

**Notes from *Forging ahead with Forging a Future for CIRL: A working meeting to continue the Berkeley Discussions***  
**Saturday, June 4th, 2005 Toronto, Canada.**

**Summary of remarks from the Members' Roundtable:**

prepared by Elizabeth Perry, University of Toronto, with apologies for any inaccuracies or omissions and an invitation to please offer corrections if necessary to set the record straight.

Donna Schulman, Lenz Library, Cornell University ILR, New York	Is moving more toward teaching and research in her role. In 2004/05, the Lenz Library has restructured its space.
Kevin Barry, IR Librarian, Princeton University	Reminded us that Princeton is the oldest I.R. Library in the U.S., founded in 1922. It has 100,000 items, many unbound. Kevin has been withdrawing many items. In April, Kevin was appointed Acting Associate University Librarian for Public Services at Princeton.
Constance Finlay, Director, Carey Library, Rutgers University	Constance's library at Rutgers was threatened with closure, but survived thanks to the protests of union leaders and a \$250K grant through the intervention of the congressman. Constance has dealt with a neglected collection and tried to repair the library's relationship with the central library. A contract archivist discovered some rare New Jersey union periodicals, which she hopes to digitize.
Deb Lamb-Deans, Assistant to the Director, Catherwood Library, Cornell ILR, Ithaca.	Announced that a new Dean at the ILR school has not been appointed yet; Harry Katz being the internal candidate. * ( <i>Since the CIRL meeting, Professor Katz was appointed Dean</i> ). The Library has been under construction since 1994, and the collection continues to be disrupted. They are now preparing to move materials to offsite storage for at least the next five years.
Suzanne Cohen, Reference Library Coordinator, Catherwood Library, Cornell ILR, Ithaca.	The Catherwood Library is in the process of establishing an institutional repository for the ILR school, already online at <a href="http://www.digitalcommons.ILR.cornell.edu">www.digitalcommons.ILR.cornell.edu</a> . This will make available faculty publications, grant reports, possibly the <i>Industrial and Labour Relations Review</i> , and potentially items from the ILR Press. Library materials will also be digitized and posted. Mary Newhart is the full-time staff member in charge of the website.
Deb Schmidle, Collection Development Librarian, Catherwood Library, Cornell ILR, Ithaca	Deb introduced herself as the former Deb Joseph, who has returned to the Catherwood Library since August 2004. Catherwood is reinstituting and trying to promote their acquisition list online – it is available as a PDF file. They have transferred their technical services (ordering and cataloguing) to the central library and are restructuring staff.
Linda Richer, Librarian, W.E. Upjohn Institute for Employment Research,	Research of the Upjohn Institute continues to focus on low-skill jobs, phased retirement, DOL UI evaluation project. The Institute is also working with the OECD. The library was

Michigan	renovated 1.5 years ago. Linda maintains an intranet of resources – e.g. electronic serials and the library catalogue. She is sending email alerts to journal TOC's and has begun an informal collection of documents digitized on a computer hard drive.
Bernadette Bailey, Librarian, American Federation of Teachers, Washington D.C.	Bernadette introduced herself as a new member of CIRL. She has begun to work with a long-neglected library, and her priority is to improve the library's image and build confidence in the library. She is a member of WALIS.
Joan Cassidy, Librarian, New York State United Teachers Library, New York.	The largest part of Joan's library deals with educational issues, but includes unique information on teachers' salary schedules, school finances, and historical documents. She is digitizing some subject files and recently attended a "School for Scanning" in Boston which she found very useful.
Brenda Wolfe, Director, Herman Reference Room, University of Minnesota, Minneapolis.	Brenda has been at Minnesota for four years. The Industrial Relations program has approximately 160 graduate students and 15 PhD students. The library may be moving in a few years; she feels it is always under threat, and she is doing fundraising. She has added computers and works hard to make the library an inviting centre. She indexes articles and chapters of books; the index is available online at <a href="http://www.worksonwork.irc.umn.edu">www.worksonwork.irc.umn.edu</a> .
Nancy Barkey Young, LIR Librarian, Michigan State University, East Lansing.	The university is feeling the effects of Michigan's economic troubles. Nancy and her colleague Cynthia will be retiring in July. Most of the library collection has been integrated into the main collection. Nancy distributed a list of college and university labor/industrial relations programs, noting that many programs have dropped labor or industrial from their degree or department names, replacing them with words such as work and employment, or adding human resource management to their names.
Linda Lowry, Business and Economics Reference Librarian, Brock University, St. Catharines, Ontario.	Linda is a business librarian but is interested in CIRL because she formerly worked at the Catherwood Library and the Alberta Department of Labour Library. She is on sabbatical this year.
Margo Jeske, Manager, Library Services, Public Service Labour Relations Board, Ottawa, Ontario. (formerly the Public Service Staff Relations Board)	Since a low-key change in April 2005 when the Public Service Modernization Act took effect, Margot's unit has changed name to the Public Service Labour Relations Board, and has enlarged its mandate to have more jurisdiction over human rights issues; reviving a compensation and benefits research capability; including the Public Service Staffing Tribunal. She fortunately has also increased her staff complement to accomplish this work. The library will be responsible for a new website for the PSLRB at <a href="http://www.pslrb-crtfp.qc.ca/main_e.asp">http://www.pslrb-crtfp.qc.ca/main_e.asp</a> .
Jane Danjin, Head Librarian, UAW, Detroit,	Jane reported that the library has a presence on the UAW intranet. Their catalogue is online using Access. 2005 is

