

**College Libraries Section, Association of College and Research
Libraries**

College Library Leadership Committee Minutes

June 24, 2006
New Orleans, LA

DRAFT – to be revised prior to and approved at next committee meeting

Committee Purpose:

To encourage the leadership development of college librarians within the college community.

1. Attendees.

The following committee members were present: John Jaffe (Chair), Ethelle Bean (Incoming Chair), Cathy Doyle, Joan Ruelle, Dough Lehman, Larry Hardesty, Stacy Voeller, Joanne Schneider. Also in attendance was Marc Gartner, guest

2. Following introductions, the agenda was reviewed and approved.

3. Project on successfully hiring a college library director

Joan Ruelle and Joanne Schneider will review the institutions that have hired directors in the last two years. They will divide up the list and contact each institution to see if the Dean/Provost is still in place from the hiring period, if the Library Director is still in place and if a member (preferably the chair) of the hiring committee is still there and if these individuals would be willing to be interviewed for the research project. Once the list is selected, volunteers to call and interview the individuals will be selected and calls made. The data from the questionnaire which has been developed will be entered onto a web survey site provided by John Jaffe which can calculate statistics on responses and will make analysis and reporting of results easier.

4. New College Library Directors Mentor Program

The report to the CLS Executive Committee was reviewed and Larry Hardesty presented information on the program. Larry is working on the transition of the program as he has retired and Mignon is going to retire. The committee offered any assistance he can think of to help out in any way. They also asked if they could assist in longitudinal studies of the

program following up on a query from CLS Executive Committee on what studies have been done of the value of the program. Larry reported on the wealth of anecdotal evidence of the value and the reports gathered following each training session.

The committee discussed a proposal for CLS funding of support for the program in the form of a grant or scholarship to support two mentees each year. Larry said that in any given year he tries to make it possible for those whose institutions are lacking in resources to have their new director attend. He also noted that even relatively wealthy institutions would sometimes not participate. Given that reasons for participation vary, the committee, in the interest of encouraging as many institutions as possible who have new directors to participate, will make a recommendation on funding that is not specifically limited to under-funded colleges.

The committee discussed the great value of the program and the need to continue it and ensure it had contacts with practicing directors into the future as the leadership retires and moves to other endeavors.

5. Identifying and grooming new librarians

The committee discussed how new librarians are recruited and how students are encouraged to enter the profession. It was suggested that we should look into the possibility of ALA doing posters of photogenic and interesting librarians along the lines of the celebrity READ posters. Reference was made to the IS brochure on recruiting available as a PDF on the website and looking at the NMRT mentor program match process. It was noted that Oberlin and Cedarville have scholarship endowments to encourage students entering librarianship and we may wish to see if others have similar programs. There is a need to being able to obtain that first job and often positions are filled only from experienced librarian ranks. Marketing toward other professions might be effective. BA's and grad students might be attracted by a campaign saying "Wouldn't you like something better and ways to use your degree" and appealing to those who had library work study experience.

6. Project discussion – change research – how new ideas are accepted/discouraged by new staff, experienced staff, and directors

The committee discussed the issue of barriers to leadership on several levels and what may be done to research and address solutions. There is much anecdotal evidence of new members of the profession having experiences in their first positions of suggesting ideas and being ignored or discouraged. There is also evidence of new directors entering institutions and finding themselves unable to bring about improvements due to resistance from entrenched staff and institutional processes. As a first step in looking at these issues, the committee will develop a survey directed to new librarians, librarians with a number of years of experience and to directors soliciting information on experiences and barriers to new idea implementation. The survey will attempt to elicit reasons for the barriers and what barriers do to career movements.

7. Due to time constraints discussion of whether to plan a program on Training Our Successors to be offered at ALA or ACRL was postponed. The idea is to offer a program on mentorship programs, encouraging growth and development of staff members and working towards easy transitions as the profession ages and numerous members retire.

8. The meeting adjourned at 12:00