Holiday Stressbusters

What should be a season of love and joy often turns instead to tiring weeks of overspending, overindulging, disappointment and STRESS! Join facilitator Jane Bozarth for a look at common causes of holiday stress and ways to combat them.

Nov 20: Case studies on course material affordability programs at North American university libraries (ACRL/Choice)

Hear how academic libraries provide students with access to required content. Discover how librarians and faculty members interact to assess and provide relevant course materials. From initial requests, acquisition considerations, to licensing, you’ll observe differing approaches to the implementation of course materials in the University classroom. Do you work closely with faculty when considering the cost and availability of course learning materials for students? Are you involved in the acquisition process? Do you have an interest in the development of your course content requests process? If you answered yes to at least one of these questions, then this is the webinar for you - from academic liaison to collections development specialist, this webinar covers a number of useful topics for all in the library community.

Nov 21: Navigating Difficult Conversations: Deliver Your Message with Poise, Empathy and Resolve

Difficult conversations are inevitable in any workplace. Those conversations can create unhappiness, stress, and tension. They can also impair and even destroy relationships. When handled poorly, they are likely to result in serious problems that interfere with productivity and leave everyone involved feeling frustrated and dissatisfied. You can’t avoid these kinds of conversations, but you can learn how to handle them more effectively. Developing the ability to handle these challenges will pay off in terms of reduced stress, increased confidence, improved relationships, increased trust, fewer problems, better teamwork, higher productivity, and better career opportunities.

Nov 27: Graphs, Charts, and Data Visualization - All Three in Your Next PowerPoint Presentation

highest honor in cataloging bestowed by the American Library Association, and the 2006 recipient of the Beta Phi Mu Award, presented to a library school faculty member or to an individual for distinguished service to education in librarianship. This grant recognizes Chan’s wide ranging contributions and deep commitment to the field of library cataloging and classification.

The Lois Mai Chan Professional Development Grant is awarded by the ALCTS Cataloging and Metadata Management Section to provide librarians and paraprofessionals from under-represented groups new to the metadata field with the opportunity to attend a professional conference and encourage professional development through active participation at the national level. The grant is to be used for airfare, lodging, and registration fees to attend the ALA Annual Conference.

Criteria
Nominees or applicants must:

1. Have ten or fewer years of experience in the field of metadata creation and/or management
2. Identify with one or more of the following groups:
   - Historically disadvantaged racial and ethnic groups
   - Those discriminated against based on gender or sexual identities and expressions
   - Those from protected classes including, but not limited to, age, religion, and disability status
   - Those discriminated against based on nationality or language
   - Those who experience socio-economic barriers
   - People geographically isolated
   - People experiencing financial need
   - Immigrants, refugees, and new Americans
3. Exhibit evidence of or interest in a career as a library metadata specialist as demonstrated by activities that may include (but are not limited to) past coursework, internships, jobs, special projects, and publications
4. Have 1-3 recommendations from colleague(s)
5. Express desire as stated in a short essay (up to 500 words) on the following theme: How would receiving the Lois Mai Chan Professional Development Grant further your professional development goals?
6. Be willing to participate in designated conference events:
   - Work with a member of the jury or the CaMMS Executive Committee to identify relevant programs and interest group sessions to attend
   - Attend at least one CaMMS program, committee meeting, or interest group meeting
Graphs are a common component to most presentations, but they aren't always used correctly. An effective graph can show a trend, support your message, explain a situation, and much more besides. Data visualization takes things further, to convey complex concepts in an elegant and relatable way. In this masterclass, we explain how to use and create PowerPoint graphs and charts effectively. We show the common mistakes people make and how to avoid them. Then teach you how to create live and non-live graphs, charts, and other data visualizations that will help engage your audience and get your message across.

