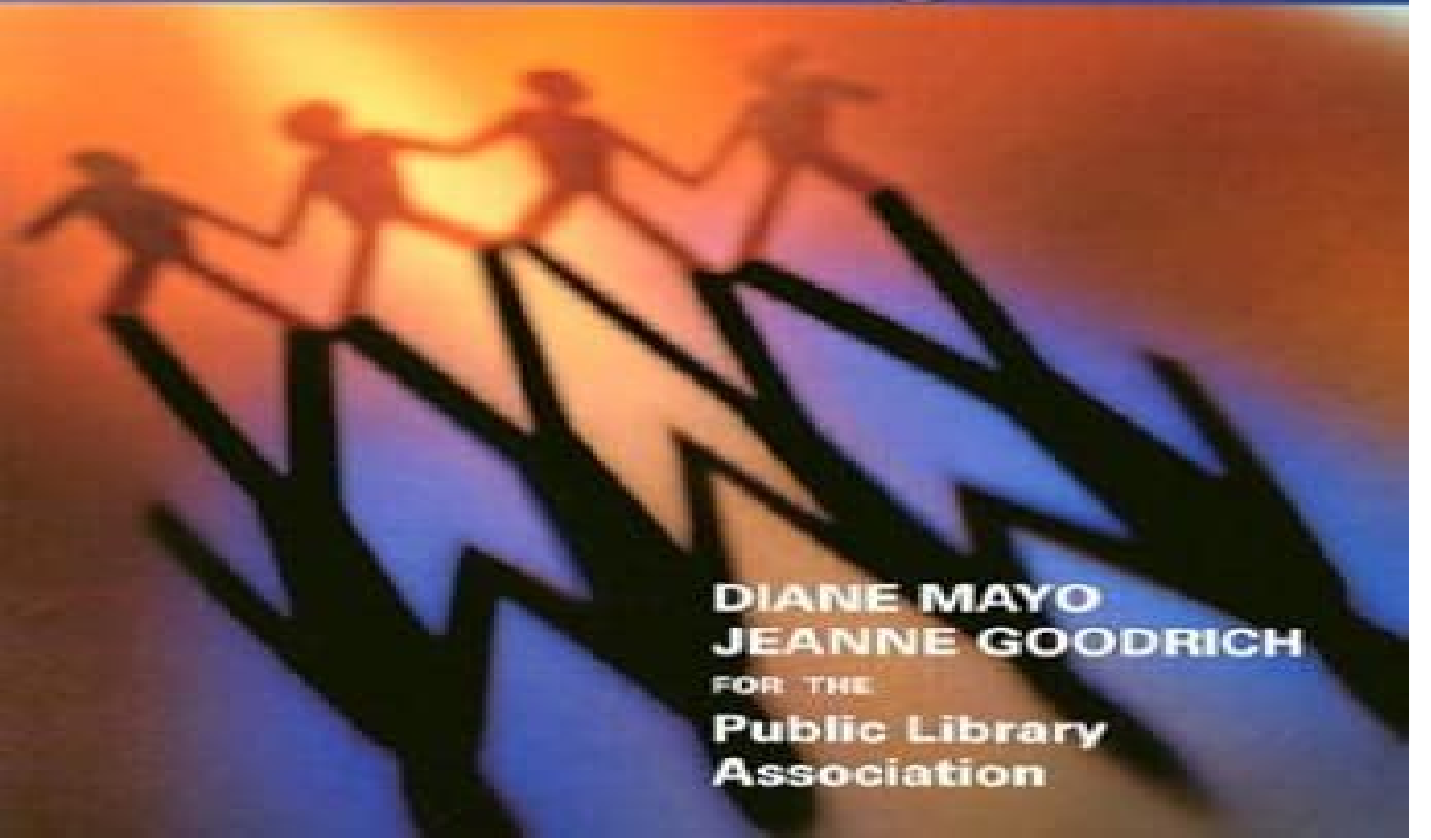


Staffing for Results

A Guide to Working Smarter



DIANE MAYO
JEANNE GOODRICH
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Association

