

**American Library Association  
Committee Information Update  
Report from Annual Conference 2016**

**Name of Committee:** Training, Orientation, and Leadership Development

**Committee Chair:** Kim Copenhaver

**Members Present:** Kim Copenhaver (Chair), Peggy Danhof, Libby Holtmann, Robin Wood, Joe Filapek (Intern), and Lorelle Swader (Staff Liaison)

**Members Absent:** Amelia Maclay Anderson, Brooke Ballard, Sarah Dentan, Jennifer Dinalo, Deana Greenfield, Jeff Lambert, Manya Shorr, Gary White, Kimberly Rose Trinh-Sy (Intern) and Loida Garcia-Febo (ALA Executive Staff Liaison)

**Guests:** Vanessa Ames

**Accomplishments**

- The Committee met Friday, June 24, 2016 in Orlando, Florida at the 2016 ALA Annual Conference.
- The Committee hosted the Strategic Leadership Meeting for incoming ALA Council/Committee Chairs on Friday, June 24, 2016.
- The Committee updated the ALA Council/Committee Intern Program website (<http://www.ala.org/groups/committee-resources/ala-and-council-committee-intern-program>) to increase clarity regarding the application process and illuminate the expectations and opportunities associated with the role of ALA Council/Committee Intern.

**Planned Activities**

- Host an orientation webinar for ALA Council/Committee Interns in September 2016.
- Disseminate timely communication messages to ALA Committee/Council Interns and Chairs to facilitate communication and involvement via ALA Connect and Committee listservs.
- Coordinate an inventory of leadership development and mentoring resources provided by divisions, round tables, chapters and sections of ALA and update current member leader resources to identify and increase exposure of additional training opportunities available within the organization.
- Develop programming reflective of the organization's focus on diversity and the committee's charge to serve as the training clearinghouse for member leaders.
- Review the current ALA Committee/Council Intern program and draft recommendations for improvement including exploration of the following:
  - Re-branding/marketing of the Internship program.
  - Review and propose revisions to the intern selection process. Require a "Letter of Commitment" from each intern selected and explore the feasibility of offering a travel stipend to support intern participation in midwinter and annual meetings.
  - Identify and expose "Leadership Ladders" within the organization.
  - Create a "Pipeline to Service" infographic to market the program.

- Engage in a “Where are they now?” campaign to identify intern success stories and elicit the support of past interns to promote the intern program.
- Create stronger ties to the Emerging Leader and Spectrum Scholar programs to recruit future interns.
- Plan to host the second Midwinter Leadership Development Program to support leadership across the divisions, chapters and roundtables of ALA in at the ALA Midwinter Meetings in Atlanta, GA; January 2017. The program, “*We’ve Got to Stop Meeting Like This...Making Meetings Work*” will feature guest speaker, Eli Mina.
- Plan to host the Strategic Leadership Meeting for Committee/Council Chairs at the ALA Annual Conference in Chicago; June 2017.
- Conduct mid-conference committee meetings to facilitate planning and goal achievement.

#### **Issues that affect the committee’s work and their implications for the future**

- None identified at this time

#### **Interactions with other units within ALA**

- Communication with the divisions, round tables, chapters and sections of ALA continues to facilitate awareness of member leader resources and leadership development programming.

#### **Current level of committee members’ involvement**

- Members participated via email and ALA Connect between the Midwinter and Annual conferences to carry out the committee charge.

#### **Committee self-check on its value and viability**

- The committee continues to fulfill its charge: to plan and coordinate training, orientation, and leadership development for member leaders at all levels across the association; to inventory training and orientation modules in divisions, round tables, and other association groups; and to coordinate the ALA committee internship training program.