Michigan	<p>the 70th anniversary of the UAW. They are doing a retrospective catalogue of Leonard Woodcock's papers. The library still maintains its vertical files.</p> <p>The library has strong ties to Wayne State University. Jane reported on behalf of Carolyn Davis, who did not attend. Carolyn had had surgery and returned to a demotion at work at Wayne State. Jane distributed a report by Kristen Chinery of Wayne State (see below).</p>
Gloria Anderson, retired, Library Manager, Canada Industrial Relations Board, Ottawa, Ontario.	Gloria greeted everyone and is present out of personal interest in CIRL.
Vicki Skelton, Reference Librarian, Industrial Relations Library, University of Toronto.	<p>Vicki reported on her recent attendance at the WILU conference in Guelph Ontario regarding library instruction. She is also a member of the Librarians' Group of the University of Toronto Faculty Association, and pointed out that U of T librarians are now entitled to 5 days per year research leave, although not many librarians take advantage of the benefit.</p> <p>Bruce Pearce and Elizabeth Perry, both of U of T, were also present. Also of note about U of T: the name of the degree has been changed from the Master of Industrial Relations (MIR) to the Master of Industrial Relations and Human Resources (MIRHR). Effective July 1, 2005, the name of the Centre will also change, to the Centre for Industrial Relations and Human Resources. (CIRHR)</p>
Becky Smith, Associate Professor and Head of the Business & Economics Library, University of Illinois, Urbana	<p>(as submitted electronically): The new library website is available at <a href="http://www.library.uiuc.edu/irx/">http://www.library.uiuc.edu/irx/</a> .</p> <p><b><u>LaborLit</u></b></p> <ul style="list-style-type: none"> <li>• Bibliographic information since 1989 (Minnesota's database started in the mid-1980s).</li> <li>• All records have successfully been converted to the Web version &amp; web interface design is now complete.</li> <li>• Currently developing a search engine similar to ABI/Inform Complete (for Basic and Advanced Search), but may use Google's search engine instead.</li> <li>• The final version will be accessible from the new home page of the ILIR Library by the end of June.</li> <li>• Margaret Chaplan is our beta user and first customer</li> <li>• <a href="http://hades.grainger.uiuc.edu/nikki/LaborLit/site/basic.asp">http://hades.grainger.uiuc.edu/nikki/LaborLit/site/basic.asp</a></li> </ul> <p><b><u>ILIR Blog</u></b></p> <ul style="list-style-type: none"> <li>• Will focus on a specific topic (e.g. career, recruiting)</li> </ul>

