

Core Section Resource Guides

**American Library Association
Emerging Leaders 2024
Team D**

**Charlotte Hinniger
Carrie McClain
Ashley Mitchell
Hayley Park
Alison Van Norman**



General Overview

The purpose of these guides are to introduce you to each section of Core, show you essential career skills, and potential career trajectories. Also included are many resources such as Core webinars and courses, professional organizations, and more.

03 ACCESS & EQUITY

08 BUILDINGS & OPERATIONS

12 LEADERSHIP & MANAGEMENT

17 METADATA & COLLECTIONS

23 PRESERVATION

28 TECHNOLOGY

Access & Equity

SECTION DESCRIPTION

Our community is dedicated to advocacy and equity in areas such as accessibility, copyright, dismantling systemic racism, equity of access, open access, net neutrality, privacy, and representative collections in all types of libraries. We support ALA's lobbying efforts in these areas and provide programming and training in support of equity, diversity, and inclusion, both within the division and the profession.

ESSENTIAL SPECIALTY SKILLS

- **Values**
 - Accessibility
 - Equity
 - Community
 - Learning/Development
 - Mutual Respect
 - Belonging
 - Engagement
- **Soft Skills**
 - Communication skills
 - Commitment to equity, diversity and inclusion
 - Analytical skills
 - Flexibility and adaptability
 - Interpersonal skills
 - Problem-solving
 - Partnership building
 - Collaborative mindset and approach
 - Active Listening
 - Emotional Intelligence
 - Critical Thinking
- **Technical Skills**
 - Strategic planning
 - Strategic implementation
 - Research and development
 - Project management
 - Program evaluation
 - Assessment skills

Access & Equity

SPECIALTY SKILLS CONT.

- **Technical Skills cont.**
 - Data analytical skills
 - Budget and finance management
 - Ability to adapt to new technologies and trends
 - Demonstrated proficiency and capabilities with desktop computers and software, Microsoft Office, and library-relevant information technology applications

ESSENTIAL SPECIALTY TRENDS

- **Traditional**
 - Programming
 - Book clubs
 - Events
 - External community partnerships
- **Emerging**
 - Staff affinity groups
 - Inclusive policy changes
 - Internal focus
 - Embedding the work into the fabric of the organization
 - Anti-racism

CAREER PATHWAYS

Sample job titles:

- Chief Equity, Diversity & Inclusion Officer
- Director of Library Diversity, Equity, and Inclusion
- Equity & Inclusion Manager
- Head of Access Services
- Access Services Librarian
- Student Success Librarian
- Employee Engagement & Inclusion Coordinator
- Associate University Librarian for Antiracism
- Critical & Inclusive Pedagogy Librarian
- Director, Diversity, Equity, and Inclusion

Access & Equity

CAREER PATHWAYS CONT.

Sample job titles cont.:

- Digital Equity and Technology Education Specialist
- Head of Access Services and Technology
- Director, Access Services and Operations
- Assistant Professor, Diversity and Engagement Library
- Director of Inclusion, Diversity, Equity and Accessibility
- Staff Librarian, Children and Teens - Youth Services
- Director, Inclusion & Talent Management; Equity, Diversity, & Inclusion

Career Trajectory Examples

- Assistant Director > Director of Inclusion, Diversity, Equity & Access > Moving to a larger library system or state department
- Student worker > Access Services Librarian > Library Director
- Assistant Librarian > Department Head of Access Services > Associate Dean

CORE RESOURCES

Core Webinars & Courses

- **Access**
 - [Beyond Late Fees](#)
 - [Cataloging for Accessibility](#)
 - [Programming for Accessibility](#)
- **Hiring**
 - [Bringing Intentionality and Inclusivity to the Academic Library Interview](#)
 - [Reflections on Onboarding in Academic Libraries](#)
 - [Best Practices for Academic Interviews](#)
- **Metadata**
 - [\(Meta\)Data Analysis for Diversity, Equity, and Inclusion](#)
 - [Incorporating Diversity, Equity, and Inclusion Principles into our Metadata](#)
 - [Equity, Diversity, and Inclusion in Metadata and Cataloging: An Exploration of Strategies and Discussions](#)
- **Collections**
 - [Diversity Audits in Academic Library Collections](#)
 - [Reviewing New Visions for Collection Development](#)

Access & Equity

CORE RESOURCES CONT.

