

**College Libraries Section, Association of College and Research Libraries  
College Library Leadership Committee**

July 10, 2000, 9:30 a.m.

Wyndham Hotel, Chicago, Illinois

1. **The following committee members were present:** Mark Cain, Damon Hickey (chair), Tara Fulton, and Patricia Weaver. Absent were Richard AmRhein, Thomas Carter, Jennifer Taxman, Evan Farber, Christopher Millson-Martula, and Larry Hardesty (ex officio). [Note: Jennifer Taxman has withdrawn from all CLS committees due to a change in her residence and job situation.]
2. **ACRL Programs.** The committee is sponsoring proposals for two programs at the 2001 ACRL meeting in Denver. One, on the New College Library Director Mentoring Program, has been submitted by Larry Hardesty (with Damon's agreement that the Leadership Committee could be listed as its sponsor, which the committee was happy to ratify after the fact). The other, tentatively entitled, "The College Library Directorship As an Alternative for Mid-Career University Librarians," has been submitted by Mark Cain on behalf of the committee. The program will be a panel consisting of Barbara Brown, Susan Richards, Susan Swords Steffen, and Steve Bell (moderator). Unofficial word has it that both programs have survived the first cut.
3. **New Library Directors Mentoring Program.** The committee received with appreciation Larry Hardesty's written report about the New Library Directors Mentoring Program, which is nearly ten years old. The committee once again thanked and commended Larry for his outstanding and dedicated service in operating the program, especially this past year when he has also been the ACRL president. It was noted that alumni of the program have been invited to a reception in Larry's ACRL president's suite during ALA. One committee member, who is an alum of the program but not on the New Directors e-list, suggested that future invitations might be issued via COLLIB-L as well.
4. **Article.** There was considerable discussion of the article, proposed at Midwinter, on how to conduct a successful search for a library director. ("They would like to write an article for submission to *Change* magazine, or some other national higher education publication, that would interview a dean, a head hunter, a search committee chair, and give guidance to search committees, inform those who are applying for director positions, and provide some visibility for library directors outside of librarianship publications.") Pat Weaver, who agreed to coordinate the project, is concerned that no one responded to the proposal that Tara Fulton wrote and that she shared with the committee members, asking for comments. Damon agreed to ask the committee members via e-mail, following the Annual Conference, whether they are committed to assisting with the work of preparing this article. Pat and Tara are willing to coordinate it if three others will help.

It was suggested that Larry Hardesty be asked for names (from the Mentoring Program) of five deans or provosts, five chairs or members of search committees, and five recent candidates for director positions to be interviewed. Two from each category would be sought via COLLIB-L. The committee would like to find at least one place that had to repost.

In discussing the article, we wondered whether the current difficulty in finding college library directors is a symptom of the shortage of people coming into academic librarianship, particularly college librarianship, in general, and whether this shortage may represent a long-term or even permanent crisis in the profession.

Several suggestions were made for changes and additions to the interview questions, and committee members are urged again to suggest changes and additions to interview questions.

5. **Program Ideas.** The committee brainstormed possible program topics for future ALAs or Midwinters: "Getting Things Done" (cultivating relationships, advocacy vs. team-playing, working with staff) and "Leading vs. Managing." The committee wondered whether one of these topics would appeal to Scottie Cochrane for the 2002 CLS Program at ALA (Damon will check), or whether the committee might partner with the College Libraries Discussion Group to host a discussion, rather than trying to have a separate discussion as we have done in the past.