Staffing For Results A Guide To Working Smarter

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technological issues which have also had direct impact on the recruitment and retention of staff Much of the attention of human resources administrators in academic libraries has focused on an array of issues that mirrors concerns across campuses affirmative action and diversity the rights of employees with disabilities under the Americans with Disabilities Act the impact of the Family Medical Leave Act and other directives on employee benefits salary equity and a desire among employees for flexible work schedules

Reference and Information Services Kay Ann Cassell, Uma Hiremath, 2013 Search skills of today bear little resemblance to searches through print publications Reference service has become much more complex than in the past and is in a constant state of flux Learning the skill sets of a worthy reference librarian can be challenging unending rewarding and yes fun

Winning with Library Leadership Christi A. Olson, Paula M. Singer, 2004-06-14 Annotation Success stories and Applications in Action illustrate these leading edge principles Respond faster to customer needs Maintain your focus on the most critical activities Achieve results with new partnering possibilities and resource sharing Generate excitement and inspire staff to accomplish their best work Demonstrate measurable improvement in return on investment ROI

The Accidental Library Manager Rachel Singer Gordon, 2005 Included are insights from working library managers at different levels and in various types of libraries addressing a wide range of management issues and situations Not to be missed comments from library staff about the qualities they appreciate and the styles and attitudes they find counterproductive in their own bosses Jacket

Transitioning from Librarian to Middle Manager Pixey Anne Mosley, 2004-10-30 Through her unique perspective the author provides insight into the many different areas of expertise that are required in a good manager These include how to handle cliques how to handle the perceived or real excellence of the previous manager how to handle difficult subordinates and many others The aspiring manager or one recently promoted to management will benefit from the sage advice offered for these and many other situations that arise from the new responsibilities of being a manager Consider for example the need to establish and maintain good relationships with those above one's position and also those in positions parallel to one's own Accomplishing this end requires recognizing that the need is there giving careful thought to how it is to be accomplished and then monitoring results This book provides the recognition and the processes for success

Managing Facilities for Results Cheryl Bryan, 2007-03-19 Carving out new service areas within existing space forgoing massive additions or expensive new buildings offers a cost effective solution for budget conscious libraries Building from the proven Results Series model this volume dovetails with the basics outlined in The New Planning for Results A Streamlined Approach This new hands on workbook in the Results Series guides library directors staff and boards through the process to Prioritize new services that need space Make plans and identify an appropriate location Present the case to funding authorities Conduct a gap analysis Find resources to reallocate and see what new items are needed Identify building professionals to assist with alterations It's supplemented with 23 workforms to support the information and collection process Three toolkits provide technical assistance on calculating square footage

assessing the message and complying with the Americans with Disabilities Act ADA requirements With examples ranging from small to large small public libraries the process is equally valuable for school special and academic librarians who are faced with similar space repurposing challenges Any library can embrace these practical proven techniques for addressing community needs by creating a blueprint that prioritizes services and creates the space for them within their existing facility