Core Webinars & Courses

- **Inclusion**
 - [Decentering Ourselves, Empowering Others](#)
 - [Servant Leadership Principles Applied Practically](#)
 - [Culturally Responsive Public Services](#)
 - [Beyond "OK, Boomer": Understanding Today's Intergenerational Workplace Cultures in the Library](#)
 - [Advocacy in a Polarized World](#)

ADDITIONAL RESOURCES

Grants & Scholarships

- [ALA Spectrum Scholarship Program](#)
- [ARL Kaleidoscope Program](#)

Webinars & Articles

- [Framework for change: Creating a diversity strategic plan within an academic library.](#)
- [Equity & Social Justice Advisory Group Resources: Recruiting and Retaining Librarians of Color](#)
- [Advancing Racial Equity in Your Library](#)

PROFESSIONAL ORGANIZATIONS/GROUPS

ALA-Affiliated Associations of Ethnic Librarian Groups

- [American Indian Library Association](#)
- [Asian/Pacific American Librarians Association](#)
- [Black Caucus of the American Library Association](#)
- [Chinese American Librarians Association](#)
- [Rainbow Round Table \(RRT\)](#)
- [Reforma: The National Association to Promote Library & Information Services to Latinos and the Spanish Speaking](#)

Access & Equity

CORE INVOLVEMENT OPPORTUNITIES

To search for involvement opportunities within the Access & Equity Section, follow this path: Core homepage > Member Center > Find Committee Volunteer Opportunities > Set filter to Access & Equity.

Access & Equity Section Committees:

- [Access and Equity Section Leadership Team](#)
- [Circulation and Access Services Committee](#)

Committee volunteers must fill out the form at [this link \(requires ALA credentials\)](#). Interest group volunteers can contact chairs directly.

Looking for a mentor? Core Members can apply [here](#) to receive invaluable career guidance and support from colleagues in the field.

Buildings & Operations

SECTION DESCRIPTION

Our community brings together librarians, library workers, and design professionals to analyze, discuss, and share information related to academic, public, and school library buildings, equipment, and furnishings. We share ideas and knowledge to help members stay engaged on changing trends in organizational structures, services, staff operations, and facilities. We also identify and promote adoption of best practices for inclusive practices and design.

Topics addressed include, but are not limited to:

- Library site selection
- Building planning and architecture
- Library furniture and equipment
- Interior design
- Maintenance and security of buildings and property
- Disaster recovery

ESSENTIAL SPECIALTY SKILLS

- **Soft Skills**
 - Adaptability & flexibility
 - Communication (written and verbal)
 - Collaboration & teamwork
 - Creativity & innovation
 - Organization & attention to detail
 - Responsiveness & proactivity
 - Problem-solving skills
 - Leadership & mentoring abilities
 - Strong interpersonal skills
 - Customer service orientation
- **Technical Skills**
 - Project Management
 - Budgeting & Financial Management
 - Construction Management Experience
 - Facility Maintenance Experience
 - Knowledge of Building Codes & Regulations
 - Familiarity with Design Software

Buildings & Operations

ESSENTIAL SPECIALTY TRENDS

- **Traditional**
 - Accessible Design
 - Community & User-Centered Design
 - Storage & Space Management
 - Disaster Preparedness
- **Emerging**
 - Sustainable & Green Technologies
 - Self-Service & 24/7 Library Services
 - Community Building Practices
 - Flexible Spaces & Furniture
 - Biophilic Design

CAREER PATHWAYS

Sample job titles:

- Architect
- Director of Capital Planning & Project Management
- Chief Operating Officer
- Interior Designer
- Director
- Assistant Director
- Dean
- Associate Dean
- Library Building Specialist
- Library Consultant
- Library Furniture Vendor
- Facilities & Space Manager
- Security Manager
- Event Coordinator
- Events Manager

Career Trajectory Examples

- Public Librarian > Branch Manager > Library Director
- Interior Designer > Facilities Manager
- Student Library Worker > Associate University Librarian > Associate Dean

Buildings & Operations

CORE RESOURCES

Core Buildings & Operations Interest Groups

- [Library Facilities and Interiors](#)
- [Library Storage](#)
- [Project Management](#)

Core Webinars & Courses

- **Project Management**
 - [Build Better: Effective Library Project Management](#)
 - [Tools & Tips for Project Management](#)
 - [Project Management Principles, Methods, Tools](#)
- **Architecture & Design**
 - [Trends in Library Design](#)
 - [Reinventing the Modern Library](#)
 - [Library+](#)
 - [Centering Community in Community Engagement: Applying Inclusive Design to Set Vision and Engage Your Community in Your Facilities and Building Projects](#)
- **Sustainability**
 - [How to Implement Sustainability in Your Facility](#)
 - [Sustainable Thinking for the Future of Libraries](#)

ADDITIONAL RESOURCES

- [Academic Library Building Design: Resources for Planning](#)
- [Creating Inclusive Libraries by Applying Universal Design](#) by Carli Spina, Rowman & Littlefield
- *Collaborative Library Design: From Planning to Impact* by Peter Gisolfi, ALA Editions
- *Designing Libraries for the 21st Century*, by Ayub Khan and Stella Thebridge, ACRL
- [ALA Library Buildings & Space Planning Resources](#)
- [ALA Building Libraries & Library Additions Resource Guide](#)
- [ALA Library Disaster Preparedness & Response Guide](#)
- [ALA Equipment & Facilities Resources](#)
- [ALA Safety & Security in Libraries Resource Guide](#)

Buildings & Operations

CORE INVOLVEMENT OPPORTUNITIES

To search for involvement opportunities within the Buildings & Operations Section, follow this path: Core homepage > Member Center > Find Committee Volunteer Opportunities > Set filter to Buildings & Operations.

