

**2007 ACRL-CLS Conference Program
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2007 Annual Conference Program

**Embracing Change:
How to Energize and Engage Library Staff**

Monday, June 25, 2007

10:30 a.m. – 12:00 p.m.

R. Cecilia Knight

Moderator

Flight of the Starlings: Lessons in Change & Reshaping

Kathryn J. Deiss

Content Strategist, ACRL

Winner, 2007 John Jacob Astor Award for Library and Information Science

Additional Presentations By

Tara Lynn Fulton

Dean of Library and Information Services, Lock Haven University

Irene M.H. Herold

Director

&

Kathleen Halverson

Assistant Director and Head of Public Services
Mason Library, Keene State College

Susan M. Campbell

Library Director, York College of Pennsylvania

Attend again!
Learn more about the November 15 webcast at
www.ala.org/acrl/cls/



Our Speakers

Kathryn J. Deiss is the Content Strategist for ACRL in Chicago. She scans the research library world for trends and best practices, acquires content to publish, and provides organizational consulting services to institutions. She designs and provides training and facilitation for libraries, national associations, consortia, and museums in the United States and beyond. Kathryn has written and presented extensively on the subjects of leadership, innovation, coaching and mentoring, planning, organizational learning, and organizational culture. Kathryn received her B.A. in Sociology from Trinity University (San Antonio, Texas) and her MLS from The University at Albany.

Tara Lynn Fulton is Library Dean and Associate Provost at Lock Haven University. She teaches a graduate class on leadership in higher education at Penn State. Her more than 25 years in academic libraries started in research institutions and later moved to smaller campuses where she sought administrative responsibilities. She served on the CLS Executive Committee of for a number of years and admires its professional development programs. She agrees with Edgar Schein, MIT Professor of Management, that, "[Leadership creates and changes cultures.](#)"

Irene M. Herold has worked in private and public college libraries across the United States. She has taken advantage of ACRL/CLS sponsored leadership initiatives such as the New Directors Program and the ACRL/Harvard Leadership Institute. As Library Director at Keene State College's Mason Library, she has put theory into practice. Irene ascribes to Lao Tzu's philosophy that, "[The best leader is one whose existence is barely known. Then, when the work is done, the people can say, 'We did this ourselves.'](#)"

Kathleen Halverson has over 28 years of library experience in a variety of settings including public, special, and school libraries. Now Assistant Director and Head of Public Services at Mason Library, Keene State College, she is a long-time member of ALA and is also active in ACRL. As a manager and team leader, she keeps in mind Dwight Eisenhower's words, "[Leadership is the art of getting someone else to do something you want done because he wants to do it.](#)"

Susan Campbell is Library Director at York College of Pennsylvania. Previously she was Science Librarian at Colgate University and Urban Documents Librarian at the University of Florida. Active in ACRL, CLS, the Pennsylvania Library Association, and PALCI, her expertise includes academic library buildings, information literacy, and mentoring. When considering change, she is mindful of Charles Darwin's counsel, "[It is not the strongest of the species that survive, nor the most intelligent, but the most responsive to change.](#)"

Reading Suggestions from Our Speakers

Brabandere, Luc de. *The Forgotten Half of Change: Achieving Greater Creativity through Changes in Perception*. New York: Kaplan Business, 2005.

Bridges, William. *Managing Transitions: Making the Most of Change*. Cambridge, MA: Perseus, 2003.

Green, Madeleine. "Not for Wimps or Cowards: Leadership in the Post-Heroic Age." *Educational Record* 75.3 (1994): 55-60.

Johansson, Frans. *The Medici Effect: What Elephants and Epidemics Can Teach Us About Innovation*. Boston: Harvard Business School Press, 2006.

Kanter, Rosabeth Moss. "The Enduring Skills of Change Leaders." *On Leading Change: A Leader to Leader Guide*. Ed. Frances Hesselbein and Rob Johnston. San Francisco: Jossey-Bass, 2002. 47-60.

Kezar, Adrianna J. *Understanding and Facilitating Organizational Change in the 21st Century: Recent Research and Conceptualizations*. San Francisco: Jossey-Bass, 2001.

Kotter, John P. *Leading Change*. Boston: Harvard Business School Press, 1996.

Schein, Edgar H. *Organizational Culture and Leadership*. 3rd ed. San Francisco: Jossey-Bass, 2004.

Sweeney, Richard T. "Leadership in the Post-Hierarchical Library." *Library Trends* 43.1 (1994): 62-95.

Information about today's presentations is available at

<http://www.ala.org/ala/acrl/aboutacrl/acrlsections/collegelibraries/collconferences/>

<http://kathryndeiss.pbwiki.com>