STCC
Springfield Technical Community College

Empowered Librarianship: How to Advance through Complex Change by Creating a Mantra of Vocational Purpose using Cognitive Reframing Techniques.

Daniel J. Paquette, MSLIS.   Springfield Technical Community College Library - Springfield, MA.

INTRODUCTION

The world of librarianship has been marked by change at a seemingly exponential pace, certainly in responding to COVID-19. The recent scholarship of mindfulness in libraries has illuminated paths to keep balance amongst the tumult. This poster seeks to introduce a next level technique. A new thought mechanism can mitigate disruptive change by coupling the power of cognitive reframing with an "I create" mantra of vocational purpose - leading to empowerment over change.

LITERATURE REVIEW

Defining the components of this new thought mechanism is essential to mantra building and transforms the theoretical to effective application.

What is Cognitive Reframing?

- "a method by which a person learns to stop his or her negative thought processes and substitute the negative thoughts with more positive self-talk" (Robson et al.)
- "changing distressing cognitions into adaptive behavior –to reduce anxiety,depression,stress" (Robson et al.)

SUMMARY – *Applied here, reframing reduces the changeable line items on a complicated job description to condensed, altruistic & higher order theme words – a net positive…*

Why use a Mantra as Vocational Purpose?

- Sound Practices (like mantras)..can be powerful tools….fostering an experience of release, self connection and empowerment. (Sala)
- In Sanskrit "tra"- protection "man"- thoughts.
- Create a positive energy…bring mind out of old patterns…empowering and facilitates healing.(Sala)

Why begin manta with 'I create?'

- Define Create: To make, form, set up, or bring into existence something…not existed before; to produce or do something imaginative or inventive. (OUP)

SUMMARY – *When a librarian uses an 'I create mantra' they affirm creation of a positive & unique impact.*

PROCESS

Mine the longform job description for theme words by identifying frequencies of repetition and key summary phrases.
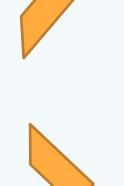
Synthesize to a mantra and embrace its prominence over change.

SAMPLE JOB DESCRIPTION *392 Words*

The **Reference and Instruction Librarian** is accountable for a broad range of professional library services for the Commons including the design, development, delivery, and assessment of information literacy instruction in on- ground, hybrid, and online courses; reference services; individual research consultations; liaison responsibilities for academic departments and programs; and collection development and maintenance. This is a challenging opportunity to collaborate with teaching faculty and Commons colleagues. to deliver and assess instruction that incorporates emerging information technologies, and to create and assess active learning environments on-ground and online.[1]

Knowledge, Skills and Abilities: This position reports to the Director of the Library and Learning Commons. The Reference and Instruction Librarian position is a proactive, innovative, student-oriented teaching librarian with proven success in instructional design, curriculum development, and assessment. Candidates must have proven experience collaborating with faculty in developing information literacy instruction, delivering and assessing instruction that incorporates emerging information technologies, creating and assessing active learning environments on-ground and online, and demonstrate a strong understanding of learning theory and pedagogical practices and the technical skills to create digital instructional materials. Candidates should have a strong understanding of the research process, experience providing reference services and/or research consultations, and a demonstrated understanding of library circulation procedures. Strong commitment to public services and demonstrated passion for teaching information literacy skills to classes and individuals. Ability to differentiate instruction; to teach, and to create engaging learning spaces both on-ground and online; to motivate students; and to assess learning and program outcomes.[2] Demonstrated knowledge of trends in instructional design, student learning, and assessment. Experience with online tools and emerging technologies, learning management systems (e.g. Blackboard, D2L "Desire to Learn," Moodle, Canvas), content management and curation platforms such as LibGuides; and library discovery services such as Primo. Effective interpersonal, oral, written and multimedia communication; the ability to work both independently and collaboratively; and a commitment to student centered pedagogy and working with a diverse student body.[3] Ability to conceptualize, communicate, and execute plans to meet short and long term goals; and, enthusiasm for tackling all aspects of the job description with creativity and flexibility.[4] Individual will be expected to attend and participate in convocation and commencement ceremonies, serve on committees and task forces, and engage in professional development activities. This position requires scheduling flexibility to work evenings and occasional weekend days and to teach occasional evening classes

REFRAMING BY THEME

1) IDENTIFY THEMATIC REPITION

- 'Instruction' - 10 times
- 'Assess*' - 8 times.
- 'Online' - 5 times
- 'Student' - 5 times
- 'Technology' - 4 times
- 'On ground' - 4 times
- 'Collaboration' - 3 times
- 'Design' – 3 times
- 'Faculty' - 2 times

2) FIND KEY SUMMARY PHRASES

1. "deliver and assess instruction that incorporates emerging information technologies, and to create and assess active learning environments on-ground and online".

2. "to teach, and to create engaging learning spaces both on-ground and online; to motivate students; and to assess learning and program outcomes"

3. "commitment to student centered pedagogy and working with a diverse student body."

4. "conceptualize, communicate, and execute plans to meet short and long term goals; and, enthusiasm for tackling all aspects of the job description with creativity and flexibility"

3) MANTRA BUILDING

- STUDENT
- FACULTY
- COLLABORATE

I create collegiality.

- DELIVER AND ASSESS INSTRUCTION
- COMMITMENT TO STUDENT CENTERED PEDAGOGY
- TO TEACH, AND TO CREATE ENGAGING LEARNING SPACES

I create understanding.

- CREATE AND ASSESS ACTIVE LEARNING ENVIRONMENTS ON GROUND AND ONLINE
- TO CREATE ENGAGING LEARNING SPACES BOTH ON GROUND AND ONLINE

I create safe learning communities.

MANTRA *5 words*: *"I create collegiality, understanding & community."*

- As Job Description line Items change, broad altruistic themes remain.
- Reframing to identify a thematic mantra offers self control over unyielding change and positive reinforcement during tumult.

CONCLUSION

Quickly defined, reframing is a tool to reinterpret difficult surroundings into new contexts & balancing perspectives. For librarians beset by changing roles and job descriptions, it is possible to take evolving job duties with multiple skill sets and roles and boil them down to a value based "I create" statement - a mantra of vocational purpose. The power of the "I create" mantra built by cognitive reframing can ameliorate job role disruption and stress and lead to empowering renewal despite continual change and disruption.

BIBLIOGRAPHY

Baril, K., Donley, J., Association of College and Research Libraries,, & Association of College and Research Libraries. (2021). Academic library job descriptions. (not cited)

Oxford University Press. (March 2021) create, v. Oxford English Dictionary. Retrieved May 2, 2021,from _www.oed.com/view/Entry/44061

Robson, J. . J. P., & Troutman-Jordan, M. (2014). A Concept Analysis of Cognitive Reframing. Journal of Theory Construction & Testing, 18(2), 55–59.

Sala, G. M. (2018). Song, Sound and Mantra: Therapeutic Applications in Healing from Codependency. Journal of Heart Centered Therapies, 21(2), 29.

ACKNOWLEDGEMENTS

FOR FURTHER INFO

Daniel J. Paquette, MSLIS
'I create findability, usability and accessibility.'
Systems Librarian
Springfield Technical Community College Library - Springfield, MA
djpaquette@stcc.edu
www.linkedin.com/in/djpaquette/