Buildings & Operations Section Committees:

- [ACRL/Core Interdivisional Academic Library Facilities Survey Editorial Board](#)
- [Architecture for Public Libraries Committee](#)
- [Buildings for College and University Libraries Committee](#)
- [Library Interiors, Furnishings, and Equipment Committee](#)
- [Planning and Design Committee](#)
- [Security in Libraries Committee](#)

Committee volunteers must fill out the form at [this link \(requires ALA credentials\)](#). Interest group volunteers can contact chairs directly.

Looking for a mentor? Core Members can apply [here](#) to receive invaluable career guidance and support from colleagues in the field.

Leadership & Management

SECTION DESCRIPTION

Our community provides librarians and library staff from any positional level or library type who desire to impact the broader profession a space to connect around the fundamental proficiencies and knowledge necessary to lead a successful organization. We explore and develop members' skills to create an inspiring vision, motivate people, and manage complex projects. We also help connect larger theoretical constructs to real, practical experiences. Join a network of colleagues who understand and want to help each other succeed...because when we succeed, libraries succeed, and when libraries succeed, everyone benefits.

ESSENTIAL SPECIALTY SKILLS

- **Values**
 - Core Leadership & Management Competencies
- **Soft Skills**
 - Leadership and team management
 - Collaboration and partnership building
 - Communication and presentation skills
 - Cultural humility and diversity awareness,
 - Commitment to diversity, equity, and inclusion
 - Adaptability and willingness to learn
 - Emotional intelligence and empathy
 - Strategic planning and decision-making
 - Customer service orientation
 - Staff empowerment and mentorship
 - Organizational and time management
 - Strategic problem solving
 - Attention to detail
- **Technical Skills**
 - Library administration and leadership principles
 - Library & Information Science Expertise
 - Project Management
 - Financial management and budgeting
 - Program Evaluation & Assessment, community analysis techniques
 - Grant Writing & Management
 - Knowledge of NLM Resources and Programs

Leadership & Management

SPECIALTY SKILLS CONT.

- **Technical Skills, cont.**
 - Collection Management
 - Database Management
 - Information Technology Proficiency
 - Fundraising & Development Expertise
 - Partnership development
 - Performance management
 - Information systems management
 - Procurement and contract management
 - Report and correspondence writing
 - Public administration principles

ESSENTIAL SPECIALTY TRENDS

- **Traditional**
 - Community Building & Partnership
 - Mentorship
 - Change Management
 - Evidence-Based Decision Making
 - Project Management
- **Emerging**
 - Non-Traditional Organizational Structures
 - Iterative Strategic Planning
 - Inclusive Policies

CAREER PATHWAYS

Sample Job Titles:

- Library Director/Deputy Director
- Chief/Executive
- Branch Manager/Assistant Manager
- Dean of Libraries
- Associate Dean for Data, Digital Strategies, and Scholarly Communication
- Deputy County Librarian
- Director of Records Management

Leadership & Management

CAREER PATHWAYS

Sample Job Titles, cont.:

- Grants Manager
- Head of Community Engagement and Support Services
- Manager of Development and Communications
- Supervising Librarian
- Adult & Community Services Manager
- Research & Instruction Manager
- Director of Research Services
- Marketing and Communications Manager
- Director of branch services
- Financial and Administrative Services Manager
- Library Consultant

Career Trajectory Examples

- Youth Librarian > Assistant Manager > Library Director
- Professor > Reference Librarian > Dean of Library Services
- Assistant Librarian > Reference Librarian > Head of Reference
- Librarian > Staff Trainer > Consultant

CORE RESOURCES

Core Leadership & Management Interest Groups

- [Consortium Management](#)
- [Dialogue with Directors](#)
- [Heads of Library Technology](#)
- [Library Consulting](#)
- [Library Leaders & Managers](#)
- [Middle Managers](#)
- [Technical Services Managers in Academic Libraries](#)

Core Webinars & Courses

- **General**
 - [The First 90 Days: A New Manager Crash Course](#)

