

Memo

To: Montana State Library Commission & Jennie Stapp, State Librarian

From: Sue Jackson

Date: April 5, 2013

Re: **SWIM Employment Extension Requests**

The SWIM scholarship agreement includes a requirement for employment:

I agree to apply for all available qualifying positions in Idaho, Montana, South Dakota, and Wyoming and agree to relocate if necessary to meet the SWIM scholarship employment requirement. If within six months of graduating I have not found employment due to unavailability of qualifying positions or of qualifying positions not being offered to me, I will contact Montana State Library and provide documentation that I was unable to find or was not offered employment in a qualifying position. At that time, the Montana State Librarian and SWIM Advisory Council will review the documentation and make a recommendation to the Montana State Library Commission about repayment of the scholarship or extending the time to secure employment in a qualifying position.

Currently there are seven SWIM scholarship recipients who completed their library education at least six months ago, but have not yet met the employment requirement. These individuals have requested an extension to find a SWIM-approved full-time professional librarian position. They were asked to submit all documentation concerning applications for SWIM-appropriate positions and the results of those applications. The type and quantity of the materials received varied.

The SWIM partners reviewed all submitted documentation and made a recommendation for consideration by the SWIM Advisory Council (Jennie is a member). The Council members voted to accept these recommendations and to forward them to the Montana State Library Commission for consideration and a final decision. Below are the recommendations from the SWIM Advisory Council:

S. Behrends, MLS graduate – six-month extension recommended

Between September 2011 and March 2013, recipient applied for 15 SWIM-qualified positions (2 are still active applications) in the SWIM states. Provided documentation for each application and the result of those efforts. Recipient was offered one position, but the salary was less than current position so not accepted. The SWIM partners and Advisory Council feel that the recipient has met the terms of the SWIM agreement.

L. Blomquist, MLS graduate – extension not recommended

Recipient's request for an extension indicated that one application has been done since graduating in August 2012. This was for a position available at MSU and the application was submitted on March 20, 2013 (and is still an active application). This single application does not meet the terms of the SWIM agreement.

J. Innes, SLME completed – six-month extension recommended

In the request for an extension, the recipient listed 15 applications submitted between 2011 and 2013, though details about dates and libraries were not always included. Some (possibly 5) of these are still active applications. At least one application was not a school library position and therefore would not meet the SWIM requirement. Though limited documentation was provided, the recipient has been communicating with state library staff about employment efforts and meet the terms of the SWIM agreement.

T. Ivie, MLS graduate – six-month extension recommended

Between February 2011 and March 2013, recipient applied for 19 positions in the SWIM states. Three of these are still active applications. Provided complete documentation for each application and its result. In addition, recipient has kept the SWIM partners informed of efforts to find a job. Efforts meet the terms of the SWIM agreement.

K. Keller, SLME completed – extension not recommended

Recipient provided no documentation, just a letter that lists four positions applied for, all in the recipient's current location. One application was not a school library position and therefore would not meet the SWIM requirement. Recipient stated that an extension is requested so a position in the hometown area can be found. Effort to date and the plan to apply only for local school library positions do not meet the terms of the SWIM agreement.

N. Lunday, SLME completed – extension not recommended

Recipient has applied for 7 positions. In spring and fall 2012, applications were done for 2 school library positions in the recipient's current location, 1 out-of-state school library position, and 1 out-of-state public library position. Between February 25 and March 13, 2013, the recipient applied for 3 academic library positions. The public and academic positions do not meet the SWIM requirement to work in a school library. Provided limited documentation. These efforts do not meet the terms of the SWIM agreement.

P. Sabatka, MLS graduate – six-month extension recommended

At the time of her graduation the recipient held a SWIM-approved position, but was terminated from that position four months ago. This action is currently being appealed. In the past two months, applications for 2 positions have been submitted and the recipient has been asked to return for a second interview for one job. Provided documentation for both applications. Recipient's circumstances are unique, and it is felt that more time is needed to meet the terms of the SWIM agreement.