Leadership Development Committee 2012-13 Annual Report

The 2012-13 committee members were Dwight King, Chair; Jennifer Murray, Vice Chair; Susan Lewis, Board Liaison; Celeste Smith, Staff Liaison; Michele Finerty, Elizabeth Farrell, Ann Fessenden, April Schwartz, and Carissa Vogel.

Major accomplishments included the following:

By sending monthly reminders and recommended readings from September through December, the Committee encouraged those involved in the 2011-12 Leadership Academy Mentoring Program to maintain informal, monthly leadership discussions.

To fulfill the Committee’s charge to “promote and support growth of leadership development programs and activities,” Committee members submitted four programs for the Seattle Annual Meeting. Two were accepted: “Social Media and Your Library: Strategies to Lead the Way;” and “Motivating Staff—What Works and What Doesn’t?”

The Committee has two major initiatives, the Leadership Academy and the Emerging Leader Award. To promote the next Leadership Academy, Dwight asked 2011 Leadership Academy Fellows Meg Butler and Trina Holloway to write an article for AALL Spectrum on their experiences at the 2011 Leadership Academy. Their article was the cover story for the February 2013 issue.

While planning for the next Academy, the Committee began to question the need for a selection process. Why restrict training to a select few? Also, the number of applications to recent Academies has declined. In January, the Committee voted to eliminate the selection process for the 2014 Leadership Academy and adopt a first-come/first-served registration process instead. After receiving an information item on the Committee’s vote, however, the Board decided to weigh in on the matter. At its April meeting, the Board refused to ratify the Committee’s vote; instead, it expressed strong feelings that Academy membership should remain selective. Because applications have decreased over the years, Jennifer, the incoming chair, intends to explore ways to make the 2014 Academy more attractive.

In April, the Emerging Leader Award selection committee reviewed fifteen nominations and presented the 2013 award to Jason Eiseman. The Committee received nineteen nominations for the award in 2010; seven in 2011; and eight in 2012. It was good to see an increase this year.

The Committee sponsors one webinar each year. For 2013, it offered “How to Work through Difficult Transitions,” in which three library directors --- Pauline Aranas, Filippa Anzalone, and Faye Jones --- discussed the challenges change has brought to law libraries. Michele Finerty moderated; and the webinar netted 74 registrants.

To further its charge to find “other methods . . . to develop potential leaders,” the Committee created “For the Leader in You” --- a monthly newsletter containing leadership articles (from non-law library sources) for the membership. Carissa spearheaded the project, creating the first seven issues. Each issue, distributed in the monthly AALL E-Newsletter, contains three short articles on a monthly leadership theme accompanied by two or three suggestions for further
reading or training. The first issue, on Transformational Leadership, was sent in March. Other topics included: Creativity, Failure, Dealing with Difficult Colleagues, and Workplace Ethics.

Finally, to spruce up the Committee table in the Seattle Exhibit hall, Jennifer designed bookmarks and Dwight’s assistant designed signs.

Respectfully submitted,

Dwight King, Chair