



**MOVIN' ON UP:  
ADVANCING INTO  
ACADEMIC LIBRARY  
MIDDLE MANAGEMENT**

# AGENDA

- **QUESTIONS FOR YOU**
- **STUDY BACKGROUND**
- **MAIN THEMES**
- **Q & A**

**HAVE YOU APPLIED FOR  
A MANAGEMENT  
POSITION BEFORE?**

**WHERE ARE YOU IN  
YOUR CAREER?**



# STUDY RATIONALE

# RESEARCH QUESTIONS

- **HOW CAN SOMEONE WITH NO EXPERIENCE COMPETE?**
- **WHAT QUALITIES DO THOSE THAT ARE HIRED POSSESS?**



# METHODOLOGY



# MAIN THEMES

- **QUALITIES: INTEREST IN BIG PICTURE, SOFT SKILLS, SPARKLE FACTOR**
- **STRATEGIES: FIND A MENTOR, FIND PROXIES FOR MANAGEMENT EXPERIENCE**
- **APPLICATION: BECOME MANAGER FOR RIGHT REASONS, CONNECT PREVIOUS EXPERIENCES**



# **MANAGE FOR THE RIGHT REASONS**



**FIND A MENTOR**

A photograph of three ducks on a paved surface. A dark horizontal band is superimposed over the middle of the image. The text 'LEADERSHIP EXPERIENCE' is written in large, white, bold, sans-serif capital letters across the dark band.

# LEADERSHIP EXPERIENCE



# **INTEREST IN THE BIG PICTURE**

A fluffy brown tabby kitten is peeking out from under a white cloth or tablecloth. The kitten has large, round, light-colored eyes and is looking directly at the camera. The background is slightly blurred, showing a window and some indoor furniture. The overall lighting is soft and natural.

**SOFT SKILLS**

The background of the slide features two tin can phones. Two metal cans are positioned horizontally, one on the left and one on the right. A black string is looped between the two cans, extending upwards and then back down to the other can, forming a continuous loop that represents a communication channel. The cans have a ribbed texture and are dark in color. The string is a solid black line. The entire scene is set against a dark, gradient background that transitions from a lighter grey at the top to a darker grey at the bottom.

# **COMMUNICATION SKILLS**



# **INTERPERSONAL SKILLS**

# FLEXIBILITY

# Prentice Wongs

## Skills

- Able to quickly learn new languages and tools
- Linux system administration, version control systems (Subversion, SVN, CVS, Mercurial, Git), SCM/Project Management (Trac), Unit Testing Frameworks (VectorCast, CUnit/PyUnit)

## Work History

- Software Engineering Intern, Tandem Diabetes Care, CA  
September 2007 and July 2008 thru Present
- Developing utilities to automate continuous integration testing
- Maintaining the development server running Trac/SVN
- Modifying and debugging open source projects for internal use
- Building new and upgrading existing internal toolchains

- Software Engineering Intern, Aubrey Group, Irvine, CA  
July 2007 - June 2008
- Developed embedded software for the TI MSP 430 microprocessor
- Performed verification and validation tasks

- Community Advisor, Cal Poly University Housing, SLO, CA  
April 2008 - June 2008
- Organized community events for Cerro Vista residents

- PC Support, Parker-Hannifin Corp, Irvine, CA  
July 2006 - January 2007
- Worked at the Alton facility supporting over 1,000 employees and utilized tools such as Lotus, Norton Ghost and Active Directory

## Education

- B.S. Computer Science, California Polytechnic State University  
San Luis Obispo, CA - Degree Expected in 2010
- CSC 456 Introduction to Computer Languages I&II
- CSC 464 Introduction to Computer Languages I&II
- Coursework, Saddleback College, 2004-2006

## Affiliations

- Association for Computing Machinery, Vice President 2007-08
- Engineering Student Council, Member 2007-08
- Computer Science Fee Allocation Committee, Member 2009-10
- Cerro Vista Community Council Member, Volume 1

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# TRANSFERABILITY OF SKILLS

# SPARKLE FACTOR

# RECOMMENDED RESOURCES

- ACRL. (2016). 2016 top trends in academic libraries.  
<http://crln.acrl.org/index.php/crlnews/article/view/9505/10798>
- Cabane, O.F. (2013). *The charisma myth: How anyone can master the art and science of personal magnetism*. New York, NY: Penguin.
- Chronicle of Higher Education. (2017). The 2017 Trends Report.  
<http://www.chronicle.com/specialreport/The-2017-Trends-Report/95>
- Cuddy, A. (2012). Your body language may shape who you are.  
[https://www.ted.com/talks/amy\\_cuddy\\_your\\_body\\_language\\_shapes\\_who\\_you\\_are](https://www.ted.com/talks/amy_cuddy_your_body_language_shapes_who_you_are)
- Green, A. (2017). Ask a Manager [blog].  
<http://www.askamanager.org/>
- Headlee, C. (2015). *10 ways to have a better conversation*.  
[https://www.ted.com/talks/celeste\\_headlee\\_10\\_ways\\_to\\_have\\_a\\_better\\_conversation](https://www.ted.com/talks/celeste_headlee_10_ways_to_have_a_better_conversation)

# RECOMMENDED RESOURCES

- Kotter, J. (1996). *Leading change*. Boston, MA: Harvard Business School.
- Lencioni, P. (2016). *The ideal team player: How to recognize and cultivate the three essential virtues: A leadership fable*. Hoboken, NJ: Jossey-Bass.
- LLAMA Mentoring Program <http://www.ala.org/llama/llama-mentoring-program>
- McGowan, B., & Bowman, A. (2014). *Pitch perfect: How to say it right the first time, every time*. New York, NY: HarperCollins.
- New Media Consortium. NMC Horizon Report: 2017 Library Edition <https://www.nmc.org/publication/nmc-horizon-report-2017-library-edition>
- Northouse, P. (2016). *Leadership: Theory and practice*. Thousand Oaks, CA: Sage.
- Treasure, J. (2011). 5 ways to listen better. [https://www.ted.com/talks/julian\\_treasure\\_5\\_ways\\_to\\_listen\\_better](https://www.ted.com/talks/julian_treasure_5_ways_to_listen_better)



# QUESTIONS?

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