	<ul style="list-style-type: none"> <li>• Will feature the latest news and journal articles.</li> <li>• <a href="http://iliruiuc.blogspot.com/">http://iliruiuc.blogspot.com/</a> (correction: the URL is <a href="http://laborlinenews.blogspot.com/">http://laborlinenews.blogspot.com/</a> )</li> </ul> <p><b><u>ILIR</u></b></p> <ul style="list-style-type: none"> <li>• ILIR achieved a 100% placement for the class graduating in 2005 with a median starting salary of \$65,000.</li> <li>• ILIR hired a new faculty for its Labor Education Program. He has a Ph.D. in labor history and worked at Newberry Library in Chicago prior to his appointment at ILIR. He'll start in August.</li> <li>• Kevin Hallock, a prominent labor economist at ILIR, accepted a position at Cornell University.</li> </ul>
<b>REGRETS AND REPORTS FROM CIRL MEMBERS NOT PRESENT:</b>	
Kristen Chinery, Reuther Library, Wayne State University, Detroit,	A summary of the detailed report submitted: The College of Urban, Labor and Metropolitan Affairs is dissolving and the labor-oriented units of CULMA will be grouped in some type of labor school or institute. As a result, the Reuther library will report directly to the Provost. The Reuther library will be involved in a grant received by the Wayne State for "Recruiting and educating librarians for the 21st Century". Twenty candidates from traditionally underrepresented groups will receive financial assistance to attend the LIS at WSU and will be rotated through libraries. at WSU and Michigan State. For full info contact <a href="mailto:ac9538@wayne.edu">ac9538@wayne.edu</a> .
Margaret Chaplan, University of Illinois, Urbana-Champaign	Retired; still follows the CIRL listserv. Margaret sends best wishes to the group.
Karen Lee, Marketing Director, International Labour Organization.	Retired from ILO in April 2005. Please notify the group that ILO's official distributor is Renouf Publishing Co, with a toll free number of 888-551-7470. The ILO Publications Center in Waldorf Maryland has been closed.
Barbara Rosen, Research Librarian, Communications Workers of America, Washington D.C.	Unable to come for family reasons.
Joanne Sokkar, Kresge School of Business Administration Library, U of Michigan at Ann Arbor	Telephoned to register the following personal observations to contribute to the discussion of CIRL's mission: Her own situation is that the IR collection was absorbed into the business library and the focus on IR has been lost. Past strength has been the networking offered by CIRL. If it is too structured – e.g. with dues – it becomes just another association

	<p>CIRL is founded on projects that benefited the group as a whole, such as the subject heading list or the thesis project. Her advice: identify a need and have a group work on it, for the project &amp; for the esprit de corps that it brings          Thinks broadening the membership base to include all workplace issues is a good idea.</p>

**Morning Session Minutes:  
 prepared by Deb Lamb-Deans, Cornell ILR School**

We spent the morning looking at the CIRL Mission Statement:

The **Committee of Industrial Relations Librarians** is an international group of information professionals from academic, union, government, corporate, and nonprofit organizations in the field of industrial relations and human resource management who cooperate on projects, share resources and information, and learn from one another.

**CIRL's** goal is to serve researchers and practitioners by collecting, preserving, organizing, and making available specialized resources using both tested and new technologies, and to encourage instruction and training in the use of such resources.

**CIRL** further seeks to create awareness of the problems and issues in the workplace and to improve information dissemination about them.

**Issues discussed:**

*Instruction*

- ❖ Does CIRL have an instruction component? If so is it for members or others?

*Membership:*

- ❖ Is our mission to support each other or to work together for others?
- ❖ Do we need to broaden membership?
- ❖ Do we need more structure?
  - Will structure bring in more members?
- ❖ Trend is to add HR to IR in schools – how does that affect us?
- ❖ Are we more social science?
- ❖ Need to find out where programs such as labor studies and related disciplines are and target them for membership
- ❖ Do we tie the annual meeting with other groups/conferences such as ALA, SLA
- ❖ SLA Labor Issues Caucus – also going through process of re-evaluation – are they a potential partner?
- ❖ What do we have to offer to a partner?
- ❖ Joint publications

*Web Presence: we need a better web presence.*

- ❖ Do we need to do more collaboration with each other during the year, not just at annual meeting?
- ❖ Is there a “product” for us to collaborate on? the website, digitization project, subject guides clearinghouse, blog?
- ❖ Branding issues with subject guides, perhaps the web can be crafted more along the lines of pointing to the guides located on other website?
- ❖ Little or no action on the listserv, some question if they are even on it
- ❖ need for more granular information – postings that can be archived and searched
- ❖ RSS, XML
- ❖ we need different listserv software

*Name:*

- ❖ What is a “committee”? Should we be a community?
- ❖ Do people know what **Industrial Relations** is?
- ❖ Xchange: “field of industrial relations” to other, more recognizable terms
- ❖ Educate people to what IR means
- ❖ Should we add other terms to the website?
  - social justice
  - labor issues
  - Industrial rights
  - workplace and employment issues
  - labor management
  - labor issues
  - organizational studies
  - applied psychology
  - labor economics
  - labor history

### **Afternoon Session Meeting Minutes: prepared by Suzanne Cohen, Cornell ILR**

To bring closure to the morning session, Kevin Barry and Constance Finlay agreed to draft a revised CIRL Mission Statement based on the notes that Deb Lamb-Deans will write up from the morning’s “CIRL’s Vision” discussion.

