

**Ohio Library Council
BOARD OF DIRECTORS**

ITEM NO.: **3.B**

MEETING DATE: **Sept. 20, 2024**

SUBJECT: **Awards & Honors Ad Hoc
Committee Changes**

SUBMITTED BY: **Michelle Francis**

REPORT FOR ACTION

The Awards & Honors Ad Hoc Committee met on July 23 and 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.**

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.**
- **Eligibility Requirements:**
OLC member; MLIS; and demonstrates evidence of significant professional achievement in Ohio libraries within the past ~~3~~2 years.

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
 - 3) Displays exceptional achievements in community engagement and/or outreach while demonstrating outstanding collaboration**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.**
- **Criteria:**
~~1) Contributions to local library development are significant and merit recognition; 2) Excellence in performing their jobs including contributions enabling the library to best serve its constituents; 3) Exhibits stellar customer service internally and externally;~~

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~~4) Works to build networks with organizations and/or groups to back excellence in library work; and/or 5) displays exceptional achievements in community engagement and/or outreach performed by a library employee or group of employees.~~

- 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
- 3) Displays exceptional achievements in community engagement and/or outreach while demonstrating outstanding collaboration

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.~~
- **LOCAL LIBRARY CHAMPION**
Recognizes exceptional volunteer service of an individual or group to a library community, ~~through sustained support and advocacy, innovative leadership, and/or imaginative and effective activities which increase community awareness of the library and its mission, vision, and core values.~~

Emerging Leader Award

- Change description to "Recognizes an individual who shows exceptional promise for future contributions to the library profession." ~~The current definition does not accurately reflect the award.~~
- **EMERGING LEADER AWARD**
Recognizes an individual who shows exceptional promise for future contributions to the library profession. ~~Ohio's library leaders of tomorrow.~~
- Change eligibility requirements:
 - Remove MLIS and age requirement
 - Currently employed by an Ohio Public Library

~~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.~~
- **Eligibility Requirements:**
OLC member; MLIS or library school student; ~~35 years or younger~~ or worked 5 years or less in Ohio libraries.
- 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, equity and access to evolving library services

~~The committee changed the criteria to better fit what they defined as leadership qualities.~~
- **Criteria:**
~~Individual career demonstrates future leadership potential by demonstrating an outstanding commitment to the profession, including advocacy in special areas such~~

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as intellectual freedom, library innovation, outreach, and/or expansion of library services.

- 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, equity and access to evolving library services

Library Innovation Award

- Change description to “Recognizes an individual or group for a groundbreaking initiative or program.” **The original definition was too lengthy.**
- **LIBRARY INNOVATION AWARD**
Recognizes an individual or group for a groundbreaking initiative or program, the wide variety of expertise, creative talent, and successful initiatives incorporated in Ohio public libraries, regardless of size. OLC will promote the winning entries on a statewide and national level.
- 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.**
- **Eligibility Requirements:**
OLC member and/or Institutional member (an individual, group or team of individuals, specific library department, and/or branch, or a public library). Program or initiative must have been implemented within the past two years.
- 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.**
- **Criteria:**
 - 1) Program or initiative is original, distinct or applied in new ways that breaks new ground in library service, programming, etc.;
 - 2) Program or initiative significantly benefits employees, library patrons, library operations, or the community-at-large; and
 - 3) Program or initiative can be replicated regardless of the size of the library in other Ohio libraries.