

MINUTES  
AAHSL FUTURE LEADERSHIP COMMITTEE  
May 18, 2008  
Chicago, IL

PRESENT: Jo Dorsch, Charlie Greenberg, Cynthia Henderson, Jim Shedlock, Etheldra Templeton; Judy Consales, Co-Chair; Carolyn Lipscomb, Program Manager

ABSENT: Bill Garrity, David Ginn, Carol Jenkins, Jan LaBeause, Elaine Martin, Lynn Kasner Morgan

New Directors Symposium

Cynthia reported for David on the continuation of their planning for the symposium, which is scheduled for March 2009 to allow sufficient lead time. The Board approved the revised symposium budget at their January meeting, allotting a portion for planning in 2008 and reserving the balance for 2009. David and Cynthia's report (distributed and attached) recommends that all new, acting and interim directors appointed since the first symposium be eligible. Former fellows should be included as the focus differs from the Leadership Fellows Program. If possible, hotel space should be reserved for participants.

CE course

The MLA Continuing Education Committee meets this week to make the final approval of the course slate for the 2009 meeting. Sandra Martin chairs the committee. We will confirm the status of the course. [Update: Jim attended the open portion of the committee meeting. He has since learned from incoming CEC chair Shari Clifton that the course was approved for the 09 roster. The CEC welcomes submission of interest again this fall for the 2010 meeting.]

Leadership Fellows Program

The sixth former fellow has been appointed to a director position, adding to the record of promotions (which was distributed). The current class is doing well, and the virtual curriculum has been refined. Recruitment for the seventh class will begin in July; committee members are encouraged to assist by talking to potential fellows and mentors. A goal this year is to include new mentors in the pool.

Elaine, Wayne and Carolyn have drafted an article on AAHSL leadership programs, with emphasis on the Leadership Fellows Program and its evaluation study, for potential submission to College and Research Libraries. They plan to have key individuals read the article before submission. The intent of the article is different from the one the fellows in the second class are working on.

A mentor bank would make former mentors available for one-on-one consultation to former fellows, enhancing informal ongoing contacts. Guidance would provide practical career advice and symbolize the program's continued support. We plan to distribute interview tips based on this year's Leadership Institute to former fellows as well. The

committee endorsed the concept and suggested considering including other directors in the pool. They inquired about any comparable experience in other associations.

The program keeps a record of fellow job promotions. The tracking of additional accomplishments was discussed. It was suggested that the current informal system (evidenced by postings on the AAHSL list) be archived and that a public version be spotlighted on the website with a possible link from MLA.

Input on the Capstone agenda will be solicited at a later date.

#### Scholarships

The 2008 scholarship funds were committed in April, with institutional commitment to supplement the awards. The committee agreed that it makes sense to have one annual application round and to cancel this year's October deadline.

We have considered the idea of partnering with the ARL Leadership and Career Development Program and sponsoring an AAHSL participant. The committee members present felt that we should focus on our own program and not draw energy or resources away from it. We will discuss further with missing members and report back.

#### Recruitment guide

Due to the lack of time, committee members should send any further comments on the guide revisions to Carolyn.

#### Research

Etheldra acknowledged Charlie's contribution of comments about academic preparation of health sciences librarians but felt the committee should concentrate first on the questions raised after our last meeting. These included extending our survey to the next level of deputy and associate directors and potential cooperation with other associations. The importance of the pipeline issue is emphasized by the cascade of retirements (as evidenced by the distributed list of openings). The research agenda should address the question of broadening leadership development beyond directors and examine where else AAHSL can be effective. Etheldra volunteered to start a committee conversation after involving Bill.

#### Other topics

The value of meeting only at the AAHSL meeting and not MLA was discussed.

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