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(EasyRead Super Large 20pt Edition) , **The Library Leader's Guide to Human Resources** Steve Albrecht,2025-05-13

The human resources HR function for libraries can range in size and scope depending on the size of the library The complexities of HR today call for a guiding manual to help keep the multitude of processes fair legal and accurate This book provides the level of detail for new and seasoned HR leaders to use to staff and operate their libraries with the best employees they can find It offers legal advice from labor law attorneys and operational steps policies and processes from Dr Steve Albrecht a longtime HR consultant for municipal government Even with the support of an HR Department however large or small all library leaders who have supervisory responsibility over their staff hiring firing performance evaluation assigning job duties must have a working updated knowledge of HR issues related to employing people in their branches And don t forget that even student interns unpaid volunteers and part time employees have similar employment rights as full time paid employees This means that besides the myriad of other duties required to run a safe efficient useful library for the community library leaders from the Director to the department heads to the managers to the frontline supervisors to the PIC Person in Charge on each work shift each must know what they can and cannot do when it comes to HR laws policies guidelines and best practices This includes legal issues related to screening interviewing and hiring applicants successful on boarding and new employee orientation programs coaching for improved work performance or employee behavior mentoring employees for both promotional opportunities and succession planning the challenges of attendance sick leave ADA and FMLA issues fair and legal performance evaluations working with employees in a union or an association HR practices related to testing promoting disciplining or terminating library employees and keeping all employees motivated and connected using wellness stress management and programs to prevent burnout or quiet quitting Other books for library leaders may touch on HR issues as part of a broader look at supervising employees This book will focus on it *Chief's Clipboard* Ronny J. Coleman,2005-03 A beloved well respected figure in the fire community Chief Ronny Coleman has spent the last 20 years imparting his wisdom in the pages of Fire Chief Magazine Chief s Clipboard collects 100 of the most influential columns from Chief Coleman s writings These columns address a broad range of issues from leadership to health and safety to succession planning that all fire chiefs face in the course of their daily work Many of the columns reflect actual events and critical turning points in the careers of firefighters moving up through the ranks Chief s Clipboard offers sound advice on how fire chiefs should develop their leadership engage their staff survive political situations within their organizations and communities take care of themselves and bring honor to the profession Chief Coleman s real world approach and his ability to summon the future of the fire service and place it in a context that all can understand make this an invaluable addition to any fire chief s reading list The Essential Academic Dean or Provost Jeffrey L. Buller,2015-10-05 The go to reference for academic leaders seeking practical answers to everyday challenges The Essential Academic Dean or Provost explains the how of academic leadership providing a practical comprehensive reality based reference for almost any

problem challenge or opportunity This updated second edition includes new chapters on the difference between leadership and management in higher education leadership in politically charged environments effective strategies for making decisions and working with associate deans or provosts plus new case studies new research and ten additional chapters available on the companion website Each topic deals concisely with the most important information deans and provosts need when faced with a particular situation providing both a comprehensive guide to academic leadership as well as a ready reference to be consulted as needed The role of a dean or provost at a modern university is extremely complex involving budgeting community relations personnel decisions management of a large enterprise fundraising and guiding a school college or entire institution toward a compelling vision of the future The details academic leaders have to deal with are numerous and critical and every little thing matters This invaluable guide provides the answers you need when you need them and gives you framework for successfully navigating your job s many competing demands Build support for a shared vision of the future Interact effectively with different internal and external constituencies Learn decision making techniques specific to the academic environment Set supervise and implement a budget that allows your programs to flourish Academic leaders need a handy focused reference that provides authoritative answers to the many issues and questions that arise every day With proven solutions to a multitude of challenges The Essential Academic Dean or Provost shows academic leaders what they need to know in order to successfully guide their institutions into the future

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