

AAHSL Future Leadership Committee

Annual Report 2023

Leadership Fellows Program: A mid-year report for 2022-2023 was submitted to the National Library of Medicine in early July. During the year, the following graduates of the fellowship program were named to director or interim director positions. Donghua Tao, fellow in the 2021-2022 class, was appointed Associate University Libraries for the University of Illinois Chicago Library of the Health Sciences. Emily Glenn, fellow in the 2019-2020 class, was appointed Dean and Professor of the McGoogan Health Sciences Library at University of Nebraska Medical Center. Stephanie Schulte, fellow in the 2015-2016 class, has been named interim director at The Ohio State University Health Sciences Library. Counting the new class and since the program's inception, there have been 107 fellows in the program, of which 63% became or are now AAHSL directors.

Leadership Fellows Program 2022-2023: The 2022 Orientation program was held in Nashville, TN in conjunction with the AAHSL Annual Meeting. Several components of the program were conducted via Zoom in advance of the face-to-face session. These included: Introduction to the Learning Community (1 joint session; also, separate sessions for mentors and fellows); leadership assessments (MBTI and StrengthFinder); online introductory videos uploaded to Basecamp; and individual debriefs for fellows with their MBTI results. Fellow/mentor pairs were encouraged to meet at least once virtually in advance of the Orientation in Nashville. The Zoom session on MBTI was well received.

The Institute and Capstone/Graduation were held in person at Virginia Commonwealth University Health Sciences Library, the first time hosted at an AAHSL member library. Day 1 of the Institute focused on becoming a high-level leader, its roles, and responsibilities with a strong focus on how to support transformative justice, equity, diversity, inclusion, and belonging. Day 2 focused on becoming an adaptive leader using techniques including adaptive action, wicked issues, and the power of questions. Case studies were introduced and presented by mentors. The focus on Day 3 was Emotional Intelligence, added practice on wicked issues and the power of questions, and principles for leading change management. Participants found the sessions on the power of questions to be of immense value. Evaluation ratings for the Institute overall were positive.

The Capstone 2-day event was also hosted at VCU Health Sciences Library as an in-person event. The hybrid format of external speakers on Zoom and internal class discussions worked very well. Cohort-led facilitation of the Zoom sessions was effective; questions posed in advance to the speakers helped focus the discussion. In addition to meeting with thought leaders from major academic health center organizations, fellows presented their learning plans, touchstones, and reflections on the year. The 2-days culminated in a graduation session attended by 21 in-person guests including Dianne Babski in-person from NLM. For the first time, guests were invited to join the ceremony via Zoom; 12 took advantage of this opportunity to expand the number of attendees. Catherine Soehner spoke on behalf of the mentors; each fellow shared remarks on respective parts of the program.

Leadership Fellows Program 2023/2024: To prepare for recruitment, the FLC subcommittee consisting of Amy Blevins and Emily Glenn reviewed the application, call for applications, announcements, and posted language on the website to start the process.

The 2023-2024 class of incoming fellows and mentors was recruited this past July and August. They will be officially introduced at the Annual Meeting in Seattle on November 3rd. They come from various backgrounds continuing to fulfill the mission of diversifying the group. Two information sessions via Zoom sessions were conducted in June to supply more information and answer questions from potential applicants. Twenty-six potential applicants registered for the sessions. The second session was recorded and made available to registrants who were unable to attend. The FLC subcommittee on Selection consisted of Rose Bland, Teresa L. Knott, Terrie Wheeler, Philip Walker, and Judy Cohn. Of the five mentors recruited for the 2023-2024 class, three (60%) are former fellows, John Gallagher (Fellow 2012-2013), Heidi Heilemann (2007-2008), and Gabe Rios (2003-2004). Daniel Burgard is a new mentor, and Heidi Heilemann (2012-2013), Gabe Rios (2021-2022) and Catherine Soehner (2022-2023) are repeat mentors.

Leadership Program Evaluation Proposal: The FLC proposed conducting a new evaluation of the Leadership Fellows Program covering the past ten years (2013-2023). The AAHSL Board approved the proposal for \$10,000 to conduct the evaluation. The FLC, in coordination with AAHSL HQ, will gather bids to conduct a similar mixed methods survey and interviews using the same or related questions as were posed in 2013 to compare the success of the program today with the last evaluation. It will include a total of 55 fellows, using available contact information for participants. The goal is to complete the evaluation and give a final report in September 2024.

