

## Future Leadership Committee Meeting

Chicago, Hyatt Hotel, Stetson BC, Friday, November 7, 2014

### MINUTES

**Committee members present: 2015:** Judy Cohn, Chair; Debbie Rand; Cynthia Robinson; **2016:** Tania Bardyn, Incoming Chair; **2014:** Julie Sollenberger, Past Chair; Pam Bradigan; Irma Quinones. **Incoming members, 2017:** Donna Berryman; John Gallagher; Sandra Franklin, Chair Designate. **Board Liaison:** Barbara Epstein. **Program Director:** Carol Jenkins. **Absent:** Teresa Knott, **2016;** Nadine Dexter, **2016.**

Committee Chair Judy Cohn called the meeting to order at 7:15 am, and welcomed those present. A round of introductions followed. The order of business was revised to allow for discussion of certain items while the Board Liaison was present.

**Report from Board Liaison.** Barbara Epstein reported on behalf of the Board. She began by noting the challenges of scheduling created by new AAMC meeting policies. The Board decided that in 2015 AAHSL will hold its meeting alongside AAMC in Baltimore, but will not use AAMC meeting space. The HSHSL in Baltimore is a possible site. She will keep us informed as the details are worked out about this. The Board also decided against the FLC 2015 budget request for adding a half day of programming for fellows at the MLA Institute, and further requested that the FLC reduce its 2016 fellows cohort back to 5, from 6. Program expenses have increased and these economies are needed, she said. Finally, the Board wondered if the committee should look at eligibility criteria more broadly, given recent director hires who have credentials outside librarianship. ACTIONS: Since the final budget will not be approved until early in 2015, committee leadership expressed the desire to rework its request to enable the expanded program time if savings can be found elsewhere; consider broadening program eligibility criteria.

**New Directors Symposium (Robinson, Dexter, Rand, committee chairs and Jenkins).** Cynthia Robinson summarized the findings from a survey of New Directors conducted by her subcommittee in September-October. Her report with appendices was distributed via email to committee members in advance. Of 46 new directors identified since 2012, 26 responded. There is strong interest in attending a symposium. Preferences for format and timing varied, but the most popular options combined in-person and virtual sessions. Planning assumes that AAHSL will pay program costs (avoiding a registration fee), but attendees will pay travel and lodging costs. ACTION: The subcommittee will need to consider the logistics of both AAHSL and MLA meetings and plan accordingly.

**Fellows Program (Knott, Rand, committee chairs and Jenkins).** Judy Cohn reported that the 2014 cohort completed its program successfully and graduated on October 1<sup>st</sup>. This cohort included 6 fellows and 6 first-time mentors. Tania Bardyn reported that the subcommittee selected an outstanding 2015 cohort over the summer with 6 fellows and 6 mentors, of whom 5 are first-time mentors. This group began its program on Nov. 6 with a full day orientation in Chicago. Applications were slightly down, with quite a few repeat applicants. DeEtta Jones, consultant faculty to the program since its beginning,

stepped down in the fall. Kathryn Deiss has assumed her role for the coming year. There was discussion about how to increase applications and continue fine tuning the program. ACTION: Work with subcommittees and Office to improve PR for 2016 selection.

**Evaluation Study follow-up (Bradigan, Knott, Dexter, committee chairs and Jenkins):** Judy Cohn reported that several recommendations from the Evaluation Study have been implemented, notably changing the selection process to involve fellows in mentor matching. The subcommittee wrote a summary report of its findings for the Board in January. ACTION: Other recommendations from the study for program changes will continue to be considered as resources permit.

**Scholarships (Quinones, Robinson, committee chairs and Jenkins):** Irma Quinones reported that 5 scholarships were awarded this year, compared to 4 in previous years (although the \$10,000 budget remained the same). Of the 5, 2 attended the Harvard Institute, and the others chose AMIA 10x10, Educause, and an online master's degree in health administration. It was a committee goal to diversify the selected sources of leadership training beyond the Harvard Institute, still the most popular overall. Scholarship reports are posted on the AAHSL web site, but a member commented that they are not easily found. ACTION: Look into making scholarship reports more visible and discoverable on web site.

**Recruiting and Marketing (Quinones, Dexter, committee chairs and Jenkins):** Irma Quinones reported that the salary tables in the guide need updating. Latest data available is from 2013, but more current data is still being compiled by the Statistics Committee. Also, a paragraph in the guide concerning the role of internal candidates in the interview process should be re-evaluated, based on a comment from a director.

Carol Jenkins reported that a special meeting with interim directors was cancelled due to low response. The committee had considered whether it should take any action to support interims in their special role, apart from existing activities like NDS or Fellows program. She also expressed the need for more attention to overall marketing of our leadership programs, all of which would benefit from larger, more diverse applicant pools. This was confirmed by the Board's interest in looking at broadened eligibility criteria. ACTIONS: when current data collection is complete, update salary tables in the guide. Re-evaluate statement concerning internal candidates in the guide. Review guide for any other needed changes. Consider if committee support for interims is needed. Consider developing an overall marketing plan.

**CE Course (Tooley, Heilemann, committee chairs and Jenkins):** Carol Jenkins reported on behalf of MJ Tooley that the CE Course "Do You Want to be a Library Director?" was taught at MLA 2014 to a class of 15. The course website was moved to Univ. of Maryland. Evaluations were strongly positive. The instructors enjoyed teaching the class and hope to continue it.

**Nexus Project (Jenkins):** Carol Jenkins provided a handout describing the Nexus Project, which she has joined this year. The project received an IMLS grant, and has been endorsed by both MLA and AAHSL. Its goal, broadly, is to define and create a leadership curriculum that is applicable and adjustable to the needs of the library, museum, and archive domains. She hopes that an outcome for AAHSL might be knowledge of and access to relevant leadership training that goes beyond what we have already developed; as well as the ability to share with other experts in the field.

**Program Management (Cohn, Jenkins):** Judy Cohn reported that the Leadership Program has made a successful transition over the past year, with responsibilities shared by the AAHSL Office and Program Director. Use of Basecamp has proved to be a popular and effective way to communicate. NLM has agreed to continue funding its share of the Fellows program through the 2016-17 class.

**2015 Goals (Bardyn):** Tania Bardyn reviewed the key areas of new activity for the committee for the coming year as: New Directors Symposium 2015; Nexus Project; Marketing/Recruitment for Leadership Fellows Program. A sign-up sheet also including the other program areas mentioned above was circulated for members to indicate which areas they would like to work on.

**Appreciation to outgoing members (Cohn):** Judy Cohn thanked those present for their contributions to the committee during the year, and restated the high regard in which these programs are held by AAHSL leaders, NLM, and others. She gave special thanks to Pam Bradigan, Irma Quinones, and Julia Sollenberger, whose terms were completed.

The meeting adjourned at 9:15.

Drafted by Carol Jenkins  
11-15-2014