


HOW DO YOU MOVE UP THE LADDER
IF THERE IS NO LADDER TO CLIMB?


SLA
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Jeanne Miller
Director, Information Services and Publications
Center for the Education of Women
University of Michigan
jemiller@umich.edu




HOW TO MEASURE YOUR CLIMB

- Job Title
- Reporting Structure
- Influence in Organization
- Salary?
- Satisfaction?



JOB TITLES

- Librarian (1998-2003)
- Manager, Information Programs and Services (2003-05)
- Project Manager, Information Programs / Services and Sponsored Research Projects (2005-07)
- Director, Information Services and Publications (2007- Present)



REPORTING STRUCTURE

- ⊙ To Associate Director
- ⊙ Dual report to Associate Director and Director
- ⊙ To Director



DIRECT REPORTS

- ⊙ At first, work-study students only
 - > Added IT consultant
 - > Added research assistants & School of Information interns
 - > Added full-time systems administrator & researchers on specific projects



INFLUENCE IN ORGANIZATION

Perceived areas of expertise:

- ⊙ Library and some grant writing
- ⊙ Library and web, IT big picture, writing for multiple purposes
- ⊙ Information. Writing as “Voice of CEW”



INFLUENCE IN ORGANIZATION

Expanded sphere of influence:

- Understanding of center-wide concerns
- Knowledge of key areas in CEW mission: Research/Service/Advocacy
- Information, research, administrative issues
- Member of Director's "Coordination Group"



WHAT STEPS DO YOU TAKE TO CLIMB?

- Keep your eye on the big picture
- Provide value to leadership
- Provide value to organization as a whole
- Take risks: volunteer, bring information and ideas to the table, teach
- Make your professional development a priority



WHAT'S NEXT FOR ME?

- New Director – implications for my role
- Review job & set priorities – what do I want?
- Be bold & speak up – be clear about what I can do/want to do
- Articulate my desire to be "at the table"
- Sell myself if necessary
- Take risks – new responsibilities? Letting go?



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www.cew.umich.edu

Copies of slides available at
[http://www.sla.org/content/Events/conference/
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