

**College Libraries Section, Association of College and Research Libraries
College Library Leadership Committee
June 16, 2002, 9:00 a.m.
Wyndham Hotel, Atlanta, Georgia**

1. Attendees.

The following committee members were present: John Jaffe (Chair), Richard AmRhein, Rebecca Bostian, Thomas Carter, Mary Ellen Chijioke, Nikhat Ghose, Cynthia Peterson. Also in attendance was David Harralson, guest

2. Representative to Task force on supplemental funding for initiatives.

Mary Ellen Chijioke volunteered to be the Leadership Committee representative on the Task Force.

3. Minutes

The minutes of the Midwinter meeting in New Orleans were reviewed and one correction noted. In the attendees list, Thomas Carter's name had been omitted. With that correction, the minutes can stand as official.

4. Toronto Program Co-sponsorship request.

The request from the ALCTS Leadership Committee to co-sponsor a program at 2003 Annual on "Learning and Developing Leadership: Who's Responsible?" was approved. The official co-sponsorship form will be presented to CLS Executive Committee for submission to ACRL.

5. New Library Directors Mentoring Program.

The committee received with appreciation Larry Hardesty's written report about the New Library Directors Mentoring Program. The committee once again thanked and commended Larry for his outstanding and dedicated service in operating the program.

6. Article.

Thomas Carter reported on his actions in surveying through Collib-L the question "What are library directors doing to encourage librarians to become active outside the library in order to promote the library's resources and services?" This was following up on Scottie Cochrane's idea of the "Extroverted" librarian and to determine if a Clip Note could be developed. He received 30 replies indicating such activities on campus but that the activity is primarily documented in personnel documents and is not reflected in other documents. Therefore, it would not be possible to develop a Clip Note on the subject. David Harralson suggested the material be worked into an article for College and Undergraduate Libraries and Tom will pursue the possibility. David also noted the journal actively encourages submissions and urged the Leadership Committee members to encourage their staffs to submit articles and ideas for articles.

8. Article on successfully hiring college library directors.

Richard AmRhein reported on the progress to develop an article on what is necessary for successfully hiring a college library director. Types of persons to be interviewed (provost, search chair, recent hires, mentors, hiring firms, etc.) have been determined and survey questions

developed. Cynthia Peterson, with the help of Rita Gulstad, will conduct the interviews over the next six months. David Harralson and Rebecca Bostian also volunteered to help. The surveys will be live phone interviews (or face to face if convenient) and will try to include different types of institutions, geographical distribution, and size. The potential need for conducting additional interviews and followup interviews if there are multiple hiring models discovered was noted. The intent is to publish the article in *Change*, *Academe*, *University Business* or the *Chronicle of Higher Education* to reach the intended audience of higher education administrators hiring library directors.

9. Brainstorming.

The Committee discussed what additional activities could be pursued to develop leadership. Richard observed the need to continue and expand networking. This is particularly necessary to reach the smallest of the small institutions. This could be accomplished through regional groups (e.g. directors groups, consortia, ACRL state chapter meetings). Committee members cited the benefits of regional networking among college libraries, directors and staff. Discussion then turned to Recruitment to the Profession, the CLS Chair's theme for the coming year. David Harralson pointed to the need to professionally market librarianship as a profession to the public. Mary Ellen spoke on the need to encourage directors to identify prospects for library leadership, letting people know they both can and are allowed to do more and become a leader. This "permission giving" is crucial to do when we meet bright young members of the profession. Rebecca discussed the need to coordinate all the ideas brought forward on recruiting, marketing, pay equity, etc. She suggested making any co-sponsorships active and not passive.

10. Virtual Meetings.

The committee discussed how to conduct Virtual Meetings at Midwinter. The hope is to hold open electronic meetings the week before Midwinters and invite participation through Collib-L in a list set up by the committee. The discussions held there would be presented at Executive Committee and discussions recorded for review. The list would be continued for the week following Midwinters and then the final report submitted.