

## **AAHSL Future Leadership Committee 2023-2024**

### **Final Report**

October 9, 2024

This report describes progress and accomplishments of the Future Leadership Committee through September 2024.

This year's Future Leadership Committee members are: Teresa Knott (FLC Chair), Shannon Jones (Incoming Chair), Rose Bland (Past Chair), Amy Blevins, Emily Glenn, Elizabeth Hinton, Gail Kouame, Rikke Ogawa, Roger Russell, and Terrie Wheeler. Our Board Liaison is Megan von Isenburg.

There are several project areas to be covered:

- Leadership Fellows Program (LFP) 2023-2024
- Recruitment of the 2024-2025 LFP Class
- Celebrating 20 Years of the LFP
- LFP 10-Year Evaluation 2012-2013 to 2022-2023
- Leadership Diversity Scholarships 2024
- Professional Coaching Pilot Implementation
- Director Recruitment Guide Update

### **Leadership Fellows Program, 2023-2024**

The 2023-2024 class completed the Capstone and Graduation; they were hosted by the University of Maryland Health Sciences and Human Services Library in Baltimore, Maryland, on September 26-27. It was a truly hybrid Capstone as several of the speakers from Washington, DC, attended and presented to the group in-person for the first time since the pandemic. Due to personal circumstances, three of our attendees (2 fellows/1 mentor) participated virtually. We were fortunate to have AAHSL President, Stephanie Fulton, attend all of Friday's Capstone sessions and the Graduation. Dianne Babski and Amanda Wilson from the National Library of Medicine addressed the group on-site. Kudos to Emily Hurst and the staff at the UMB library for providing technical and on-site support of the 2-day event.

Graduating fellows were: Naomi Bishop (Univ of AZ), Rachel Helbing (Univ of Houston), Maud Mundava (AT Still Univ), Deb Werner (Univ of Chicago), Gloria Willson (Icahn/Mt Sinai). Mentors were: Dan Burgard (Univ of No Texas), John Gallagher (Yale Univ), Heidi Heilemann (Stanford Univ), Gabe Rios (Univ of Indiana), and Catherine Soehner (Univ of Utah). We are grateful to the mentors who commit their time and expertise in shepherding our future leaders.

### **Recruitment of the 2024-2025 Class**

Recruitment of the 2024-2025 class is complete and initial activities have begun. It is a diverse class with fellows and mentors from across the country, although not all geographic regions are equally represented. The FLC Application and Selection subcommittee consisted of Rose Bland, Elizabeth Hinton, Shannon Jones, Teresa Knott, and Gail Kouame. Three former fellows, Anne Seymour, Amy Allison, and Melissa Rethlefsen are serving as mentors in this class. New mentors serving this year are Joy Summers-Ables (Univ of Oklahoma) and Michelle Kraft (Cleveland Clinic). Incoming fellows are: Lindsay Blake (Univ of Arkansas), Francisco Fajardo (Florida International Univ), Shalu Gillum (Univ of Central FL), Brian Lead (Univ of No Texas, NNLM Region 3), Faith Steele (Univ of Maryland, NNLM Region 1). Although the class meets

for the 1<sup>st</sup> time in Atlanta preceding the AAHSL Annual Meeting, onboarding, introductions, and assessments began at the end of September. Demographics of the fellows are: 1 African American, 1 Latinx, 1 South Asian, 1 Asian, 1 White.

**Note:** Dianne Babski, Director of NLM User Services and Collection Division, expressed interest in hosting the Capstone in Fall 2025 at the newly renovated National Library of Medicine in Fall 2025. This would move the Capstone and Graduation back to the Washington, DC area. FLC plans to pursue this option, pending Board approval.

The RFP for an AAHSL member host site for the April 2025 Leadership Institute will be sought. The RFP will need to be issued shortly after review of past requirements and experiences at host sites.

### **Celebrating 20 Years of the LFP**

- A poster was designed and displayed at the 2023 AAHSL Annual Meeting in honor of 20 years of the LFP including statistics and testimonials from graduates of the program.
- An NLM blog post was written and appeared in "[Musings from the Mezzanine](#)" on April 10, 2024 in conjunction with National Library Week. The post was titled "NLM/AAHSL Leadership Fellows Program Reflects on Over Twenty Years of Partnership." The post was picked up by AMIA and reshared on their social media outlets.
- A poster commemorating 20 Years of the LFP was presented at MLA '24 in Portland, OR. FLC leaders Teresa Knott, Shannon Jones, and Rose Bland presented the poster.