**Nov 28: Understanding Grief After an Overdose Death**

This webinar focuses on the dynamics of grief after a death caused by substance use. It begins with a look at three key questions people bereaved by an overdose death commonly ask themselves: "Why did the person die from an overdose?" "Did the person intend to die?" "Was the death preventable?" It also covers the stigma, stress, and trauma that can come with grief after a death from substance use -- and it considers issues that begin to influence survivors' experience of grief and loss long before a death occurs, such as struggling with a loved one's addiction and the demands of caring for a chronically ill person. The concepts in the webinar are based on the presenter's 20 years of experience as a peer grief support advocate and his current work on two statewide projects in Massachusetts focused on helping people affected by the opioid epidemic.

**Nov 28: Leading Change at Every Level**

Change is here to stay; there's no doubt about it. But in today's empowered workplace, leading organizational change has, well, changed. What was once the role of senior management is now the day-to-day responsibility of individuals throughout the organization, from the execs at the top of the pyramid to the frontline employees at the base. Everyone is responsible for managing change. And that's good news. Why? Because studies show that managing change in organizations is more successful when implemented by the people who have the most impact on employees. Regardless of authority or position, the ability to champion change has become a key factor in professional and organizational performance.

Leading Change at Every Level is the combination self-assessment and training workshop that measures skill level and develops the five behaviors of effective change leaders: modeling the change, communicating about the change, involving others in the change, helping others break from the past, and creating a supportive environment for change.

- Submit a brief report on the conference experience for ALCTS News

Note: Membership in ALA, ALCTS, and/or CaMMS is not required to be eligible for the grant. Preference will be given to applicants who have never attended an ALA Annual Conference.

**Submission**

Nominations and applications shall include:

1. Name, address, phone number, and email address of the nominee and nominating party or applicant
2. Letter of application or nomination
3. At least one, but no more than three, letter(s) of recommendation from professional colleague(s) who know the candidate and their work
4. A resume or curriculum vitae
5. A short essay (up to 500 words) on the following theme: How would receiving the Lois Mai Chan Professional Development Grant further your professional development goals?
6. Send nominations and applications via email to the grant jury chair, Amber Billey (abilley@bard.edu).

Nominations and applications for persons not selected for the grant in one year may be resubmitted provided the person still meets the criteria. Previous winners are not eligible.

**Award**

The grant consists of $1,000 cash, an individual registration for the ALA Annual Conference, and a citation. The grant is applicable toward airfare, lodging, and other ticketed events related to ALA Annual Conference attendance. The grant is made possible by a donation by Netanel Ganin.

**Presentation**

The grant is presented during the American Library Association Annual Conference each year at the ALCTS Awards Ceremony and Membership Meeting. The first grant will be awarded in 2018.

**Awards Jury**

For nomination information contact Amber Billey (abilley@bard.edu), chair of the Chan Professional Development Grant Jury.

---

Emerging Leaders Class of 20

ALA has selected 50 people for its 2019 class of Emerging Leaders. The program enables library and information workers to participate in project planning work groups, network with peers, gain an inside look into ALA structure, and have an opportunity to serve the profession in a leadership capacity. See the full list of participants. The Emerging Leaders program will kick off with a day long session facilitated by Maureen Sullivan during the ALA 2019 Midwinter Meeting in Seattle....
How many times have you arrived at a page and found your eyes glazing over when faced with long, wordy paragraphs? On the web people don’t read, they scan, skim and select. In fact, usability studies show that less is more — people don’t find information that is right in front of them when it’s buried in long paragraphs. When it comes to email, communicating effectively is especially important, and the same guidelines for writing web content apply. With email, you also need to consider subject lines, who else to copy, and what outcome you are hoping for with each email you send. In this webinar, we’ll offer specific guidelines that will help you communicate more effectively in an age where people read most of your content on a screen. We’ll look at before and after examples, and attendees will get a list of resources for learning more.

The increasing uptake of semantic technologies is giving the ontologies the opportunity to be treated as first-class citizens within software development projects. Together with the deserved visibility and attention that ontologies are getting, it comes the responsibility for ontology development teams to combine their activities with software development practices as seamless as possible. Therefore, an effort is needed in order to alleviate traditional ontology development methodologies to shift lightweight approaches which also adopt tools and common practices from software development teams. In this presentation some practices, tools and examples of lightweight trends in ontological engineering will be provided.

