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To: SLA Board of Directors

From: Christina de Castell, Chair, First Five Years Advisory Council

Date: 10 December 2009

**RE: Report on Council activities June-December 2009**

The First Five Years Advisory Council began its activities in early April 2009. The following SLA members are on the Council:

Chair 2009, Christina de Castell  
Member 2009, Judy Field  
Member 2009, Jennifer Foster  
Member 09-10, Reece Dano  
Member 09-10, Gayle Gossen  
Board Liaison, Sylvia James  
Staff Member, Paula Diaz

Please note: we have been unable to reach Lora Alexander, originally identified as a member, since the Council was established.

The following are the charges of the Board to the Council, with the 2009 accomplishments indicated for each since our last report in June 2009, and the upcoming plans.

**1. Develop learning and networking opportunities to attract and retain new information professionals.** Gayle has organized four speakers, who are in the process of recording Click U learning modules for new professionals with SLA staff assistance. Reece, Gayle and Christina are updating the bibliographies and resources related to the modules that were created by the task force last year, and will be providing these on Facebook to accompany the modules. The first three modules will launch at the Leadership Summit in January 2010. These are the scheduled modules:  
Cindy Hill – Networking (members only)  
Jack Chapman - Negotiating a Salary (members only)  
Anne Caputo - Locating Open Positions (members only)  
Lorraine Weldon - What is a special library? (free)  
Speakers and topics were identified in 2008 following the task force survey of nearly 1,200 new professionals and students.

The following work plan is in place to finalize content and promote the new learning modules:  
January: Announcement at Leadership  
Early February: Follow with note on Leadership lists and Membership Chairs list. Invitation to forward to students and first five members  
Mid-February - SLA connections  
March issue of *Information Outlook*: Advertisement

**2. Interface with SLA units and other SLA advisory councils and committees to consolidate information, mentoring opportunities, and educational opportunities for new information professionals.** We will be adding two pages to the SLA website for the First Five Years Advisory Council: Early Career Conference Awards and Learning & Networking Opportunities. These pages will serve as a source of information for the Council, and will direct people to Facebook as the main source for learning and networking.

Liaison with other SLA units has continued, including the international chapters. Promotion to the units will continue as we launch the learning modules in January. We've also corresponded with SLA student chapters at interested universities.

**3. Identify emerging leaders in the profession.** Council members decided that the Council's role is to promote members in their first five years being involved in SLA and divisions/chapters. We will focus on supporting units in attracting new professionals, and producing tools and suggestions for units to use. This will lead to more emerging leaders gaining visibility in SLA and increase their involvement.

We will be leading a panel discussion on Friday morning at the Leadership Summit to support this goal. Gayle will moderate, and Christina will participate. Claire Lysnes from the Toronto Chapter has agreed to participate. The Council is seeking another one or two people from chapters or divisions that have been successful at recruiting and involving new members, who will be at the Summit and are able to participate.

**4. Oversee the funding for the Early Career Awards which are monetary awards presented by chapters and divisions to provide financial support for conference attendance to those outside of North America.** Following consultation with Nancy Sansalone and discussion with Sylvia James, we are recommending that the process for the awards change to one facilitated by SLA staff for the financial aspects of the award, with the Council providing guidance on the process and communication. We would like to pilot the process in 2010 with the joint award from the Asian Chapter and the Business & Finance Division. Both the chapter and division are enthusiastic to participate. Christina will sit on the awards committee for the award as to represent the Council.

Role of First Five in the process:

- develop procedures for chapters & divisions to follow for these awards
- create forms for chapters & division to use during process, if needed
- act as contact for divisions and chapters interested in creating new awards, answering questions about process etc.
- assist as liaison with SLA staff, as needed
- provide a member of First Five Council to sit on awards committees for ECCA awards

Steps for the lead unit (Asian Chapter) and SLA Staff in 2010 for pilot:

1. Lead Unit registers recipient as member if they are not one
2. Lead Unit registers recipient for conference
3. Lead Unit contacts HQ with list of recipients from their chapter and their contact info, and the pairings for hotel room reservations
4. SLA HQ staff send contact list to travel company
5. SLA's travel company contacts the students with the information about how to book their flight online (paid by SLA HQ)
6. SLA HQ staff book hotels for the students based on provided pairs if appropriate
7. SLA HQ bill lead unit for all expenses upon completion.
8. Lead unit determines total cost and invoices second unit 50% or agreed split

Benefits: initial costs to the award recipient are very low (taxis, visas) rather than requiring an

advance of funds to cover the flight and hotel costs. Logistics of international reimbursement and loss of funds due to exchange rates are minimized.

**5. Develop content in social media forums (Facebook, Second Life) to support and offer services to new information professionals.** We launched a Facebook page in June, and posted recommended sessions for new members during the annual conference. Since then, we have posted limited recommendations related to the alignment project, execuBooks and Click U. The main purpose of the Facebook group is to reach new members to support and promote the learning opportunities, starting in January. The page will include discussion areas for each learning module topic and the resources associated with that topic.

We will be starting a LinkedIn group as a second method of promotion and networking with the launch of the learning modules at the Leadership Summit.