

**Ohio Library Council
BOARD OF DIRECTORS**

ITEM NO.: **4.C**

MEETING DATE: **May 17, 2024**

SUBJECT: **Awards & Honors Committee
Proposed Changes**

SUBMITTED BY: **Krista Lackey, Chair**

REPORT FOR DISCUSSION

The Awards & Honors Committee respectfully puts forward the following changes to make the Awards & Honors program more inviting and inclusive and to address feedback from OLC members who have found submitting awards challenging or difficult.

For All Awards:

- Make submitting a work history or resume optional. **Feedback from members suggested this made the award less of a surprise for the nominee.**
- Change “Requirements” to “Eligibility Requirements” **This makes it clear to the nominator that by meeting these requirements the nominee is eligible for the award.**
- Change testimonials from 3-5 testimonials to 2-3 testimonials except for Hall of Fame Librarian. **Feedback suggests that there are too many testimonials to collect, however Hall of Fame should highlight the impact the nominee has made and therefore should require 3-5 testimonials.**

Hall of Fame

- Remove “local” from the criteria. **The assumption is if the nominee is managing to get to state impact, they have probably already had an impact on the local level.**

Librarian of the Year

- Requirement: Modify “significant professional achievement in the Ohio Libraries within the past 2 years”. **This puts an emphasis on the most recent achievements.**

Service Excellence

- Change Criteria to the following:
 - 1) Exhibits exceptional customer service internally and externally
 - 2) Exemplifies the values of their organization and goes above and beyond to serve their library’s community
 - 3a) Displays exceptional achievements in community engagement and/or outreachOR
 - 3b) Demonstrates outstanding collaboration within their organization

The committee felt that the previous criteria for the Service Excellence Award was not clear. This new format and criteria will help the nominators to better understand the criteria.

Local Library Champion

- Change description to “Recognizes exceptional volunteer service of an individual or group to a library community.” The current description is too long and redundant so to be consistent with other awards, this award description should be shortened while still incorporating the spirit of the award.

Emerging Leader Award

- Change description to “Recognizes an individual early in their library career who shows exceptional promise for future contributions to the library profession.” The current definition does not accurately reflect the award.
- Change eligibility requirements:
 - Remove MLIS and age requirement
 - Change 5 years to “working 6 years or less in libraries.”
 - Remove “Ohio”

The committee strongly feels these requirement changes are necessary as many librarians are 2nd career librarians, libraries are not requiring MLIS degrees to be a librarian anymore, and submissions have declined due to the restrictiveness of the requirements.

- Change criteria to:
 1. Displays a commitment to professional growth and library service
 2. Demonstrates initiative that motivates and engages others
 3. Exhibits passionate commitment to professional values such as intellectual freedom and access to library services

The committee changed the criteria to better fit what they defined as leadership qualities.

Library Innovation Award

- Change description to “Recognizes an individual or group for a groundbreaking initiative or program.” The original definition was too lengthy.
- Add eligibility requirement “Program or initiative must have been implemented within the past two years.” Changing the requirement eliminates the submission of the same program repeatedly. The committee has had multiple programs or initiatives resubmitted for several years and this should help eliminate that issue and encourage new submissions.
- Change criteria to:
 1. Program or Initiative is original, distinct or applied in new ways
 2. Program or initiative significantly benefits employees, library patrons, library operations, or the community-at-large
 3. Program or initiative can be replicated regardless of the size of the library

These criteria better define the idea of innovation, and capture the need for scalable projects that can benefit all public libraries that was previously in the definition.