### **10-Year Evaluation 2012-2013 to 2022-2023**

From the six proposals received in response to the RFP to conduct an independent evaluation of the LFP, [Goff Group LLC](#) (Emily Goff and Gina Ristani) was selected to work with the FLC to conduct an evaluation of the Leadership Fellows Program over the past 10 years. The subcommittee which evaluated the proposals consisted of Terrie Wheeler (chair), Elizabeth Hinton, Amy Blevins, Shannon Jones, and Judy Cohn. Goff Group was provided with the prior evaluations and data from the last 10-year evaluation along with contact information for past graduates for whom email addresses were available. Of the 52 potential graduates, contact information was provided for 50 graduates, some active, some retired. A fully executed MOU was completed and is on file at AAHSL HQ. The evaluation includes a survey executed in Qualtrics with both multiple choice and open-ended questions, as well as two focus groups with follow-up one-to-one interviews for those who chose to participate. There was a 72% response rate to the survey; two online focus groups were held with 5 and 14 participants, and 12 individual interviews were conducted. The draft final report is currently being reviewed by the subcommittee with comments due by Thursday, October 17<sup>th</sup>. The final report will be shared with the full FLC and the AAHSL Board. The report is overwhelmingly positive and has key findings and recommendations for improvement.

### **Leadership Diversity Scholarships**

The AAHSL Leadership Diversity Scholarship call for applicants was announced on May 3<sup>rd</sup>. Announcement of the scholarship application period was distributed to AAHSL listservs as well as to MLA-Connect, all caucuses and chapters.

Three excellent applications were received and each applicant was awarded a \$1500 scholarship. Recipients were:

- LaTeesa James (Univ of Michigan)

- *To attend the 2024 Harvard Leadership Institute for Academic Librarians*
- Nicole Thomas (Univ of Buffalo)  
*To attend the Association of Research Libraries (ARL) 2024 Leadership and Career Development Program (LCDP)*
- Raushanah Perkins-Ali (Charles Drew Univ)  
*To attend the 2024 Harvard Leadership Institute for Academic Librarians*

### **Professional Coaching Pilot Implementation**

With generous funding provided by Region 1 of the Network of the National Library of Medicine, a professional coaching pilot for early to mid-career academic health sciences librarians launched in September 2024. The FLC subcommittee engaged in the pilot year includes Teresa Knott, Shannon Jones, Rikke Ogawa, Emily Glenn, and Judy Cohn.

Issued in early April, the RFP yielded 21 proposals which were reviewed and evaluated against the rubric and criteria listed in the RFP. [Culture Cultivation](#) (Becca Bartholomew) was selected to conduct the pilot based on the high quality of their submission to the RFP. Two Information sessions were conducted so potential applicants were able to learn about the pilot and what they can expect as a participant. Twenty-three applicants submitted documentation and nine applicants were accepted to the program.

Accepted and non-accepted applicants have been notified. Accepted applicants were given the bios of available coaches and given the opportunity to have brief sessions with each to select their coach match. Each participant will have 6 one-to-one coaching sessions and be invited to participate in 5 peer-coaching sessions. The pilot will complete at the end of March 2025.

### **Director Recruitment Guide Update**

The Director Recruitment Guide is currently being updated by subcommittee members Rose Bland, Gail Kouame, Roger Russell, and Judy Cohn. The group has met multiple times to discuss changes including executive summary, adding data curation and analytics, scholarly communications, and more robust use of search firms, among other content. The updated Guide will be ready for posting before the 2024 annual meeting.

### **What's Next?**

In the coming year, FLC will explore the following topics:

- Reduced number of applicants seeking acceptance to the Leadership Fellows Program (11 applicants in 2023; 10 applicants in 2024)
- How to address the need for professional development around financial management and budgeting expressed by fellows, both present and past
- Address the recommendations included in the 10-Year Evaluation final report

### **Committee Roster:**

- The committee welcomes Emily Glenn, Chair-designate, for the coming year.
- Terms expiring in 2024:
  - Rose Bland (Past Chair)
  - Philip Walker
  - Amy Blevins
  - Rikke Ogawa

**Submitted by:**

Teresa L. Knott, Chair, Future Leadership Committee  
Shannon Jones, Chair-designate  
Rose Bland, Past Chair  
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