Leadership & Management

CORE RESOURCES

Core Webinars & Courses

- **Advocacy**
 - Marketing
 - [Library Marketing: Intro & Basics \(Part 2, Part 3, Part 4\)](#)
 - [How to Effectively Market Today's Library](#)
 - Political Advocacy
 - [Advocacy in a Polarized World](#)
- **Strategic Planning**
 - [A Strategic Plan to Live By](#)
 - [A Roadmap for Evidence Based Strategic Planning](#)
- **Assessment**
 - [Small Library Assessment Hills You Can Climb](#)
 - [Visualizing and Assessing Library Data](#)
 - [Building Capacity for Community-Led Planning](#)
 - [Developing Your Storytelling Skills for Library Assessment](#)
- **Policy Development**
 - [Assessing and \(Re\)Writing Operational Policies](#)
- **Project Management**
 - [Tools & Tips for Project Management](#)
 - [Project Management Principles, Methods, Tools](#)
- **Team Building & Mentorship**
 - [Building Teams That Work](#)
 - [Mentorship for All: Creating a Statewide Program](#)
- **Middle Management**
 - [Training Needs of Academic Library Middle Managers](#)
 - [All Things to All People: Navigating Middle Management](#)
 - [The Marvelous Middle; Finding Ways to Grow and Thrive in Middle Management](#)

SIGNIFICANT SPECIALTY EVENTS

- **Core AvramCamp**
 - Each year Core sponsors AvramCamp, a safe and welcoming space for women and non-binary technology library workers to explore common challenges faced, learn strategies for dealing with them, and discuss specific tools to build confidence.

Leadership & Management

ADDITIONAL RESOURCES

- [ALA Library Leadership Training Resources](#)
- [Library Assessment Fundamentals](#)
- [Library Assessment Repository](#)
- [ALA Public Policy & Advocacy Page](#)
- [ALA Budgeting & Finance Resources](#)
- [Library Policy Development Resources](#)
- [ACRL CLS Leadership and Management Issues in College Libraries Discussion Group](#)
- [Library Leadership Podcast](#)
- [Supervisors Section \(SPVS\) | American Association of School Librarians](#)
- [ALSC Managing Children's Services Committee](#)

CORE INVOLVEMENT OPPORTUNITIES

To search for involvement opportunities within the Leadership & Management Section, follow this path: Core homepage > Member Center > Find Committee Volunteer Opportunities > Set filter to Leadership & Management.

Leadership & Management Section Committees:

- [Human Resources Development Committee](#)
- [Leaders & Managers Committee](#)
- [Leadership & Management Competencies Working Group](#)
- [Management Best Practices Committee](#)
- [Member Engagement Coordination Committee](#)
- [Member Experience Committee](#)
- [Project Management Committee](#)

Committee volunteers must fill out the form at [this link \(requires ALA credentials\)](#). Interest group volunteers can contact chairs directly.

Looking for a mentor? Core Members can apply [here](#) to receive invaluable career guidance and support from colleagues in the field.

Metadata & Collections

SECTION DESCRIPTION

Our community addresses and improves all aspects of acquisitions, cataloging, collections, continuing resources, metadata, preservation, reformatting, and technical services in all types of libraries. Examples of our work include, but are not limited to:

- Sharing best practices and knowledge in work areas that support collections and discovery;
- Identifying best practices for equity, diversity, and inclusion in the development and description of collections;
- Creation and input on standards and best practices for selection, acquisition, description, access, and preservation of information resources;
- Preservation of both print, media, and digital resources.

ESSENTIAL SPECIALTY SKILLS

- **Values**
 - Core Competencies for Cataloging and Metadata Professional Librarians
 - Equity, Diversity, Inclusion, and Accessibility
 - Social Justice
 - Innovation
 - Empathy
 - Respect
 - Collaboration
- **Soft Skills**
 - Effective written and oral communication
 - Ability to work well with diverse groups
 - Positive service attitude
 - Flexibility and adaptability
 - Problem-solving skills
 - Ability to work independently and collaboratively
 - Leadership and staff management
 - Collaboration and teamwork
 - Ability to prioritize work
 - Commitment to diversity and inclusion

Metadata & Collections

SPECIALTY SKILLS CONT.

- **Technical Skills**
 - Knowledge of MARC cataloging
 - Metadata creation and management
 - Experience with library automation systems (e.g., OCLC, Ex Libris' Alma)
 - Familiarity with RDA, AACR2, and LC Subject Headings
 - Digital imaging equipment operation
 - Use of Adobe CreativeSuite for image editing
 - Knowledge of CONTENTdm digital repository
 - Experience with linked data and Bibframe
 - Scripting and programming for metadata processes
 - Project planning and management

ESSENTIAL SPECIALTY TRENDS

- **Traditional**
 - RDA
 - MARC 21
 - Copy Cataloging
 - In-House material processing and cataloging
- **Emerging**
 - Linked Data
 - BIBFRAME (MARC Replacement)
 - Dublin Core Metadata Initiative
 - Increased adoption of Artificial Intelligence (AI) and Machine Learning
 - Automation of Technical Services functions
 - Removing offensive and outdated language in Subject Headings (ongoing work)

CAREER PATHWAYS

Each section lists a possible career path starting with entry-level to advanced job titles. Not all career paths in Metadata and Collection Development are this linear, but these are common pathways.

