1. The Committee firmly believes that a permanent Leadership Development Committee should be created by the Board. The charge to the Committee would be overseeing the annual leadership program, responding to financial realities as they appear. The scope of activities will focus on identifying and fostering leadership abilities in the individual law librarian that can be applied in any work, community, or professional association setting. An annual Academy is ideal, for many reasons. If an Academy should become fiscally impossible, the Committee should look for other ways of presenting the same kinds of information and training. In addition, the Committee will recruit and assign Mentors from the Association’s leadership cadre, who will be given monthly assignments to stimulate thinking and discussion with their Fellows. Webinars should be planned, and articles prepared for appropriate publication on both the Program and general leadership challenges. A reception or similar gathering should be planned to be held at the Annual Meeting, so that Leadership Fellows and Mentors may meet each other and the Board. Additionally, the Committee will respond to other special assignments that the Board might assign it in the course of the year. The Committee should be composed of a chair and 6 members. Ideally, there should be at least member who has gone through the Academy experience.

2. The Committee has been charged by the Board with providing recommendations for introducing newer members to leadership opportunities in AALL and to highlight existing and new avenues for involvement. Following are some ideas:

   A. Look to the GenX/GenY Caucus for committee and special appointments. Also review any reports and discussions they have had.

   B. Immediately announce a contest for the best activity or project that would benefit the profession and further the mission of AALL. Ask applicants to provide information on what the project would be, and how it would further AALL’s goal of developing leaders. Fund the top three projects (setting a maximum amount in advance). Provide free registration to AALL Annual Meetings for 2 years to the top project. Appoint the person promoting the project as chair, and assign him/her a taskforce. Also assign the Chair a Mentor. The purpose of this exercise is to encourage the generation of ideas, and allow people to run with their ideas to see if they will work.

   C. The Committee does not think that the concept of shadowing would work in a virtual setting. It also does not believe that any benefit would come to a new member attending Board meetings.

   D. Create a listserv of new members, those who have been in the profession for less than 10 years, and those who have graduated from AALL’s Leadership Program. Get in the habit of routinely asking the
list for ideas and advice. More importantly, routinely ask the list what AALL can do for its members who feel frustrated or challenged.

E. Institutionalize the tapping of the Rising Stars database, and make certain that all Board members and candidates for AALL office are aware of it before they make appointments.

Respectfully submitted,

Judy Meadows
Chair
Budget Request: If $2500 were allocated to the Leadership Committee, it would pay for the Fellows ribbons for their name badges at the Annual Meeting, as well as a modest reception for the Fellows and their Mentors.

The expense of a Leadership Academy should be reviewed each year.
LEADERSHIP DEVELOPMENT COMMITTEE

**TYPE:** Process Committee

**PURPOSE:** To support the leadership development needs of members in accordance with the AALL Strategic Directions goal that Law librarians will be recognized and valued as the foremost leaders and experts in legal information, research, and technology.

**CHARGE:** To achieve this purpose, the Leadership Development Committee will:

- Promote and support growth of leadership development programs and activities
- Explore new leadership trends and best practices to create leading edge learning opportunities
- Leverage new technologies to expand delivery of leadership training
- Work with AALL Continuing Professional Education committee and other AALL entities as appropriate to identify leadership training development needs
- Explore and review policies, practices, and funding mechanisms used by other organizations to train new leaders
- Support identification and tracking of potential leaders
- Continue development of AALL leadership academy program (including mentor assignment)
- Develop other methods that might be used to mentor and develop potential leaders
- Study costs and pursue ways to provide quality, affordable leadership programming for members

**TENURE:** Membership on the Committee shall normally be for two (2) years, except that the Vice Chair and Chair will each serve three (3) years. The returning member selected as Vice Chair at the end of the first year shall serve in that capacity in the second year, and become the Chair of the committee for an additional third year.

**SIZE:** The Committee shall normally consist of a Chair, a Vice Chair, five (5) members, and a non-voting Executive Board liaison. The AALL Director of Education will serve as the Staff Liaison.

**STRATEGIC DIRECTIONS COMPLIANCE:**

Goal I: Leadership
Goal II: Education

**RELATIONSHIP TO OTHER COMMITTEES/STRUCTURES:** The Leadership Development Committee will work collaboratively with other AALL committees, SIS’s, chapters, and other entities to provide leadership development opportunities. The chair of the Leadership Development Committee serves as an ex-officio member of the Continuing Professional Education Committee, and the chair of the Continuing Professional Education Committee serves as an ex-officio member of the Leadership Development Committee. The Director of Education will act as a bridge to the efforts and initiatives of both committees.