Leadership Diversity Scholarships: The application process opened on March 13 and ran through May 19. The FLC Subcommittee updated the application criteria and eligibility. The group consisted of Emily McElroy, Rikke Ogawa, and Dede Rios. Two diversity scholarships were awarded to the most qualified applicants. Notice of the scholarship availability was widely distributed to the list of contacts which was updated in 2022. The 2023 awardees are Shenita Peterson, Systematic Review Coordinator & Public Health Informationist at the Woodruff Health Sciences Library at Emory University, and Annmarie Magurany, Interlibrary Loan Librarian at the University of Connecticut Health Sciences Library. Each scholarship was approved for up to \$1,500.

Former awardees, Jamia Williams and Kelsa Bartley submitted their reports. Jamia Williams participated in the [DeEtta Jones Library Management Skills Institute 1: The Manager](#), a 4-week program focusing on development of leadership skills. Kelsa Bartley attended the [Sunshine State Library Leadership Institute \(SSLLI\)](#).

This year's awardees were Annmarie Magurany from the University of Connecticut and Shenita Peterson from Emory University. Annmarie is eager to attend the [University of Minnesota Institute for Early Career Librarians](#). Shenita Peterson attended the [Harvard Leadership Institute for Academic Librarians](#) this past July.

Other FLC Activities: Several of the FLC goals set out for the year were either completed or are in process. These include:

- (1) Being careful stewards of the resources awarded by NLM and AAHSL associated with the program (ongoing)
- (2) Ensure a smooth transition of activities associated with the New and Interim Directors to the NIDC (completed)
- (3) Conduct, review, edit and update the application to the LFP for Spring 2023 (completed)
- (4) Recruit LFP 2023-2024 class of fellows and mentors (completed)
- (5) Develop activities and promotions to celebrate the 20-year anniversary of the program

(completed)

(6) Establish timeframe for recruitment of host sites for the Institute and Capstone (ongoing)

Cost Containment: A successful RFP was developed and distributed to AAHSL member libraries seeking host sites for the Leadership Fellows Program Institute and Capstone/Graduation. Virginia Commonwealth University (VCU) in Richmond, Virginia, submitted the awarded proposal. Sessions were held in the VCU Health Sciences Library (Institute and Capstone), and the Graduation ceremony was held in a reception hall at the James Branch Cabell Library on the VCU main campus. AAHSL and the LF program were extremely fortunate that VCU did not charge room rental or other facilities fees. Different hotels were booked for the April Institute and September Capstone. Catering fees (food and beverage costs) were further reduced by using the free breakfast option at the Capstone hotel (Homewood Suites). Due to the change of venue for Capstone, all speakers chose to take part virtually using Zoom.

An updated RFP was created to solicit interest from AAHSL member institutions for hosting the 2023-2024 class. There are pros and cons to not meeting in Washington, DC as expressed by the class in the Capstone evaluation. Although overall costs may be lower, there are fewer direct flights to regional locations so travel times for participants can be longer and more complicated. Participants miss out on being on-site at the National Library of Medicine (NLM), which for some is a highlight of the program. There is also a greater likelihood that Capstone speakers would come on-site if the meeting was hosted in DC, as many of the organizations represented are based there. In meetings with Dianne Babski, she is eager to host the cohort again once renovations are completed at NLM. The connection to NLM is strong and a critical component of the LFP. The move to a remote location outside of DC was a surprise to NLM.

Committee Roster:

The committee welcomes Shannon Jones, Chair-designate for the coming year.

Many thanks to the Future Leadership Committee and all who participated:

Terms expiring in 2023:

- Terrie Wheeler, Past- Chair
- Robin Champieux
- Janet Crum
- Dede Rios

Terms expiring in 2024:

- Rose Bland, Chair 2022-2023
- Amy Blevins
- Rikke Ogawa
- Philip Walker

Terms expiring in 2025:

- Emily Glenn
- Teresa Knott, Chair, 2023-2024
- Emily McElroy

Submitted: October 19, 2023

Submitted by:

Rose Bland, Chair, Future Leadership Committee

Teresa L. Knott, Chair-Designate

Terrie Wheeler, Past Chair

Judy Cohn, LFP Program Director, 2022-2023