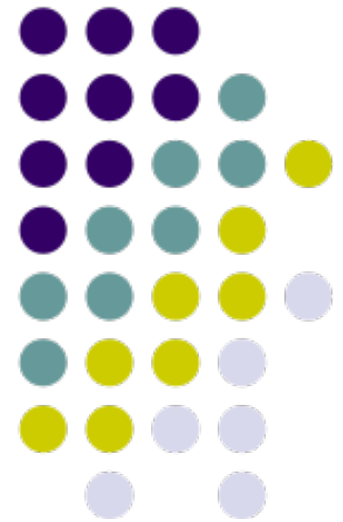


ACRL Immersion Conference Update

Trish Rosseel
Teaching & Learning Librarian

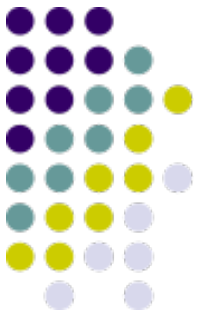


Immersion Program Track



Focuses on developing, integrating, and managing institutional and programmatic information literacy programs. Participants selected for the Program Track will develop individual case studies in advance of the Immersion program. Change dynamics, systems thinking, institutional outcomes assessment, scalability, and the integration of teaching, learning, and technology will be brought to bear on analyzing the various programmatic challenges presented in the case studies. Immersion participants will be expected to develop the case studies into an action plan for implementation at the home institution.

Program Track Focus



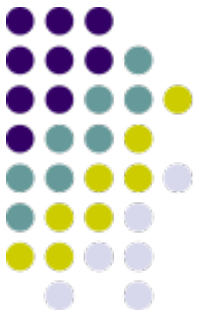
- Information Literacy as Personal Practice
- The Leader Within
- Persuading and Influencing
- Assessment as Learning
- What is an IL Program?
- Meeting Program Outcomes
- Campus Cultures
- Staff Development
- Case Studies

Four Frame Leadership Model



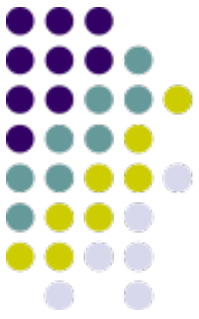
- **Structural**
 - leader as social architect, building the infrastructure of organization [e.g. policies, technology, spaces]
- **Human Resource**
 - leader as empowering force who aligns organizational and human needs through effective relationship building and attention to people
- **Political**
 - leader as advocate, setting the organizational agenda, navigating organizational politics, and building a power base
- **Symbolic**
 - leader as inspirational force, creating meaning for organization through stories, rituals, celebration

Leadership Tools



- Systems thinking
 - key for identifying interrelationships within organizations and navigating how individual efforts relate to the whole
- Ladder of inference
 - useful in helping you become more aware of your thinking and how it relates to that of others
- Force field analysis
 - for analyzing potential aspects of change, identifying pros and cons, and addressing opposing/supporting forces
- Ease/Impact model
 - useful for assessing where to focus change efforts based on their levels of impact and difficulty for implementation

Principles of Persuasion

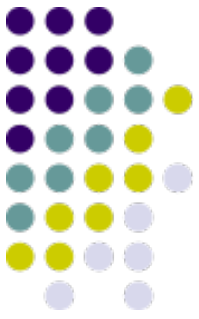


- Reciprocation: favour for favour
- Scarcity: people want what they can't have
- Authority: become the expert!
- Consistency: make and keep commitments
- Consensus: find similarities to create agreement with groups
- Liking: people want to be in the “in crowd”

Cialdini, Robert B.

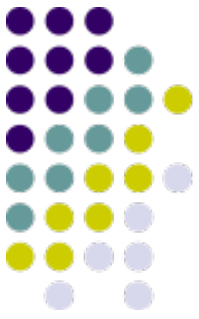
What? How? Why?

All About Culture



- 5 core academic values of faculty
 - Collegiality, autonomy, academic freedom, specialized expertise, reason/disciplinary methods
- How do faculty view librarians?
 - Process, procedure oriented
 - Rule-bound
 - Service role over educational one
 - Not seen as equals
 - Not aware of instruction that librarians do

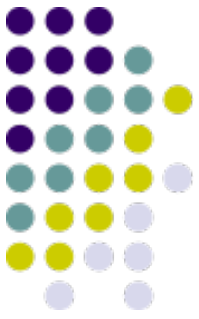
IL Program Outcomes



- What do we want our program to do? What does it do when it meets user needs and/or supports learning?
- How will we determine if we're achieving our outcomes? What will success look like?
- How will we gather evidence/data?
- What can we learn from evidence/data?
- What is the plan for change?

Resource: ACRL Characteristics of Programs of Information Literacy that Illustrate Best Practices: A Guideline

Peer Observation of Teaching



- Identification
- Dialogue One
- The Observation
- Dialogue Two
- Post-Observation Write ups and Actions Plans