Metadata & Collections

CAREER PATHWAYS CONT.

Cataloging/Metadata

- Cataloging and Metadata Librarian
- Systems and Metadata Librarian
- Head of Technical Services and Metadata Librarian
- Data Curator and Metadata Librarian
- Manager for Bibliographic Description
- Director of Resource Description

Collection Development

- Collection Development Librarian
- Collection Development Manager
- Department Head of Collection Development or Technical Services

Electronic Resources Librarian

- Electronic Resources Metadata Librarian
- Electronic Resources & Systems Librarian
- Licensing Librarian

Technical Services (includes non-MLIS titles)

- Technical Services Assistant*
- Acquisitions Clerk*
- Copy Cataloger*
- Library Technical Specialist*
- Technical Services Librarian Associate*
- Technical Services Librarian
- Librarian Technical Services Manager
- Head of Technical Services

Career Trajectory Examples

Academic Library Trajectory

- Cataloging and Metadata Librarian > Head of Technical Services or Cataloging > Manager for Bibliographic Description > Director of Resource Description

Public Library Trajectory

- Collection Development Librarian > Collection Development Manager > Department Head of Collection Development or Technical Services

Archives/Special Library Trajectory

- Assistant Archivist > Digital Archivist > Archivist for Metadata and Encoding > Manager of Archives and Special Collections

Non-MLIS Trajectory

- Technical Services Assistant > Acquisitions Clerk > Technical Services Librarian Associate

Metadata & Collections

CORE RESOURCES

Core Metadata & Collections Interest Groups

- [Authority Control](#)
- [Bibliographic Conceptual Models](#)
- [Cartographic Resources Cataloging \(Core/MAGIRT\)](#)
- [Catalog Form and Function](#)
- [Catalog Management](#)
- [Cataloging and Classification Research](#)
- [Cataloging Norms](#)
- [Chief Collection Development Officers of Large Research Libraries](#)
- [Collection Development Issues for the Practitioner](#)
- [Collection Evaluation and Assessment](#)
- [Collection Management in Public Libraries](#)
- [Competencies and Education for a Career in Cataloging](#)
- [Copy Cataloging](#)
- [Creative Ideas in Technical Services](#)
- [Electronic Resources](#)
- [Faceted Subject Access](#)
- [MARC Formats Transition](#)
- [Metadata](#)
- [Public Libraries Technical Services](#)
- [Role of the Professional Librarian in Technical Services](#)
- [Technical Services Directors of Large Research Libraries](#)
- [Technical Services Workflow Efficiency](#)

Core Webinars & Courses

- [Core Competencies for Cataloging and Metadata: Then and Now](#)
- [To Hold a Cloud: MARC Holdings in the Modern LMS](#)
- [Technical Services Tools at Work](#)
- [Anti-Racist Acquisitions: Interrogating Processes](#)
- [What's Your Bibframe Data Look Like? – The Current State and Challenges of Bibframe Linked Data Interoperability](#)

Metadata & Collections

ADDITIONAL RESOURCES

Specialty Standards

- [Core Competencies for Cataloging and Metadata Professional Librarians](#)
- [Dublin Core Metadata Terms](#)
- [Bibliographic Framework Initiative \(BIBFRAME\)](#)

ALA Tools

- [Metadata Definition & Links](#)
- [Setting the Stage \(Metadata\)](#)

PROFESSIONAL ORGANIZATIONS/GROUPS

Core is the largest organization for Metadata and Collections, but other ALA Divisions and library organizations have their own metadata focused groups:

- Association of College and Research Libraries (ACRL): [Technical Services Interest Group](#)
- Public Library Association (PLA): [Circulation & Technical Services](#)
- Music Library Association: [Cataloging and Metadata Committee](#)

State library associations also have sections or committees dedicated to Metadata and Collections:

- New Jersey Library Association: [Technical Services and Collection Development Section](#)
- Illinois Library Association: [The Resources & Technical Services Forum](#)
- Texas Library Association: [The Cataloging & Metadata Round Table](#)

Metadata & Collections

CORE INVOLVEMENT OPPORTUNITIES

To search for involvement opportunities within the Metadata & Collections Section, follow this path: Core homepage > Member Center > Find Committee Volunteer Opportunities > Set filter to Metadata & Collections.

Metadata & Collections Section Committees:

- [Metadata & Collections Section Leadership Team](#)
- [Acquisitions Committee](#)
- [Cataloging: Asian and African Materials](#)
- [Cataloging: Children's and Youth Materials](#)
- [Cataloging: Description and Access](#)
- [Continuing Resources Cataloging Committee](#)
- [Continuing Resources Holdings Information Committee](#)
- [Metadata Standards Committee](#)
- [Subject Analysis Committee](#)
- [Technical Services and Systems Committee](#)
- [World Languages Acquisitions Committee](#)

Committee volunteers must fill out the form at [this link \(requires ALA credentials\)](#). Interest group volunteers can contact chairs directly.

