

Shenita R Peterson, MPH

SHE/HER – BLACK AMERICAN

SYSTEMATIC REVIEW COORDINATOR & PUBLIC HEALTH INFORMATIONIST

WOODRUFF HEALTH SCIENCES CENTER LIBRARY, EMORY UNIVERSITY

REPORT FOR LEADERSHIP DIVERSITY SCHOLARSHIP

With the help of the AAHSL Leadership Diversity Scholarship I was able to attend the [Harvard Leadership Institute for Academic Librarians](#) held on July 23, 2023 – July 28, 2023. The weeklong program was hosted by the Harvard Graduate School of Education in Cambridge, Ma.

The 2023 cohort included over 100 academic librarian leaders from across the globe who held positions from every layer of academic libraries organizational structure. Each day we heard lectures from faculty members who were experts in leadership development, organizational change, and diversity and social justice in librarianship. The cohort was placed into small groups that were designed to give each participant a diverse group of colleagues to really dig deep into the topics and concepts introduced. My small group featured a library director from a small liberal arts college, one from a Caribbean university system, unit leads from New England colleges and universities, and an associate director.

My small group grew close, and we were able to share many of our fears about our leadership roles. The group really helped me to weigh my options on seeking an advanced degree in the near future. Two of the members were in the middle of completing doctoral programs and shared their perspectives on the challenges and benefits of pursuing those degrees. I feel strongly that I will apply to a doctoral program, but I will look towards Schools of Education.

The thematic throughline of the Institute was the 4 Frames of Organizations/Leadership (Structural, Human Resources, Political, Symbolic). Through this thematic lens, our cohort explored how we could become adaptive, authentic leaders. I came away from the week with an understanding that I overly rely on data to drive decision-making and should learn more about human resource-focused tools for problem-solving.

I would like to again thank the AAHSL Future Leadership Committee for selecting me to receive the 2023 AAHSL Leadership Diversity Scholarship. It was extremely beneficial and has amplified my drive to explore new avenues for leadership in the future.