

**College Libraries Section, Association of College and Research Libraries
College Library Leadership Committee
June 23, 2003, 9:30 a.m.
Sheraton Centre Toronto, Gold Rush**

1. Attendees.

The following committee members were present: John Jaffe (Chair), Richard AmRhein, Dave Chatham, Mary Ellen Chijioke, Larry Hardesty.

2. Minutes.

The minutes of the Virtual Midwinter meeting were officially approved.

3. Toronto Program Co-sponsorship.

John Jaffe reported on the ALCTS Leadership Committee co-sponsored program on "Learning and Developing Leadership: Who's Responsible?" The program had a small attendance as did many sessions but the content was excellent and there were informative handouts and excellent information presented on leadership by the speakers:

Alexandra Rivera-Rule, Spectrum Scholar, University of Michigan

Deborah L. Jacobs, City Librarian, Seattle Public Library

Jane B. Treadwell, University Librarian and Dean of Library Instructional Services, University of Illinois at Springfield

Mark Winston, Assistant Professor, Department of Library and Information Science, Rutgers University

Dina Giambi who requested the co-sponsorship and developed the program will be Chair of the ALCTS Leadership Committee following the Toronto meeting.

4. New Library Directors Mentoring Program.

The committee received with appreciation Larry Hardesty's report about the New Library Directors Mentoring Program. Larry presented statistical data on the participants in the program. He also noted the program had its largest number of participants with 19 matches in the program this year. Usually the number is held to 15. Of the 159 matches to date 111 were women and 48 men. The committee once again thanked and commended Larry for his outstanding and dedicated service in operating the program.

5. Article. Thomas Carter was not able to attend Toronto but reported on his actions in surveying through Collib-L the question "What are library directors doing to encourage librarians to become active outside the library in order to promote the library's resources and services?" This was following up on Scottie Cochrane's idea of the "Extroverted" librarian. He proposed to C&RL News ideas for using the information in an article on how library directors encourage outside activity by their librarians. Stephanie Orphan, the Editor-in-Chief of C&RL News, thinks the article would fit well in the News from the Field column so he will submit a manuscript reporting his findings from the email survey of college library directors and the article should appear this fall.

6. Article on successfully hiring college library directors.

Cynthia Peterson, who was working to complete survey data on an article on successfully hiring

college library directors. At the last meeting, types of persons to be interviewed (provost, search chair, recent hires, mentors, hiring firms, etc.) have been determined and survey questions developed. Cynthia Peterson, with the help of Rita Gulstad, was hoping to conduct the interviews over the last six months. David Harralson and Rebecca Bostian also volunteered to help. The surveys will be live phone interviews (or face to face if convenient) and will try to include different types of institutions, geographical distribution, and size. The potential need for conducting additional interviews and followup interviews if there are multiple hiring models discovered was noted. The intent is to publish the article in *Change*, *Academe*, *University Business* or the *Chronicle of Higher Education* to reach the intended audience of higher education administrators hiring library directors. Cynthia reported by e-mail that it had taken her longer to gather the names to be surveyed (particularly Deans of institutions). She reported the lists would be complete by annual and she would circulate them to the volunteers following annual. She has set up an online site for submitting survey answers and volunteers may click the survey link and enter the results of the survey questions.

7. Brainstorming.

The Committee discussed what additional activities could be pursued to develop leadership. Extensive discussions occupied the bulk of the meeting time touching on issues of professional development, more older persons entering the profession aged 30 to 50, demographics showing over 1/2 of existing practitioners will retire in the next decade, and reasons persons enter the profession. These ranged widely but it is clear that many enter academic librarianship, particularly college librarianship, seeking collegiality in working conditions. The group also discussed age related issues and the differing work patterns of younger generations as they related to leadership. The increasing speed of job changes, fewer careers in just a few places, issues of equity and how salary is key to recruitment. Intergenerational issues of recruitment and supervision, mechanisms for leadership growth, the extent of college library director groups based at the state level and how to deal with librarians in institutions that are closing led to a desire to refine all these issues into a presentable program.

The committee will investigate preparing a program tentatively titled "Training our Successors – what you want to pass on". The format is viewed as a conversation between directors seeking successors as they approach retirement and those persons looking to fill those positions.