Looking for a mentor? Core Members can apply [here](#) to receive invaluable career guidance and support from colleagues in the field.

Preservation

SECTION DESCRIPTION

Through a holistic approach to preservation, this section brings together seasoned professionals, new and emerging leaders, and anyone interested in preservation or who has preservation as a part of the job responsibilities.

Our community addresses and improves all aspects of library preservation in all types of libraries. Examples of our work include but are not limited to:

- Sharing best practices and knowledge related to preservation;
- Identifying best practices for equity, diversity, and inclusion in the field of preservation;
- Creation and input on standards and best practices for preservation of library content in all forms, including print, digital, audio, and moving images;
- Fostering leadership development for preservation in Core and the field.

ESSENTIAL SPECIALTY SKILLS

- **Values**
 - Digital Preservation Services Core Values
 - Diversity, Inclusion and Equity
 - Professional Growth
 - Collaboration
 - Service Oriented
 - Innovation
- **Soft skills**
 - Collaboration: Ability to work effectively with diverse teams and stakeholders.
 - Communication: Strong verbal and written communication skills for interacting with various audiences.
 - Adaptability: Capacity to quickly adapt to changing environments and priorities.
 - Customer Service: Providing excellent service and fostering a positive environment for patrons and colleagues.
 - Leadership: Demonstrated ability to provide guidance and set priorities within teams.

Preservation

SPECIALTY SKILLS CONT.

- **Technical Skills:**

- Digital Preservation and Records Management: Expertise in preserving digital assets and managing digital records.
- Archival Management Systems: Proficiency in using project-specific systems like Archives Space for managing archival materials.
- Conservation and Preservation: Skilled in conserving and preserving various materials according to professional standards.
- Instruction and Outreach: Ability to design and deliver instructional programs and workshops.
- Program Management: Competence in overseeing preservation programs and emergency response plans.
- Data Management: Managing research data across the lifecycle, including digitization, metadata creation, and preservation.
- Historical Research
- Record Evaluation
- Report Writing

ESSENTIAL SPECIALTY TRENDS

- **Traditional**

- Collections Conservation and Restoration
- Environmental Control
- Storage Management
- Disaster Preparedness

- **Emerging**

- Digital preservation
- Cloud, Collaborative Storage (digital repository)
- DAM Framework
- Community-centered Archives/Preservation
- Web Archiving
- Digital Forensics and Authentication
- Linked Data

Preservation

CAREER PATHWAYS

Sample job titles

- Archivist
- Book Conservator
- Collections Care Specialist
- Data Curator
- Data Specialist
- Digital Archivist
- Digital Collections Librarian
- Digital Librarian
- Digital Preservation Librarian
- Digital Preservationist
- Director of Technical Services
- Director, Preservation
- Genealogy Services Manager
- Head of Collections & Acquisitions
- Head of Metadata Services
- Library Director
- Manager of Archives, Metadata, and Asset Management
- Metadata Librarian
- Preservation Librarian
- Preventive Conservation Librarian
- Records and Information Management
- Research Data Librarian
- Scholarly Communications Librarian
- Special Collection Librarian
- Special Collections Manager

Career Trajectory Examples

- Archivist > Senior Curator > Moving to another organization
- Student worker > Humanities Librarian > Head of Special Collections
- City Historian > Special Collections Manager > Library Director

Preservation

CORE RESOURCES

Core Preservation Interest Groups

- [Book and Paper](#)
- Digital Preservation (coming soon)
- Library Binding (coming soon)
- [Preservation Administration](#)
- [Promoting Preservation](#)

Core Webinars, Courses, and More

- [Preservation as a Service; Applying a Customer-focused Framework while Caring for our Collections](#)
- [Preservation Statistics](#)
- [Library Resources & Technical Services](#) (as of 2023, fully open access)
- [Preservation in Action](#)
- [Fundamentals of Digital Library Projects](#)
- [Fundamentals of Preservation](#)
- [Digital Preservation - Foundations and Theory](#)

ADDITIONAL RESOURCES

Specialty Standards

- [ALA Preservation Policy 2008 \(ALCTS\)](#)
- [Preservation Core Competencies by the Preservation Standards and Practices Committee](#)
- [Guidelines for Preservation, Conversation, and Restoration of Local History and Local Genealogical Materials](#) (RUSA)

For additional learning resources, please visit the professional organizations listed on this page to find training materials.

SIGNIFICANT SPECIALTY EVENTS

- [National Preservation Week](#)
 - Provides a series of webinars based on the theme of the year.

