

AAHSL New and Interim Directors Committee

Final Report October 2023

The Committee has met virtually several times, confirmed our charge, brainstormed on ideas, and began to implement these ideas. The buddy program was revived. An announcement was sent to the AAHSL membership about the program and it is also posted on the AAHSL website. Eight new buddy pairs have formed. Additional experienced AAHSL Directors volunteers are needed in order to form new requested buddy pairs. An announcement should go out after the Annual Meeting.

The Committee sponsored an informal breakfast meeting at the May MLA Conference in Detroit. 9 new or interim directors met with two members of the Committee (Debra Rand and Melissa Rethlefsen). After introductions, there was a discussion about AAHSL opportunities for networking and then an open discussion on hot topics. Primary issues were Human Resources related, dealing with restructuring of staff and types of performance reviews and budget issues. Two of the attendees asked to be matched with a buddy. There was a request that we share some of the materials used in the NLM/AAHSL Fellowship Curriculum with this group of new directors. The Program Director for the Fellowship did not think this was feasible given some of the proprietary nature of the materials.

At our June meeting the committee members discussed creating an enduring collection of resource materials as guidance/tips for new/interim directors that would potentially be housed on the AAHSL website. Nancy Allee suggested that we might follow a model that has worked successfully for the MLA Rising Star Program. Potential topics could include: institutional politics and reporting structures, strategies for successful title promotion (e.g. to Associate Dean or VP), different types of transitions to director positions such as internal vs. external or current directors switching to director positions at other types of schools, etc. This project will be on the agenda for the Committee for the next year. Initially it will be beneficial to create a project outline with timeline and next steps.

M.J. Tooley is on board for developing a New/Interim Directors Symposium that would take place starting at the November 2024 AAHSL meeting in person and continuing virtually through the year. She developed a plan and budget which was submitted to and approved by the Board. She is excited about the project and impressed that there are so many new directors. Given that we will need to limit to about 20 participants, we will need to determine eligibility regarding how many years as a new/interim director.

The AAHSL Office maintains a spreadsheet of the new and interim directors which is shared with the Committee Chair. A number of years ago Charlotte Beyer initiated an informal peer group for new directors that meets virtually several times per year. That group split into two cohorts one for very new directors and one for a group that have been directors for a while but still wish to meet virtually for discussions and networking. Since these groups are successful it did not seem beneficial for AAHSL to create an additional informal group or listserv. However this issue should be explored again in the next Committee year.

The current Chair is rotating off of the Committee and Melissa Rethlefsen has been appointed as the new Chair.

Respectfully submitted,

Debra Rand, M.S. AHIP-D

Chair, New and Interim Directors Committee