Come learn more about IdentityTheft.gov, the Federal Government’s free, one-stop resource to help people fix problems caused by identity theft.

Small Business Saturday is an annual holiday shopping tradition founded by American Express 2010 that gets communities everywhere out celebrating their local small businesses. This year will take place on Saturday, November 24—but it’s not too late to get involved. In 2017, an estimated 108 million consumers reported shopping or dining at local, independently owned businesses on Small Business Saturday. There are several ways your library can get involved between now and November 24....

Do you know someone who has excelled in Women and Gender Studies Librarianship? The ACRL Women & Gender Studies Section is accepting nominations for two Awards. WGSS awards are given annually to honor distinguished academic librarians who have made outstanding contributions to women and gender studies through accomplishments and service to the profession. The awards recognize those who have made long-standing contributions to the field during a career (the Career Achievement Award) and those who have made significant one-time contributions (the Significant Achievement Award.)

Selection criteria for the Awards:

The WGSS Career Achievement Award in Women & Gender Studies Librarianship is designed to honor individual career achievement in Women & Gender Studies Librarianship. Nominees should have demonstrated sustained achievement in one or more of the following areas:

Service within the organized profession through ACRL/WGSS and/or related organizations;

Academic/research library or archival service in the area of women & gender studies;

Research and publication in areas of academic/research library or archival services in women & gender studies;

Planning and implementation of academic/research library or archival programs in women & gender studies disciplines of such exemplary quality that they could serve as a model for others.

The award is sponsored by Duke University Press and includes a $750 check plus a plaque for the winner.
Today, STEM librarians can enable students to boost their classroom and lab performances. Simultaneously, librarians make learning easier, while saving time for these students' teachers. Librarians do this by demonstrating to faculty the latest active learning classroom methods and resources, such as embedding video or using online in-class quizzes. Key to success in this process are close collaborations between librarians and faculty. In our webinar, we’re presenting perspectives from experts (a STEM librarian, a professor, and a curriculum specialist) who all understand how important active learning is, and how to make it work.

WHERE'S THAT CALENDAR AGAIN? Learning & Growth CALENDAR for what’s coming up and available online ... this week or any week! This month or future months!

Even if you can’t attend, register and you will receive a recording link via email to watch whenever you are ready!

And remember to let Kristy Stahl know if you’d like anything added to your training transcript. A NEW fill-able PDF form to request attendance at learning events (for fees and/or time approval) is now available. Please use this new form rather than any old saved versions (2015-16).

Updated policies and instructions are on the second page (i.e. back side)

It is located in the following places:

L:/Personnel/Forms/Learning & Growth Request Form 2019.pdf

UCSB Library Wikispace: https://wiki.library.ucsb.edu/display/LIB/START+HERE-Learning+Opportunities

LIBRARY-RELATED

mODE (this!) weekly for upcoming library-wide learning events

Additional information and nomination procedures can be found at http://www.ala.org/acrl/awards/achievementawards

The WGSS Award for Significant Achievement in Women & Gender Studies Librarianship recognizes one-time achievement, by an individual or a group, during the particular year of the award. Achievement may be in any area of academic, women & gender studies librarianship, including, but not limited to:

Publication of a monograph, journal article, website or media product;

Talk or other presentation at a nationally recognized conference;

Innovations in women & gender Studies librarianship, including but not limited to instruction;

Development of an exemplary program, collection, digitization project, or access tool to serve women & gender studies students and /or faculty;

Significant creative & innovative contribution to the work of the ACRL Women & Gender Studies Section.

The award is sponsored by Duke University Press and includes a $750 check plus a plaque for the winner.

Additional information and nomination procedures can be found at http://www.ala.org/acrl/awards/achievementawards/WGSS_Significant_Achievement_Award

Any questions and completed nomination materials should be directed to Dr. Dolores Fidishun, Head Librarian, Penn State Abington College Library, dfid19@psu.edu.