Preservation

PROFESSIONAL ORGANIZATIONS/GROUPS

- [Regional Alliance for Preservation](#)
- [ARMA International](#)
- [Library of Congress Preservation](#)
- [National Association of Government Archives and Records Administrators \(NAGARA\)](#)
- [National Film Preservation Foundation](#)
- [Society of American Archivists](#)
- [Computing Technology Industry Association](#)
- [Research Data Alliance](#)
- [American Institute for Conservation](#)
- [Art Libraries Society of North America](#)
- [The Association of Moving Image Archivists](#)
- [Association for Recorded Sound Collections](#)
- [Digital Library Federation](#)
- [American Institute for Conservation](#)

CORE INVOLVEMENT OPPORTUNITIES

To search for involvement opportunities within the Preservation Section, follow this path: Core homepage > Member Center > Find Committee Volunteer Opportunities > Set filter to Preservation.

Preservation Section Committees:

- [Preservation Outreach Committee](#)
- [Preservation Section Leadership Team](#)
- [Preservation Standards & Practices Committee](#)

Committee volunteers must fill out the form at [this link \(requires ALA credentials\)](#). Interest group volunteers can contact chairs directly.

Looking for a mentor? Core Members can apply [here](#) to receive invaluable career guidance and support from colleagues in the field.

Technology

SECTION DESCRIPTION

Our community includes anyone in libraries, archives, museums, and information-related organizations interested in leading edge technology and applications for librarians and information providers, everyone from absolute beginners to hi-tech professionals. We address the planning, development, design, application, and integration of technologies within the library and information environment, the impact of emerging technologies on library service, and the effect of automated technologies on people.

Our work includes, but is not limited to:

- Identifying and adopting of best practices for inclusive practices and design;
- Making ALA information policy concrete for members and the profession by providing resources, tools, training, and community support for adoption and implementation;
- Helping librarians to understand emerging technologies and translate them into actionable plans for library services;
- Bridging the technology related needs and discussions across all types of libraries and operational areas.

ESSENTIAL SPECIALTY SKILLS

- **Values**
 - Commitment to Diversity, Equity, and Inclusion
 - Customer Service Excellence
 - Collaboration and Community Engagement
 - Leadership and Professional Development
 - Adaptability and Innovation
- **Soft skills**
 - Collaboration - Ability to work effectively with diverse teams, stakeholders, and community organizations, and participate in library-wide committees and task forces.
 - Communication - Effective oral and written communication skills for interacting with patrons and colleagues, including addressing and resolving patron issues.
 - Project Management - Strong organizational skills and the ability to manage competing priorities and coordinate library programs and services.

Technology

SPECIALTY SKILLS CONT.

- **Soft Skills cont.**
 - Customer Service - High-quality customer service orientation.
 - Leadership - Demonstrated leadership abilities, including managing staff, leading projects, and fostering a culture that embraces change and innovation.
 - Critical Thinking - Aptitude for research, data analysis, and problem-solving.
 - Teaching and Mentoring - Experience in teaching, mentoring, or instructional support.
 - Adaptability - Flexibility in handling multiple tasks, adapting to new technologies, and working in dynamic environments.
 - Professional Development - Commitment to ongoing professional growth, learning, and contributing to developments in the field.
 - Inclusivity - Ability to work with and support a diverse range of patrons and colleagues.
- **Technical Skills**
 - Library Management Systems - Proficiency in managing library systems and maintaining bibliographic records.
 - Electronic Resources Management
 - Digital Scholarship Tools
 - Cataloging Standards - Familiarity with cataloging standards such as MARC records, Library of Congress Classification, and authority records maintenance.
 - Data Analysis and Visualization
 - Emerging Technologies - Awareness of and ability to integrate emerging technologies in library services.
 - Information Technology Support - Technological support for library systems and user access, including network management, cybersecurity, and technology hardware management.
 - Digital Projects Management
 - Web Integration - Skills in integrating library systems with web platforms and other digital resources.
 - Digital Resources and Technology - Knowledge and expertise in operating and instructing others in the use of library resources, equipment, software, and systems.

Technology

ESSENTIAL SPECIALTY TRENDS

- **Traditional**
 - Electronic resources & databases
 - Instructional technologies
 - Integrated Library Systems (ILS)
 - Online Public Access Catalogs (OPACs)
 - Library Management Systems (LMS)
 - Library Services Platforms (LSPs)
- **Emerging**
 - AI & Machine Learning
 - Digital Scholarship & Open Access
 - Data Analytics & Visualization
 - Enhanced Discovery Systems
 - Cloud-Based Solutions
 - Virtual & Augmented Reality
 - Makerspaces
 - Digital Media
 - Sustainability and Green Technologies

CAREER PATHWAYS

Sample job titles

- Acquisitions and Collections Data Librarian
- Artificial Intelligence Librarian
- Data & Visualization Librarian
- Data Analyst/Coordinator
- Digital Media Librarian
- Digital Projects Coordinator
- Digital Resources Librarian
- Digital Scholarship Librarian
- Director of Information Technology
- Discovery Services Manager
- Discovery Systems Librarian
- Electronic Resources Librarian
- Head of Digital Services
- Head of Metadata & Digitization Services
- Library Director

Technology

CAREER PATHWAYS CONT.

