

MINUTES
AAHSL FUTURE LEADERSHIP COMMITTEE
May 21, 2007
Philadelphia, PA

PRESENT: Bill Garrity, David Ginn, Etheldra Templeton; Carolyn Lipscomb, Project Manager; Judy Consales, Co-Chair Designate; Wayne Peay, Co-Chair

ABSENT: Carol Jenkins, Jan LaBeause; Elaine Martin, Board Liaison

Leadership Fellows Program evaluation study

The committee discussed how to implement the recommendations of the study in the areas of post-program involvement and support of fellows, role of home directors, selection and matching, and curriculum. Bill contributed the comments he and Cindy Stewart had drafted.

The question of continuing involvement of fellows in AAHSL raises issues of value for fellows and the scope of AAHSL as an organization. Some felt that it was important to encourage current and former fellows to participate in all aspects of AAHSL and that the association should grow beyond its role as a “directors’ club” to include fellows as well as upper-level management positions in member libraries. Involvement would provide the opportunity to get to know directors and to participate in AAHSL as training for leadership positions. Others expressed the belief that fellows would be better served by demonstrating leadership through other activities and other organizations and that AAHSL directors should have the first chance of serving on committees and task forces. The committee agreed to continue to discuss these issues with AAHSL leadership.

Other strategies to maintain community should also be pursued. The scheduling of the reunion during MLA and alternative types of social events were discussed, as well as other ways to enhance the community of leaders and giving fellows responsibility for activities.

The committee agreed that the support of home directors was necessary to the success of the program and that they can enhance the learning for their fellows. The program and their fellows should communicate with them, but the separateness and confidentiality of the experience is critical. Guidelines for home directors and discussion with fellows about incorporating the experience at home could be useful.

Improvements to the selection and matching process and characteristics of successful fellows were discussed. Recommendations included interviews of candidates, broadening the composition of the selection committee, meeting candidates in person at MLA (e.g. individual effort, session for interested persons), and involvement of associate director-types in AAHSL. One member described a perception of the program as a clique and self-perpetuated group of insiders. Selection and matching procedures should appear as expansive and open as possible.

How is success of the program measured? The question of whether and how soon fellows must advance to director positions was discussed. The evaluation study report offers an expanded perspective on ways to measure effectiveness.

The committee recommended distribution of the executive summary of the report.

Proposal for continued funding of Leadership Fellows Program after 2008

The committee agreed that the success of the program and the evaluation study will make a strong case for renewed funding from NLM and AAHSL. Ideas for presentation to NLM for additional funds included support for additional fellows per year and for the new directors symposium.

Leadership Fellows Program

The revised curriculum of monthly videoconference presentations and discussions is underway and going well. The Leadership Institute at MLA will focus on interviewing and director lifestyles. Four fellows have become directors and two are interim directors. The Reunion this week was attended by 31 persons.

CE Course

The offering of the course this week attracted about 20, including some bright young talent. Elizabeth Eaton, Jim Shedlock, Rick Forsman, and Wayne Peay were the instructors, and the exposure to four styles and four types of institutions is the strength of the course. Jim has agreed to coordinate the course in the future, and the committee needs to find a way to connect him with the overall leadership programs as the course introduces people into the pipeline.

Scholarships

David noted the award of scholarships for the ACRL/Harvard institute and an ARL manager institute. \$4100 of \$10,000 for the year has been committed. The announcement of the awards to the list was received.

Director workforce trends

Bill has turned over the data from the survey to an analyst to process. He had responses from 110 of 133 directors. He will submit a report by the November meeting. The data can be used within AAHSL to support the need for leadership programs and to strengthen the request to NLM. As of the meeting, Wayne had identified 17 positions that were vacant or would be recruiting.

Committee leadership succession

The committee enthusiastically endorsed the appointment of Judy as co-chair designate; she has been meeting regularly with Carol, Wayne, and Carolyn. The committee expressed its great appreciation to Wayne for his dedication and achievement in developing the leadership programs. The appointment of additional members to the committee was suggested.