Deadline for both awards is December 7, 2018.

What a Divided Congress Means for Higher Education

Democrats’ takeover of the U.S. House promises tougher scrutiny of DeVos and the Education Department. Donna Shalala is among those elected to U.S. House.

Open Searches and Diversity

Hoping to increase faculty diversity, UC Davis is holding eight open searches focused on candidates’ contributions to diversity, instead of narrow disciplinary expertise.

You Can’t Take the Islam Out of Islamophobia

Secular liberal institutions want to believe that such antireligious bias doesn’t happen on their campuses, but that’s not always the case, argues Liza B. Neal.

The Journal of New Librarianship invites submissions for its Innovation Column. We are interested in any topics that relate to innovation, failure, creativity, risk-taking, change management or any other related topic. If you would like to see previous examples, please go to the JNL page here: https://www.newlibs.org/article/3218-responding-to-and-reimagining-resilience-in-academic-libraries
Online Webinars and Courses monthly for upcoming online webcasts, workshops and courses.

Learning & Growth CALENDAR for what’s coming up and available online ... this week or any week! This month or future months!

E-courses are listed “above the line” and webcasts are shown in Pacific Time.

- Click on the ‘Agenda’ tab (upper right) to create an easy-to-read listing by date.
- If you watch a free event, please let Margaret know so it can be added to your Training Transcript!
- If you are interested in attending a fee-based event, fill out a Learning & Growth form and get signatures – we may be able to support with funding.

Past Webcasts for library-purchased or sponsored webinar recordings available on demand. Search the UCSB Library wiki blog by topic. Updated bi-weekly.

Database of on-demand webinars (link to Google Spreadsheet) from various external library webinar providers such as Florida State Libraries Webinars. Updated bi-monthly. Use CtrlF to open a search window.

OTHER LEARNING OPPORTUNITIES

lynda.com for thousands of video-based courses on topics beyond imagining! Check out the new Learning Paths, or just browse their library. Login from the UCSB HR page to gain FREE access from any anywhere on any device!

Every Tuesday 12:10-12:50 pm (3591C T&D Room) Come join in this program - no registration required.

https://docs.google.com/forms/d/e/1FAIpQLSewPDb9iwv0CKXr9kA982IDoDP2bwOFOTmASwD9FzTKzw6LQ/viewform

If you have any questions, please contact column editors, Matt Upson Interim Associate Dean for Research and Learning Services at Oklahoma State University mathew.upson@okstate.edu and Cinthya Ippoliti, Director of the Auraria Library cinthya.ippoliti@ucdenver.edu. Thank you!

The Beta Phi Mu International Library and Information Studies Honor Society (Beta Phi Mu) is pleased to announce a new category of membership in its society, Professional Memberships. This membership category is intended for those who meet all requirements for Regular Membership (GPA of at least 3.75 upon graduation from an ALA-accredited or approved LIS program, and professional recommendations), but for whatever reason did not join at the point of graduation.

Applicants for Professional Membership are also asked to provide evidence of their contributions to the field of library and information science. There is a one-time, lifetime membership fee of US$150. More information about this new category of membership, and a link to the application form, can be found at: https://www.betaphimu.org/membership.html

Beta Phi Mu, established in 1948, is a formal Affiliate of the American Library Association and has been a certified member of the Association of College Honor Societies (ACHS) since 1969. The ACHS provides recognition for legitimate college and university honor societies, setting standards for organizational excellence and for scholastic eligibility. Many ACHS-certified honor societies offer professional memberships or similar membership categories. The Beta Phi Mu Executive Board approved adding this membership category at their April, 2018 board meeting and the by-laws changes necessary for formalizing this change were ratified by the Beta Phi Mu membership on the May, 2018 ballot.

Interested LIS professionals and LIS faculty members are encouraged to visit the Beta Phi Mu website for more information, or to contact Beta Phi Mu Headquarters with any questions they may have.