Sample Job Titles

- Library Systems Manager
- Metadata Librarian
- Project Coordinator
- Resources Sharing Assistant
- Scholarly Communications Librarian
- Software Development Librarian
- Systems & Discovery Librarian
- Technical Services Librarian
- User Experience Librarian
- Web Services Librarian

Career Trajectory Examples

- Library Technician > Metadata Librarian > Head of Metadata & Digitization Services
- Student worker > Resource Sharing Assistant > Resource Sharing Librarian
- Project Manager > Discovery Systems Manager > move to another organization

CORE RESOURCES

Core Technology Section Interest Groups

- [Artificial Intelligence and Machine Learning in Libraries](#)
- [Digital Conversion Interest Group](#)
- [Imagineering](#)
- [Instructional Technologies](#)
- [Linked Data](#)
- [Maker Technology](#)
- [Open Source Systems](#)
- [WebServices4Lib](#)

Core Webinars & Courses

- **Library IT/Systems**
 - [Authorization & Authentication Basics](#)
 - [Understand & Improve Library Broadband Challenges](#)

Technology

CORE RESOURCES

Core Webinars & Courses

- **User Experience/Web Services**
 - [Improving Website Accessibility](#)
 - [Stacks Mapping Solution for a Better User Experience](#)
 - [Web Accessibility Beyond Best Intentions](#)
 - [Accessibility & Inclusive Design to Enable Success](#)
 - [Writing for the Web](#)
- **Emerging Technologies**
 - [AI and Machine Learning: Transforming the Modern Campus and Library](#)
 - [Leveraging Technology in Your Library: Using Digital Storytelling Magic to Develop eLearning Objects](#)
- **LMS/collections/technical services technology**
 - [The Current State and Challenges of Bibframe Linked Data Interoperability](#)
 - [Beyond Cost Per Use: Incorporating open access, Citation, and Authorship Metrics into Collection Assessment](#)
 - [Best Practices for Leading a Migration to FOLIO](#)
 - [A Blueprint for Comparing Open and Proprietary Library Services Platforms](#)
 - [Fundamentals of Cataloging](#)
- **Circulating technology**
 - [Curating a Collection of Circulating Technology](#)
- **Data Visualization**
 - [Visualizing & Assessing Library Data](#)
- **Digital Library Initiatives**
 - [Fundamentals of Digital Library Projects](#)
 - [Fundamentals of Metadata](#)
 - [Overview of XML Metadata Quality Assessment Tools](#)
- **Instructional technologies**
 - [Making Great Video Tutorials](#)
 - [Zotero: Teaching & Supporting in Libraries](#)
 - [Cognitive Load & Library Instructional Design](#)
 - [Making the Most of One-Shot Instruction Sessions](#)
 - [Asynchronous Online Library Instruction: Best Practices](#)

Technology

ADDITIONAL RESOURCES

Specialty Standards

- [Guidelines for the Introduction of Electronic Information Resources to Users](#)
- [Guidelines for Media Resources in Academic Libraries](#)

ALA Resources

- [ALA eLearning Technology Catalog](#)
- [Implementing Library Technology](#)
- [ALA Makerspace Resources for Libraries](#)

SIGNIFICANT SPECIALTY EVENTS

- [Internet Librarian](#) (annual conference)
- [Computers in Libraries](#) (annual conference)
- [AI & Machine Learning Summit](#)

PROFESSIONAL ORGANIZATIONS/GROUPS

- [The Association of Creative Technologies in Academic Libraries](#) (ACTAL)
- [Emerging Technologies section](#) of RUSA
- [Science & Technology Libraries section](#) of the International Federation of Library Associations & Institutions (IFLA)
- [The Association for Information Science and Technology](#) (ASIS&T)
- [Digital Curation Centre](#)
- [UXLibs](#)
- [Code4Lib](#)
- [Electronic Resources & Libraries](#)
- [Joint Conference on Digital Libraries](#)
- [LibUX](#): Library User Experience Community

Technology

CORE INVOLVEMENT OPPORTUNITIES

To search for involvement opportunities within the Technology Section, follow this path: Core homepage > Member Center > Find Committee Volunteer Opportunities > Set filter to Technology.

Technology Section Committees:

- [Technology Section Leadership Team](#)
- [Emerging Technology Trends Committee](#)
- [Web Committee](#)

Committee volunteers must fill out the form at [this link \(requires ALA credentials\)](#). Interest group volunteers can contact chairs directly.

Looking for a mentor? Core Members can apply [here](#) to receive invaluable career guidance and support from colleagues in the field.