



Be the change you want to see!

Mentoring Millennials

Carl Grant,
Associate Dean / Chief Technology Officer

June 2017

ELAINE BIZZELL THOMPSON GARDEN

MOTHER'S DAY 1988

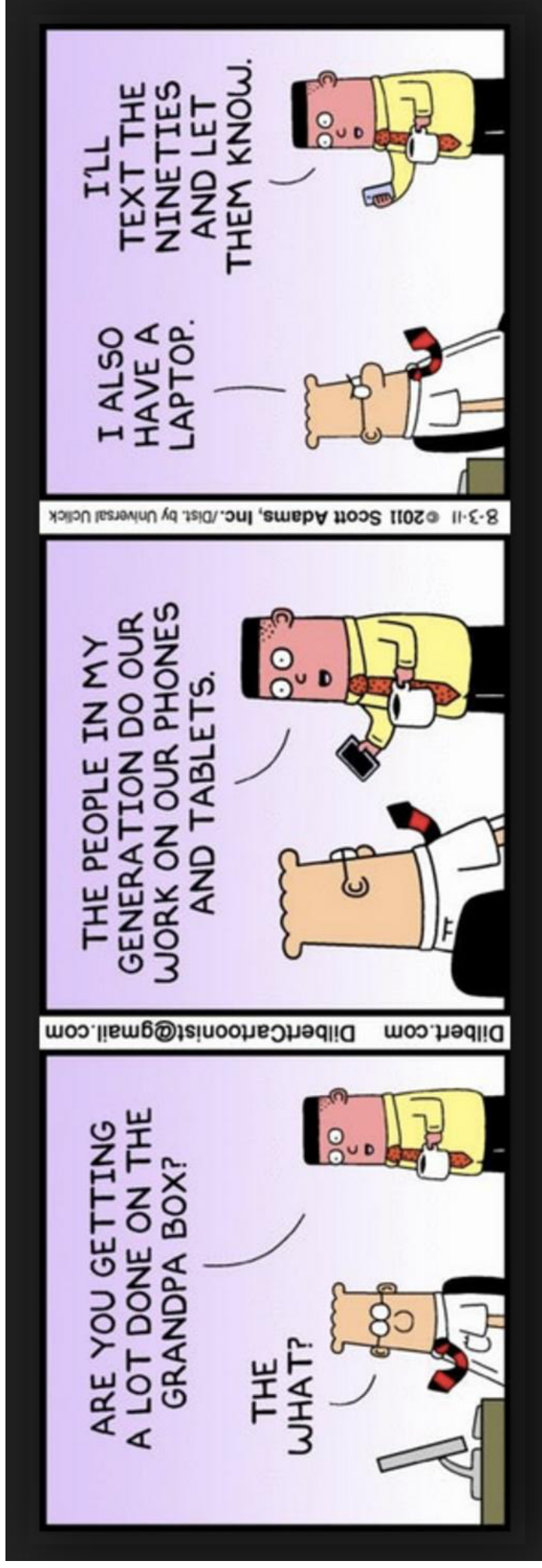
Intellectual Crossroads of the University



UNIVERSITY LIBRARIES
The UNIVERSITY of OKLAHOMA

Mentoring Millennials

Understand who they are!



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“By 2025 millennials (those born between 1980 and 2000) will make up 75% of the world’s working population.”

Per Forbes (Nine Tips for Managing Millennials)

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Understand who they are!

1. “Provide opportunities for learning and development.
2. Offer a balance between personal / professional life.
3. Money isn’t everything.
4. Make way for more movement.
5. Be mentors, not bosses.
6. Create a strong culture.
7. Recognize need for recognition.
8. Take the good with the bad.
9. Don’t disconnect digital natives.”

Per Forbes (Nine Tips for Managing Millennials)

<https://www.forbes.com/sites/jesse/2016/09/08/managing-millennials-nine-tips/#1a3f32ddcd8a>

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What would I personally add to that list?

10. Help them identify multiple mentors with which to work.
11. Give them freedom to experiment.
12. They like to work collaboratively and in teams so accommodate this.
13. Give them challenges (they are fearless).
14. With regard to recognition, actively pursue awards (nominate them).
15. Have fun!

16. Model the behavior of the University Intellectual Crossroads to see.

Mentoring Millennials

Warning!