For more information:
Beta Phi Mu International Library and Information Studies Honor Society: http://www.betaphimu.org/
Beta Phi Mu Membership Information: https://www.betaphimu.org/membership.html
You can apply to join the ALA Policy Corps!
The corps initiative aims to strengthen advocacy related to key national library policy areas-ranging from broadband equity and copyright, to federal funding and STEM education, to privacy and cybersecurity. You can learn more about the program here: www.ala.org/advocacy/ala-policy-corps, and apply for the program here: www.ala.org/advocacy/ala-policy-corps-application.

Applications are due Nov. 16, 2018.

Does your library provide support to adult immigrants who want to pursue U.S. citizenship and need help studying for the naturalization interview? USA Learns Citizenship is a free course that helps immigrants prepare for all aspects of the naturalization interview. Developed by experts in the fields of adult education, immigration law, citizenship education and multimedia development, this course provides a robust and engaging learning opportunity that has been accessed by more than 100,000 people since it launched in November, 2017. Join presenters Andrea Willis and Katy Azevedo as they give a tour of the USA Learns Citizenship course, while you learn about ways that your organization can utilize the website to help immigrants prepare for their citizenship test.

During this one-hour webinar, attendees will:

- Learn about the basic steps to becoming a U.S. citizen.
- Learn ways that immigrants can study for their naturalization interview, independently or with help from library staff or tutor.
- Check out online lessons that prepare immigrants to answer questions related to their N-400 Application for Naturalization and questions related to U.S. civics.
- Get familiar with online activities that prepare immigrants for the English reading, writing and speaking aspects of the citizenship test.
- Get a peek at USA Learns’ teacher side (usalearns.org/teacher), where you can easily create a course based on our content and monitor your learners’ progress through the content.
- Start thinking about how to roll out the USA Learns Citizenship course at your library.

For more information and to register: https://infopeople.org/civicrm/event/info?id=799&reset=1

Is your library looking for ways to help people learn beginning and intermediate English as a second language (ESL)? USA Learns has three ESL courses that incorporate video lessons and thousands of learning activities to teach English in an effective and interactive way. Since the site launched, it has been accessed by nearly 11 million people from every country in the world. Join presenters Andrea Willis and Katy Azevedo as they give a tour of the USA Learns English as a Second Language course, while you learn about ways that your organization can utilize the website to help immigrants improve basic language skills.

During this one-hour webinar, attendees will:
- Get an overview of the 1st English Course (beginning ESL), 2nd English Course (intermediate ESL), and Practice English and Reading course (intermediate ESL).
- Check out online lessons that include English speaking, listening, vocabulary, comprehension, pronunciation, reading, writing and grammar activities.
- Hear what our adult learners say about USA Learns. (They love it!)
- Learn about the free USA Learns English Apps, which provide vocabulary practice to support the 1st English Course.
- Get a peek at USA Learns’ teacher side (uslearns.org/teacher), where you can easily create a course based on our content and monitor your learners’ progress through the materials.
- Hear from Butte County Library regarding ways USA Learns is being used and start thinking about how to roll it out in your organization.

For more information and to register: https://infopeople.org/civicrm/event/info?id=800&reset=1

Thurs Nov 15 / 11-11:30am

How to make open access work for everyone: Closing the information equity gap

https://tinyurl.com/ydzd6jk2

Open-access content promises unlimited access to the budget-friendly resources your students need. But how can you ensure the material is authoritative and will remain discoverable and accessible to your students?

We invite you to join OCLC’s Chip Nilges, Vice President, Business Development, and Bill Forgette, Senior Solutions Strategist, to hear about the challenges and benefits of providing students with open-access content, and learn how OCLC’s research and partnerships lead to the development of effective solutions for the library cooperative.

During this 30-minute webinar, you will learn about

- Open access (OA) and its growth over time, the benefits and complexities OA brings to libraries;
- OCLC’s unique position to help share knowledge and access through its
Thank you for reading this week's mODE. Please contact Margaret Driscoll or Kristy Stahl with any suggestions or questions.