

## AAHSL NEW DIRECTORS SYMPOSIUM 2012-2013

The Association of Academic Health Sciences Libraries is pleased to invite applications to its New Directors Symposium to take place from November 2012 through May 2013. Applications are due by August 1, 2012. **DEADLINE EXTENDED TO AUGUST 15.**

### Goal

The goal of this symposium is to introduce new directors to a professional community that will contribute to their success at their own institutions and as members of AAHSL. The director position has multifaceted responsibilities and interacts with a wide range of constituencies in an environment of technical, financial, and political complexity. Colleagues in AAHSL can serve as the peers often not available in the director's own institution, as well as a source for information and guidance. The symposium will develop awareness of leadership roles and strategies and offer the opportunity to meet with other AAHSL directors and representatives of key organizations important to academic health sciences libraries. The participants will be able to share their perspective as new directors and to exchange information with both new and experienced AAHSL directors to improve how they deal with challenges in their responsibilities. The symposium will also help to integrate new directors into AAHSL activities.

### Format

The format of the symposium will be a series of events over a six-month period and will combine virtual meetings with in-person meetings. The in-person meetings will be held in conjunction with annual AAMC and MLA conferences to make attendance more feasible for participants. The format is similar to the last AAHSL New Directors Symposium held in 2009-2010 and was clearly preferred by potential participants in the 2012-2013 symposium when they were polled last fall.

New directors accepted for the symposium will agree to participate in all program components:

(1) Keynote session, Saturday, November 3, 2012, 7:00 am – 11:00 am, San Francisco, CA

Maureen Sullivan, organization development consultant and American Library Association 2012-2013 president, will lead a discussion of roles and challenges of leadership. The session will orient participants to the program components and develop community among the group. Programs have been scheduled to allow participants to attend both the New Directors Symposium and the AAHSL Educational Program, which will follow the New Directors Symposium.

(2) Two to four online presentations and discussions using videoconferencing technology during the January – April 2013 period.

Representatives from partner organizations (such as AAMC, ARL, IMLS, and NLM) will address their shared interests with AAHSL libraries.

In other presentations, experienced AAHSL directors will lead sessions on leadership topics. (See below for possible topics.)

(3) Closing session, Friday – Saturday, May 3-4, 2013 (1 ½ days: all day Friday and Saturday morning), Boston, MA

Presentations and discussion by experienced directors on leadership topics will continue in person. The meeting will facilitate further sharing of experiences and issues among the new directors and give them the opportunity to know one another better.

### Costs

There will be no registration fee. Participants are expected to pay their own travel costs. AAHSL will cover all other program costs, including some meals during in-person meetings.

### Selection

New directors are invited to apply. Priority will be given to AAHSL directors who are in the first three years of their first permanent director appointment. Persons in comparable interim or acting director appointments are welcome to apply; priority may be given to those with permanent appointments if the symposium is oversubscribed. Directors from full and associate AAHSL member libraries are eligible to apply. If fewer than ten directors indicate interest in participating, the symposium may be canceled. Confirmation of selection will be provided by August 15 31. New directors appointed after the deadline for application but before the beginning of the symposium may inquire about available space.

Persons interested in participating in the symposium should submit:

(1) curriculum vitae

(2) letter of application addressing the following questions:

- What is your career path and what are your long-range professional goals?
- What is the single most important issue facing your institution?
- What is your biggest challenge as a library director?
- What is your greatest strength as a leader?
- Which of the potential symposium topics below are you most interested in having the symposium address?

Applications should be submitted electronically by August 15, 2012, to:

Louise S. Miller, AAHSL Executive Director, at [aahsl@sbims.com](mailto:aahsl@sbims.com)

with a copy to [carolynlipscomb@cs.com](mailto:carolynlipscomb@cs.com).

Questions about the symposium may be directed to Carolyn Lipscomb at [carolynlipscomb@cs.com](mailto:carolynlipscomb@cs.com).

### Potential symposium topics

The following topics are based on the response in a poll last fall from potential participants on the most pressing issues. Please indicate in the letter of application which topics are of most interest to you as symposium sessions by ranking them, with 1 of the highest interest. The focus of the individual topics will continue to evolve; there will be opportunity at a later date for participants to provide suggestions to presenters.

#### 1. Managing financial resources

(institutional priorities and library mission, establishing value of the library, organizational relationships and political positioning in relation to financing the library, strategies for dealing with budget cuts and limited resources, impact of differing institutional environments)

#### 2. Developing a high-performance staff

(retooling and motivating staff, recruitment and retention, building an effective management team, managing conflict, rightsizing your staff, emerging roles, integrating staff with different professional backgrounds)

#### 3. Understanding your environment

(assessing institutional needs and priorities, understanding influence of external factors, using strategic planning, developing and communicating library vision, building relationships, perceiving and using political structure, adjusting to changing situations)

#### 4. Technology and the library

(role for the library as technology leader in the institution, how to get a seat at the table, impact of campus resources on library infrastructure, library as part of educational and scientific enterprise)

#### 5. Emerging roles for libraries

(maturing of virtual libraries, integration into curriculum, participation on research and health care teams, alignment with academic computing, library as student center)

#### 6. Life of director

(multiple roles, internal and external responsibilities, relations with administration, institutional politics, work/life integration, managing your schedule, professional development at director level)

#### 7. Other: please specify.

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