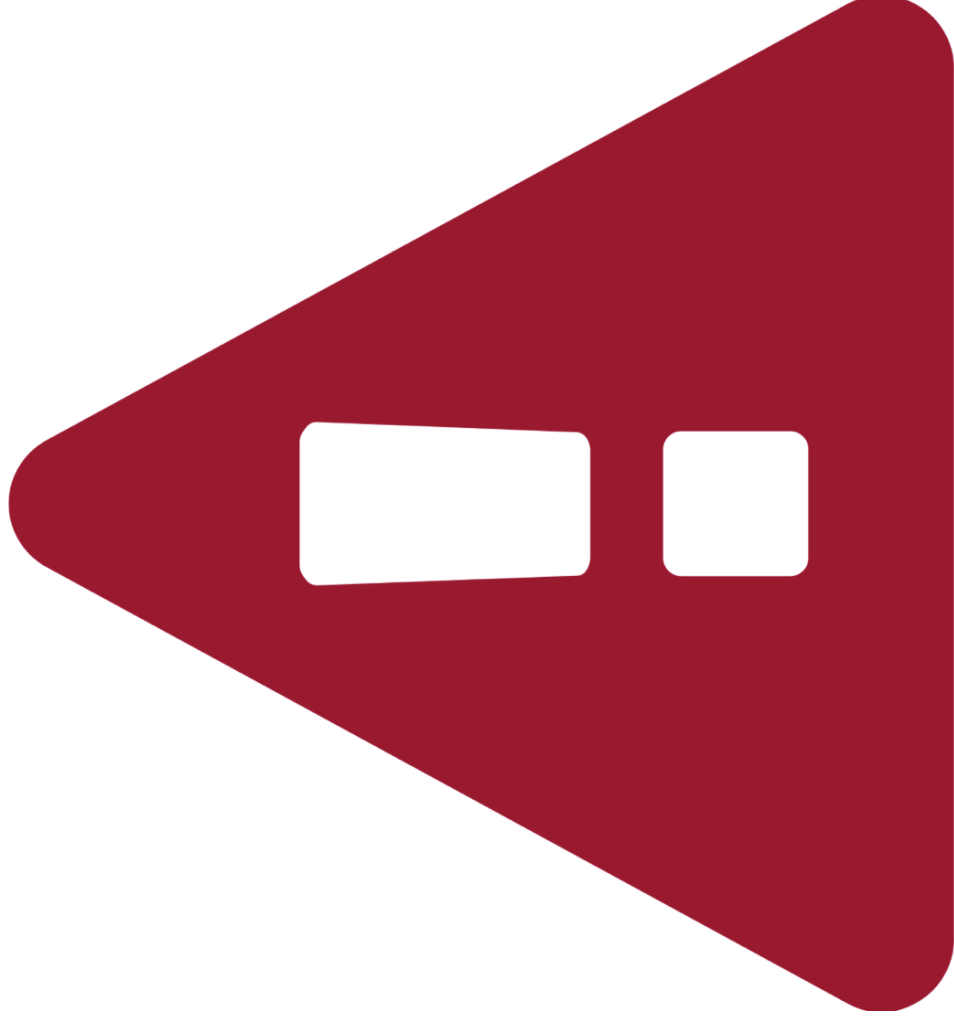


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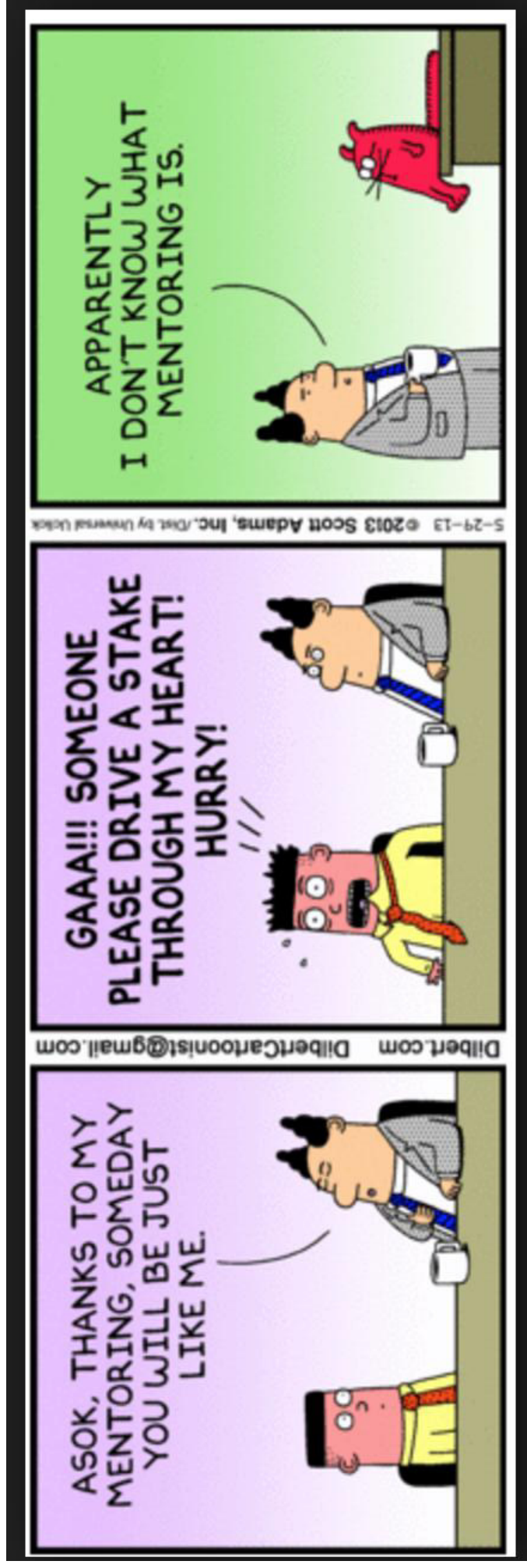
Warning!

From: XXXXXXXXXXXXX
Subject: Re: visit
Date: February 7, 2017 at 8:54:30 AM CST
To: "Grant, Carl" <carl.grant@ou.edu>

Just remember I can't give *your* talk, Carl. Guidance is appreciated but this sounds very much like you are telling me what to do.

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Warning!



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Results?

34 americanlibrarianmagazine.org | march/april 2016
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LEADERS

CLASS OF 2016


emerging

They're the new faces greeting you at the reference desk, recommending books in the stacks, and experimenting with fresh ideas behind the scenes. These are the library world's rising stars, the generation that will move, shape, and influence the present and future of the Association and the library profession. These are the American Library Association's Emerging Leaders of 2016.

Initiated in 1997 as a one-year program under former ALA President Mary R. Somerville and revived in 2006 under former ALA President Leslie Burger, Emerging Leaders recognizes the best and brightest new leaders in our industry. It's open to librarians under 35 years of age or those new to the library profession of any age with fewer than five years of experience working at a professional or paraprofessional level. The program allows participants to get on the fast track to ALA and professional leadership, participate in project-planning groups, network, gain an inside look into ALA structure, and serve the profession in a leadership capacity early in their careers.

At the 2016 Midwinter Meeting & Exhibits in Boston, the 50 new Emerging Leaders were divided into groups to complete a project for an ALA unit. The results will be unveiled at the 2016 ALA Annual Conference in Orlando, Florida. We joined them in Boston and asked their thoughts on the future of the library profession.

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Results?

Popular Now:

NEWS

rooms on massive campus



Beacon technology still in early-adopter stage, analysts report

By Matt Hamblen

Mobile & Wireless

The University of Oklahoma has begun rolling out beacon technology to help students find study rooms and class information in the central library and other buildings by using their smartphones. The rollout is about the vast campus in Norman, Okla.

◀
▶
[Cooking up Faster Mobile Image Processing](#)
[Study: Millennials Spend More Than 3 Hours a Day on Mobile Phones](#)

Mobile

Bv Rhea Kelly 08/25/15

Patrons at the **University of Oklahoma Libraries** can now navigate the system's collections, exhibits and campus landmarks via smartphone. The university has deployed **Aruba Beacons** and the **Aruba Meridian Mobile App Platform** to create the OU NavApp, a mobile app that provides turn-by-turn directions, location-based information and educational content to help students, faculty and visitors find their way through the seven-floor, 400,000-square-foot library system.



Mentoring Millennials

Results?

