Where are we now?
Re-imagining OPAL Mentoring, Training & Communities of Interest
Hello!

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1. Mentoring, training & onboarding
Background & timeline
2005

- OPAL Training and Mentoring Task Force formed
- Creation of Training & Mentoring Coordinator (TMC)
OPAL Strategic Plan 2010-2013- “expand training opportunities for library staff.”

OPAL Training Task Force formed
- Restructuring of Executive Committee
- Training & Mentoring role should be a non-director position
Beverly Lane becomes first non-director to serve as Training & Mentoring Coordinator
- Director’s Council approved new Organization Manual (March)
- Training and Mentoring Coordinator renamed to Mentoring Coordinator
My perspective

- Challenge to find mentors
- Experiences of new OPAL staff who had mentors were mixed
Time for a survey

Sent out assessment survey December 2017 to OPAL community
Key conclusions of survey

- Continued desire for some form of mentoring
- One-year commitments are not realistic
- Strong interest in more self-directed, on-demand learning resources
- Mentors had to figure out their role, impacting success of mentee/mentor relationship
Key recommendation of survey

To develop a program which incorporates both a mentoring component but also greater opportunities for self-directed, on-demand learning & training.
New name... new direction

Name changed from Mentoring Program to Onboarding, Training, and Mentoring (OTM)
Let’s take a look!
2. Communities of interest

Are they serving us?
The intention

“COIs are the primary forums for collaboration and are typically organized around a common practice area or current issue in academic libraries. COI's can be formed by any interested party within OPAL.

This is intended to allow for better communication across sections, lead to more sharing of information, favor a more nimble and inclusive structure, and reduce the amount of time needed for action.”

OPAL Executive Council Proposal: Communities of Interest Document, 2015
The why

“The 2014 OPAL Strategic Plan calls for the examination of all OPAL structures to ensure that we, as a consortium, are poised to meet both the current and future needs of OPAL.”
Time for a Survey

- Taken in May 2018
- Serious concern about the efficacy of COIs
- Consideration of ways to improve COIs

Feedback was needed from the OPAL community to take steps towards improvement
11 questions
All about COIs

53 responses
From OPAL members

100%
Total success!
Highlights
Q3 - Since changing from committees to COIs, I have noticed that in-person attendance has:

<table>
<thead>
<tr>
<th>Choice</th>
<th>Count</th>
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<tbody>
<tr>
<td>Increased</td>
<td>1</td>
</tr>
<tr>
<td>Decreased</td>
<td>15</td>
</tr>
<tr>
<td>Remained the same</td>
<td>8</td>
</tr>
<tr>
<td>Do not know</td>
<td>12</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
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2.70% 1
40.54% 15
21.62% 8
32.43% 12
2.70% 1
37
Q6 - If you think COI participation has decreased, what reasons would you attribute to this?

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<th>#</th>
<th>Field</th>
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<tbody>
<tr>
<td>1</td>
<td>More people are attending COI meetings virtually</td>
<td>33.33% 13</td>
</tr>
<tr>
<td>2</td>
<td>Less people are interested in participating in COIs</td>
<td>15.38% 6</td>
</tr>
<tr>
<td>3</td>
<td>Mission of COIs misunderstood</td>
<td>20.51% 8</td>
</tr>
<tr>
<td>4</td>
<td>Smaller library staff</td>
<td>30.77% 12</td>
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Q11 - How would you characterize the COIs? Choose all that apply.
Need a better sense of structure; a clearer sense of why and what they're expected to do; more reason to participate
I do understand the motivation for COIs and am not philosophically opposed to them, but people need structure to accomplish projects and initiatives.
I think it would be helpful to provide more information to new staff members about COI's. What they are/how to get involved, etc.
Needed Balance between the Committee Structure and the COI Format
**Checklist**

➔ To ease creation of COIs and maintain consistency between groups


**Requirements for Initiator**

➔ Annual reports
➔ Mission statement
➔ Communication with Liaison


**Improved communication**

➔ COI expectations built into onboarding
➔ Communication done via OShare
➔ COI Liaison updates in OPAL newsletter
What these changes do

- Maintained autonomy
- Bring back *some* structure
- Still free flowing

- COIs created for specifics
- Clearer expectations
- Clearer purpose
Let’s take a look!
Thanks!

Any questions?
Any suggestions?

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