

SWAN

Plot your course

2023 Annual Conference



HIRING, STAFFING & RETENTION

ROUND TABLE

DISCUSSION TOPICS

Hiring

- How are you finding that right, long-term employee vs. right-now employee
- What strategies are you using to open the field while maintain the value of the MLIS
- What changes have you made in terms of pay, benefits and perks in the last year
- Where are you posting open positions
- Who handles the hiring process, manager, HR, or manager and HR together
- How can we refresh the traditional interview process
- What are people doing to attract applicants

DISCUSSION TOPICS

Staffing

- How have you broken silos and cross trained departments effectively
- How are department configured? Do you have mostly part time staff
- How do you inform your staff of new information and how do they retain it when working minimal hours
- What do you do when you have a staff shortage
- What are some staff development best practices specifically for part time or para-professional staff

DISCUSSION TOPICS

Retention

- How do you keep long term staff engaged and avoid burnout
- How does asking people to take on extra relate to retention- Are you finding staff members like the opportunity or is it asking too much
- If you are retaining staff, why do you think that is
- If you are not retaining staff have expectations on performances changed
- How can employees advocate effectively for advancement and/or new positions in the organization they work at