Developing a Compensation Plan for Your Library Paula M. Singer, Laura L. Francisco, 2009-03-02 1 Compensation Plan Objectives 2 Preliminary Planning 3 Context and Compensation Philosophy 4 Job Analysis 5 Job Descriptions 6 Point Factor Job Evaluation System for Internal Equity 7 Market Pricing 8 Executive Compensation 9 Salary Structure Design 10 Implementation 11 Trends *Technology for Results* Diane Mayo, Public Library Association, 2005-05-18 Answering two key questions can enhance the effectiveness of current library technologies and ensure that new investments support the library's mission First what technologies provide the most effective support for the library's service priorities Second what technologies allow administrative functions to be managed more efficiently *Public Libraries in the 21st Century* Ann E. Prentice, 2010-11-11 This book helps readers explore how public librarians have reinvented the ways they bring people and information together to meet 21st century challenges Public Libraries in the 21st Century provides an up to date picture of what the public library is today what the public librarian needs to know and how to apply that knowledge The book offers a thought provoking exploration of the social political economic cultural and technological influences that determine the role of the public library in our society It also looks at ways in which that role continues to change to meet new challenges while always keeping true to the mission of bringing people and information together Beginning in the latter half of the 20th century the library reinvented and repositioned itself to be a force for people and their interaction with information To illuminate that process the book outlines the history and purpose of the public library Issues of leadership planning decision making organizing and staffing are discussed as is the impact of technology on how the library is managed and how it serves the community *Streamlining Library Services* Richard M. Dougherty, 2008 Librarianship is a service profession and not a bottom line oriented business As such librarians don't normally assign a high priority to efficiency of operations however opportunities to improve daily jobs and enhance services are being overlooked every day Advances in technology drive change at a rapid pace and keeping up is both expensive and time consuming Tight budgets have made keeping up with technology especially difficult And while some activities in libraries such as in person ready reference and circulation of books and journals have declined many libraries continue to report increases in the demand for services and resources The rapid transformation from paper to digital documents is also driving changes in libraries Today the incentive for examining and streamlining library workflows and the processes and procedures that comprise them should be compelling but that doesn't seem to be the case for many librarians Streamlining Library Services presents library managers and staff with the tools necessary to analyze and streamline their library's services It presents a variety of tools and techniques that can be

applied to improve library operations and assist library staff in their efforts to identify what work is done how much time it takes and what it costs These efforts can be used to streamline library processes and where appropriate help to free dollar resources to initiate or enhance services that merit higher priority **Introduction to Public Librarianship, Third Edition** Kathleen de la Pena McCook, Jenny S. Bossaller, Felton Thomas Jr., 2018-12-18 Put simply there is no text about public librarianship more rigorous or comprehensive than McCook's survey Now the REFORMA Lifetime Achievement Award winning author has teamed up with noted public library scholar and advocate Bossaller to update and expand her work to incorporate the field's renewed emphasis on outcomes and transformation This essential tool Library Journal remains the definitive handbook on this branch of the profession It covers every aspect of the public library from its earliest history through its current incarnation on the cutting edge of the information environment including statistics standards planning evaluations and results legal issues funding and politics organization administration and staffing all aspects of library technology from structure and infrastructure to websites and makerspaces adult services youth services and children's services associations state library agencies and other professional organizations global perspectives on public libraries and advocacy outreach and human rights Exhaustively researched and expansive in its scope this benchmark text continues to serve both LIS students and working professionals **Encyclopedia of Library and Information Sciences** John D. McDonald, Michael Levine-Clark, 2017-03-15 The Encyclopedia of Library and Information Sciences comprising of seven volumes now in its fourth edition compiles the contributions of major researchers and practitioners and explores the cultural institutions of more than 30 countries This major reference presents over 550 entries extensively reviewed for accuracy in seven print volumes or online The new fourth edition which includes 55 new entries and 60 revised entries continues to reflect the growing convergence among the disciplines that influence information and the cultural record with coverage of the latest topics as well as classic articles of historical and theoretical importance **Library Journal**, 2002 Includes beginning Sept 15 1954 and on the 15th of each month Sept-May a special section School library journal ISSN 0000-0035 called Junior libraries 1954-May 1961 Also issued separately

Unveiling the Magic of Words: A Overview of "**Staffing For Results A Guide To Working Smarter**"

In a global defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their ability to kindle emotions, provoke contemplation, and ignite transformative change is truly awe-inspiring. Enter the realm of "**Staffing For Results A Guide To Working Smarter**," a mesmerizing literary masterpiece penned with a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve to the book is central themes, examine its distinctive writing style, and assess its profound impact on the souls of its readers.

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