

AAHSL Future Leadership Committee

Annual Report 2018/2019

Leadership Fellows Program 2018/2019

This was a year of major changes for the Leadership Fellows Program. The structure of three major components was altered in order to provide a multi-day leadership institute with more in-depth coverage of topics and additional time for sharing experiences and exploring the role the HSL director. The curriculum content was reviewed and revised to provide a better continuum of learning and flow of topics throughout the year. As of September 13, 2019, the LFP has completed its revised Orientation, Leadership Institute, and Capstone events for the year.

The Orientation session stayed the same in terms of length but focused more on discussing leadership skills and competencies as well as boundary spanning, a theme carried throughout the year. The Leadership Institute was expanded to three days with a group dinner the evening before. The Institute topics were chosen to create a cohesive flow of topics. Mentors were invited to prepare and present case studies and scenarios that would stimulate discussion and share examples of the leadership skills being discussed. Mark Puente from ARL was hired to lead the diversity and inclusion discussions. As in the past, a mock interview was held providing fellows with an opportunity to practice their skills and was followed by a discussion of the process of seeking and considering a director's position. Based on the results of the Institute evaluation, the changes in length, structure, and content were a success.

The Capstone program was shortened to two days with a focus on national issues and trends being monitored and pursued by NLM, ARL, SPARC, and AAMC. The graduation ceremony was held on the last evening. A comprehensive evaluation of the program as well as the Capstone event is underway.

Seven virtual Interactive sessions (webinars) were held this year. The topics were revised to complement the content of the Leadership Institute as well as reflect the most valuable content from the prior years and two topics were recommended by mentors. As in the past, the fellows took on an active leadership role in planning and facilitating the virtual sessions. To prompt discussion and reflection on their own experiences, fellows and mentors were asked to consider questions, develop scenarios and read selected articles before the online session.

The site visit was one week in length and based on the fellows' reports, the visit remained a rich and rewarding experience in terms of exposure to another library and other leadership styles.

Four new mentors were selected for 2018/2019: Melissa De Santis; Ellen Nordre Sayed; Chris Shaffer; and Terrie Wheeler. MJ Tooley, a prior mentor, was also selected. Two of the five (Melissa De Santis and Chris Shaffer) were prior fellows.

The LFP continued its commitment to evaluating the program to ensure it was reflecting leadership training needs. In addition to evaluations for each virtual session, a more detailed evaluation of the Orientation and Institute were conducted after each event. In the case of the Institute, debriefing sessions were held with the FLC leaders and the mentors about what they thought worked well or needed changes. The end of the year evaluation was conducted after the Capstone event.

Leadership Fellows Program 2019/2020

The application/brochure for the 2019/2020 was extensively updated and posted on the AAHSL Website on May 15 with announcements going out to major library lists. The application deadline was earlier this year (June 22th) so that selected fellows and mentors could be notified by early August allowing more time to plan their travel to the Orientation session and register for AAMC.

Calls went out to AAHSL directors to apply to become a mentor. All prior fellows who have become directors were sent a special email inviting them to consider becoming a mentor. While the matching process continued to select the best match for the fellow, each fellow was given the opportunity to raise any concerns about working with the proposed mentor.

To increase applications, a second informational session about the fellows' program was held at MLA. It was advertised on medlib-l as well as the AAHSL email list. Twenty-one people attended the session including some prior mentors and fellows who shared their experiences with potential applicants. Of the 15 potential applicants present, 7 applied (47%) for the program and three were selected as fellows for 2019/2020 year.

Twenty applications were submitted for the 2019/2020 program. None of the candidates self-identified as being from an under-represented racial or ethnic group. Last year (2018/2019 cohort) 23.1% had self-identified as being from diverse racial or ethnic backgrounds (29.4% in 2017/2018). The Future Leadership Committee is already exploring ways to increase the diversity of the applicant pool for next year. It has begun conversations with the AAHSL Board, NLM, and the AAHSL DEI committee as to how to attract more diverse applicants and appear to be a more inclusive program. The FLC has also analyzed AAHSL's data on the diversity of library staff and realized the challenge in identifying diverse applicants in the upper administrative ranks. This will be a major priority for the coming year.

LFP Program Changes for 2019/2020

Given the major changes over the current year, the LFP is not planning on additional revisions to the curriculum or structure in 2019/2020. The Leadership Institute will no longer be scheduled in conjunction with the MLA annual meeting. Next year's Institute will be held in a central location (Chicago) in early April.

LFP Program Accomplishments

Two prior fellows were appointed directors over last year bringing the total number to 46 out of 87 fellows (53%) in permanent director positions. One fellow in the 2018/2019 cohort changed positions and became a director in February 2019.

Scholarship Program was suspended again for this year.

New Directors Working Group

The New Directors Working Group -- Shannon Jones (chair), Beth Ketterman, Jon Goodell, and Michelle Kraft -- surveyed AAHSL members in 2018 and provided an assessment of the needs of new directors

and possible recommendations for future AAHSL programs in November. The FLC leaders reviewed and presented the recommendations to the AAHSL Board. The decision was made to strengthen the ties of new directors to AAHSL through the annual dinner, including a discussion of what AAHSL is and how to become involved as well as providing them more information in a welcome letter and identifying them at the annual meeting. FLC members will be encouraged to seek out and introduce themselves to these new directors. The Board plans to have a discussion with the new directors about their experience in becoming a director and how AAHSL might support them.

MLA CE Course

The CE course (MLA CE400) "Do You Want to Be a Library Director? Knowledge, Skills, and Career Paths for Library Leaders" has been accepted for the Medical Library Association annual meeting in 2020, in Portland, Oregon. The course instructors are Heidi Heilemann, MJ Tooley and Gabe Rios.

October 16, 2019

Submitted by:

Heidi Heilemann, Chair, Future Leadership Committee

Janice Jaguszewski, Chair-designate

Paul Schoening, Past Chair

Patricia Thibodeau, Program Director