The group agreed to hold CIRL 2006 (despite some disagreement about this, this will be the 60<sup>th</sup> Annual Conference) in Baltimore, MD, possibly on Saturday, June 10<sup>th</sup>, before the SLA conference begins. A task force was formed to work on arrangements for this meeting [see Task Forces section below].

Joan Cassidy agreed to e-mail results of the SLA Labor caucus meeting to be held on Monday, June 5<sup>th</sup>, so that we might better understand the future of that organization and how it might relate to CIRL.

*Increasing/Marketing CIRL Membership*

It was acknowledged that we need to attract new members to CIRL to keep the group going. Retirements, library closings, and the changing nature of the field have resulted in a membership decline.

Each person should invite one new potential member to attend the next meeting (or, at least, be added to the membership list)

Should we develop a promotional brochure? People felt this would be a good idea, but that we needed to have more to offer before we do something like this.

Members could do poster sessions about CIRL at various conferences.

Should we be trying to speak about CIRL at library schools or making sure we are on lists of library associations/groups that the students can join?

There was a lot of discussion about the web site needing improvement. It needs to change more frequently and/or provide some service to members [see Task Forces section below].

We need to be able to answer the question "What's in it for me?" when people are considering joining CIRL.

Interesting speakers could attract new members to meetings.

There was a suggestion that we should submit the news from member libraries electronically, instead of reporting at the meeting, and use the meeting time for speakers, resource demonstrations, and/or project work. At the meeting, people could ask questions about the reports that have already been submitted. Another advantage would be to post the reports on the web site, so other people can see what we are doing and perhaps be attracted to join. Another idea was to also have mid-year reports to keep people connected.

Many people stated that the largest benefit of CIRL to them was the support system and help that colleagues could provide in different situations. Perhaps we need to make this support system stronger and more quick to respond when needed.

We discussed the fact that, historically, CIRL members collaborated on project work such as the standard list of subject headings, CIRL bibliographies, and compilation of Industrial Relations theses and dissertations. Are there new projects on which we should collaborate? There was a lot of discussion about digitization and grey literature. There is work being done at individual libraries/organizations, but little collaboration among CIRL members. It was suggested that a collaborative project is something for which we might be able to apply for a grant. As a result of this discussion, a task force was formed to look into the issues [see Task Forces section below].

### Task Forces

**CIRL 2006:** To coordinate arrangements for CIRL 2006 meeting.

Current volunteers: Deborah Schmidle and Donna Schulman. Becky Smith agreed to help find a sponsor for the meeting. Linda Richer agreed to be the SLA liaison if needed.

**WEB SITE/LISTSERV:** Investigate possibilities for improved web site/listserv, considering new technology that is available (e.g. blogs).

Current volunteers: Constance Finlay, Suzanne Cohen. There was a suggestion to invite Terry Huwe to join this group.

**GREY LITERATURE:** Identify issues related to Industrial Relations grey literature and come up with a proposal for possible CIRL member collaboration.

Current volunteers: Deborah Schmidle, Kevin Barry, Elizabeth Perry

**MISSION STATEMENT:** Draft revised mission statement

Current volunteers: Constance Finlay, Kevin Barry, Deb Lamb-Deans

**2006 INVITATION/TARGETED MARKETING:** Identify which IR-related organizations are not currently CIRL members and perhaps draft an invitation for the 2006 meeting when details are finalized.

Current volunteers: Linda Lowry (Canadian organizations); Barbara Rosen? (U.S. organizations). Jane Danjin agreed to ask Barbara about this.

Suzanne Cohen agreed to advertise the Task Forces and make it clear that others are encouraged to volunteer.

### **CIRL Name Change?**

In both the morning and afternoon sessions, it was suggested that we should consider renaming CIRL, while keeping the same acronym.

After generating a list of alternatives to the word "Committee", the group was in favor of recommending the adoption of the word "Community" instead. Many people find the word "committee" to be exclusive and indicating that one needs to be appointed to the committee. "Community" seemed to better reflect the current operation of the group.

So, the new recommended name would be Community of Industrial Relations Librarians. Suzanne Cohen agreed to send a message to the CIRL listserv about this recommended change and to ask for feedback.