2016 Campus Technology Innovators



Education Futurists

University of Oklahoma

Project: OU Libraries NavApp

Project Leads: Matt Cook, emerging
technologies librarian

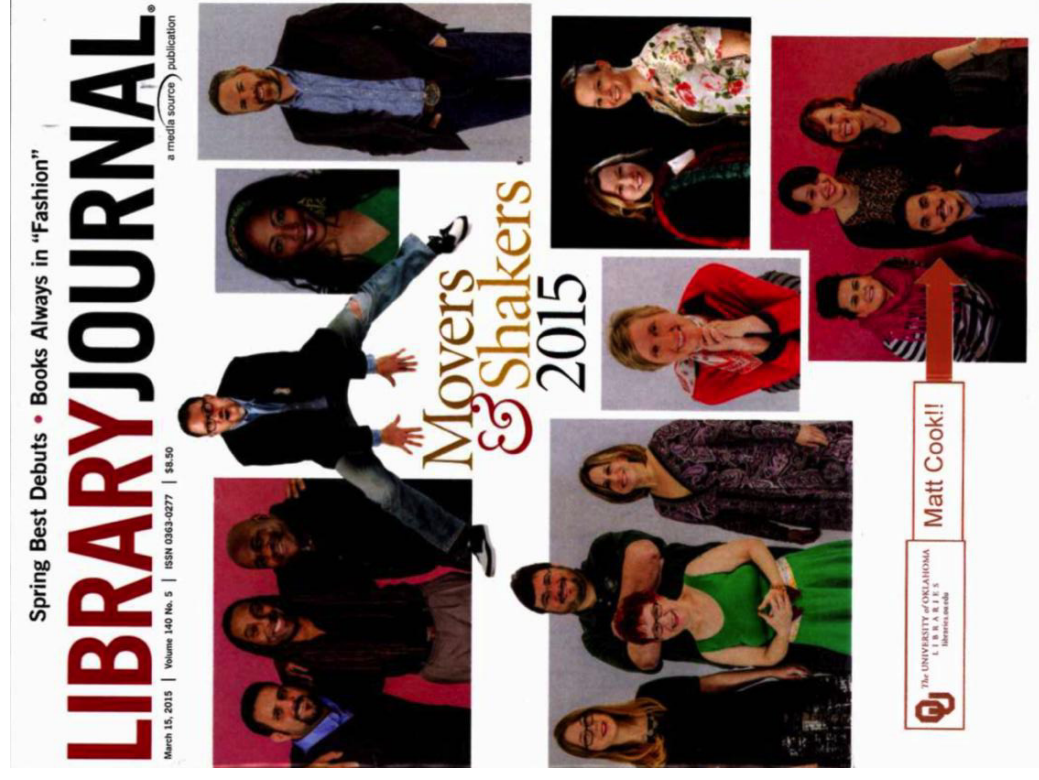
Vendors/technologies: Aruba, Meridian, RFIP

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Results?



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OU Libraries at the Oklahoma Museums Association
accepting 3 awards of excellence for our Galileo's World exhibition (1 was for
technology)

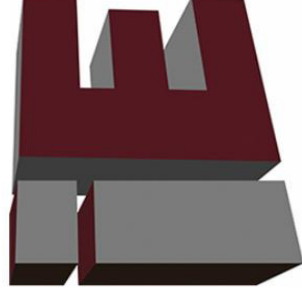
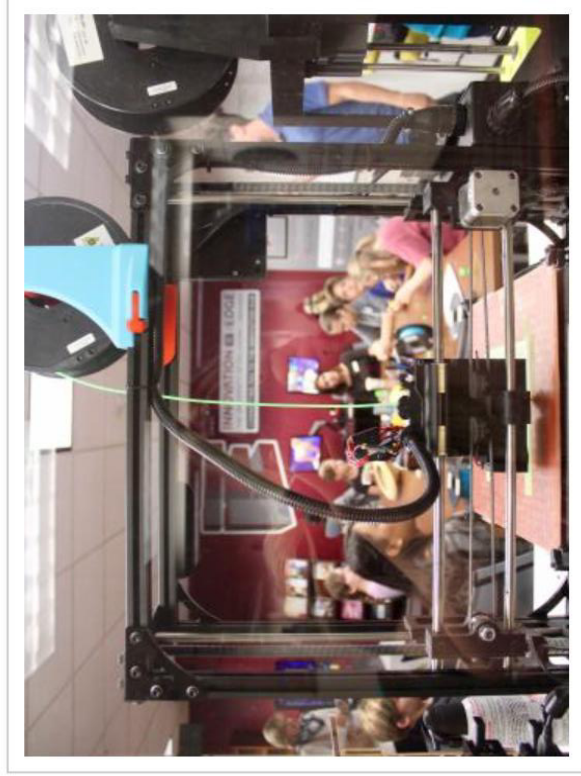


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Results?

