

AAHSL Future Leadership Committee

Annual Report – October 2021

The Future Leadership Committee pursued several important activities while the Leadership Fellows Program was on hiatus during 2020/2021 including completing the final activities and report for the 2019/2020 class and beginning the recruitment process for the 2021/2022 program.

Leadership Fellows Program 2022 – A revised version of the application was posted on the AAHSL Website in late March after edits were made based on feedback from NLM and the Future Leadership Committee (FLC) members. An email announcing the opening of the fellows' application period was sent to numerous library and related groups for distribution to their members. The announcements focused on library groups representing librarians of color and other under-represented groups, as well as other leadership programs. An FLC subcommittee met to formulate and finalize strategies for recruiting a diverse applicant pool. One of those strategies was reaching out to AAHSL directors asking them to encourage staff members to apply for the fellows' program and diversity scholarship or nominate staff who should be contacted by FLC members. In addition, a Zoom panel discussion on "Diversity in Leadership" featuring five prior fellows from racially and ethnically diverse backgrounds was held. General information sessions about the application process are being scheduled as well. Selection of the new class will begin this summer.

While the applicant pool was smaller this year – only 12 applications – the recruitment strategies were successful with 70% of the applicants self-identifying as under-represented racial or ethnic groups. From these, 3 fellows were chosen for the new 2021/2022 class resulting in 60% of the fellows identifying with a specific under-represented racial or ethnic group. Among the mentors four are new mentors with one person becoming a mentor for a second time. There is also racial and ethnic diversity among the mentors as well.

The FLC chairs reviewed possible changes to the curriculum and structure of the 19th class based on lessons learned over the past year. These will be shared with the new faculty member (see below). Since the AAHSL and AAMC meetings will be virtual, the Orientation has moved to the Zoom platform and is being redesigned for an online format.

Recruiting new Consultant-Trainer – The FLC has selected Janice Jaguszewski (Janice J. Consulting) as the new consultant/trainer for the 2021/2022 leadership program. The FLC outlined a recruitment and selection process and created a job description with the assistance of Kathryn Deiss. Both were reviewed by the AAHSL Board. The committee then put out a call for applicants across several library lists and directly contacted leadership trainers and those recommended by other library colleagues. After scoring the applications, the candidate with the relevant and strongest qualifications was interviewed and selected to fill the position. Janice has been working with Kathryn Deiss on identifying the content and format for the fall 2021 orientation. Kathryn Deiss has agreed to continue to work with the leadership fellows' Orientation program on the MBTI assessments and debriefs.

With Janice's input a new trainer for DEI content was identified as well. Pamela Espinosa de los Monteros will be the multi-cultural training specialist for the Orientation and Institute sessions as well as a webinar.

Leadership Diversity Scholarship An announcement of this new scholarship appeared on the AAHSL Website in March and was sent to numerous library lists, especially those representing librarians of diverse racial and ethnic groups. A subcommittee tasked with selecting the recipients worked on a statement of the selection criteria and the scoresheet for the applications. Three applications were received by the May 15 deadline and were reviewed and awarded in early June. Reports from the recipients will be posted to the AAHSL Web site.

New Director Buddy Program – In addition to an announcement on the Website, an email was sent out to the AAHSL members list in early March, April, and again in July. Twenty new and interim directors and were matched with buddy volunteers. The FLC has decided that announcements about the program will be sent out in July, before the annual meeting, and again in January. There are plans to assess the program in the future.

Program Ideas – Terrie Wheeler and Pat Thibodeau met with Colleen Cuddy from the program committee to discuss a potential idea of a program on respiteing the organization for all AAHSL directors. The Program Committee will consider this as part of their on-going programming and e-salons for AAHSL members.

New/Interim Directors – Both new and interim directors have expressed interest in having networking sessions via Zoom to share ideas, questions, and experiences. This was also discussed with the Program Committee and they scheduled the April E-Salon for new directors and managers. An existing group has also been formed by Charlotte Beyer, who is a member of the Program Committee. Conversations about the long-term support of a forum just for new and interim directors is on-going and the FLC is exploring the possibility of the committee becoming the long-term home for this activity.

Another request has arisen from new and interim directors for creating an AAHSL list for these two groups. The FLC is working with the AAHSL Office on how to set this up.

Guide for Recruiting a New Director – The 2017 edition of the guide was reviewed, and the decision was made to keep the overall content with the addition of “highlights” at the top of each chapter. The references, job opportunity links, and the salary statistics were all updated. The full FLC as well as the AAHSL Board reviewed the final draft. In addition to posting the full document, the final version was broken up into chapters for the AAHSL Web site. Announcements about the guide were sent to relevant library groups as well as AAHSL members.

2019/2020 Leadership Fellows Class -- A final report for the 2019/2020 program was submitted to NLM. It included data from the final evaluation which covered the integrated Capstone and Institute sessions as well as overall feedback about the program year. The evaluations were very positive, revealing that even with changes due to COVID the program remained strong. However, the feedback also clearly stated that participants missed the opportunity for in-person discussions and networking.

Submitted by the Future Leadership Committee:

Terrie R. Wheeler, FLC Chair (2021-2022)

Rose Bland, Chair-designate (2021-2022)

Heidi Heilemann, Past Chair (2020-2022)

Patricia L. Thibodeau, LFP Program Director