ArtEDGE



INNOVATION @ THE EDGE
THE UNIVERSITY OF OKLAHOMA LIBRARIES
CONNECTING YOU TO THE INNOVATION HUB

Over 50 7th and 8th grade Norman Public School students visited the Fred Jones Jr. Museum of Art, Innovation @ the EDGE in the Bizzell Memorial Library, and the School of Visual Arts at the University of Oklahoma this fall.



prev next

ArtEDGE is a collaborative program between the OU Libraries, the Fred Jones Jr. Museum of Art and the School of Visual Arts.

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School Library Journal®

Oklahoma University Library Molds Art and High Tech in a Lesson for Middle Schoolers

By Linda Rodgers on  April 12, 2017  Leave a Comment

Seventh and eighth graders are a tough audience to please, but 50 of them from Norman, OK, had plenty of fun with an innovative program from the University of Oklahoma's library and art museum. So much fun, in fact, that they may not have even realized they were also getting a grounding in critical thinking and art appreciation.

The students came to the [Fred Jones Jr. Museum of Art](#) under the auspices of [ArEDGE](#), a collaborative program between the museum and the [Helmerich Collaborative Learning Center](#) at the university's [Bizzell Memorial Library](#). Instead of touring the entire museum, the kids were introduced to one object: a 700-year-old Tang horse sculpture. "We wanted to find an object that was visually interesting, and the horse is beautifully modeled and painted in a colorful gaze," says Melissa Ski, the director of education at the museum. Even more intriguing, it was used as a funerary object in ancient China. "We wanted students to feel familiarity but also push them beyond immediate associations," she added.



A student gets a taste of VR with the help of Matt Cook.

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Planned gift helps Steve and Kathy Swatek make a difference in OU's future

Steve and Kathy Swatek's marriage, friendships and professional lives all were shaped by the University of Oklahoma. They have chosen to share the fruit of those relationships through a \$1.5 million planned gift to the OU Foundation.

The bequest will be distributed among three areas, with \$1 million to the Library Center of Excellence Fund, \$400,000 to a Price College of Business endowed scholarship already established in their name, and \$100,000 to continue their support of OU women's volleyball.

"We have two loves in our life, as far as where we would like our charitable funds to go, and they both deal with young people," Steve Swatek said. "One is Children's Mercy Hospital in Kansas City, and the other is OU. The question is, 'What can we do to best help people?'"

The Swateks met at OU and married when Steve was a junior in college. He graduated in 1972 and went to work for his family's longstanding Oklahoma construction company. Steve left the business to join Garney Companies Inc. of Kansas City, one of the nation's leading water and wastewater contractors. The company became employee-owned in 1995, and Steve served as a senior vice president until his 2011 retirement.

Steve believes the education and friendships he gained in college have been central to his success. "My experience at OU was great. It has helped shape my life," he said. The Swateks still vacation with some of Steve's Phi Kappa Psi fraternity brothers, and the couple visits OU each year for football games and



Steve and Kathy Swatek met, married and formed lifelong friendships while at OU. Now, they are helping to ensure the university's future with a \$1.5 million planned gift.

to meet recipients of the endowed business scholarship they started in 2006.

During one visit a year ago, the Swateks were invited to tour OU Libraries' outstanding exhibit, *Galileo's World: An Exhibition Without Walls*, and to see Bizzell Memorial Library's new Peggy V. Helmerich Collaborative Learning Center. The 18,000-square-

foot renovation of Lower Level I has become a showcase for the latest in educational technology and offers spaces and equipment to support individual and group study, creative collaboration, and digital scholarship for faculty and graduate students.

"It was fantastic," Steve said. "After the tour and a detailed meeting with Dean of University Libraries Richard Luce outlining his vision for the future, we could see where this was headed. We could see the library becoming the central focus of the campus, and all of OU's colleges using the library in a way that was different from what I and most people grew up with. We said, 'We want to be a part of this. We feel strongly that what you're doing here helps the whole university become a better place.'"

The Swateks' gift will allow the libraries to maintain flexibility by investing in innovation as opportunities occur. "The Swateks are ensuring that we will have the seed money to change the target for innovation over time," said Luce, who also serves as OU's Peggy V. Helmerich Chair and Associate Vice President for Research.

"What's really interesting about this gift was Steve and Kathy's almost intuitive, immediate understanding of what we're trying to do here," Luce added. "It's unique for someone to say, 'We want to make sure that OU stays at the top in terms of innovation in the library,' because it is a dynamic, intellectual engine for the university. Steve and Kathy's gift has energized our entire organization."

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The End!

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