Leadership Development Committee 2015-16 Annual Report

The 2015-16 committee members were Joanne Kiley, Chair; Patrick Butler, Vice Chair; Gail Warren, Board Liaison; Celeste Smith, Staff Liaison; Valerie Aggerbeck, Jen Ash, Becka Rich, Merle Slyoff, and Jean Willis.

The AALL Leadership Development Committee completed several projects for the 2015 to 2016 committee year. Projects were managed through monthly conference calls and via email between calls. Minutes for the conference calls are located on the committee’s community page.

In advance of the 2016 AALL Leadership Academy, the Committee promoted the Academy in local chapters and SIS. The Committee received 61 applicants for the 45 Academy slots. The Academy expanded from 30 Fellows in past years to 45 in 2016. The Leadership Academy subcommittee of Joanne Kiley, Patrick Butler and Valerie Aggerbeck reviewed all applications and strove to select a diverse group of Fellows for the Academy held in April 2016. We have invited Academy Fellows to participate in a Coffee Talk on communicating like a leader at the annual conference this summer.

Most of the LDC committee recruited potential mentors and matched them to Academy Fellows. The Leadership Academy Mentoring Program launched in April 2016 through monthly leadership discussions facilitated on AALL My Communities. Becka Rich writes discussion topics and questions to promote discussions between mentors and mentees. Academy Fellows continue to share their rich discussions on the Leadership Academy Community page.

To fulfill the Committee’s charge to “promote and support growth of leadership development programs and activities,” various members of the committee worked together to submit two program proposals for the 2016 conference, although neither was selected.

To fulfill the committee charge to find “other methods . . . to develop potential leaders,” the Committee, through the work of Jen Ash and Becka Rich, continued to offer the “For the Leader in You” column distributed in the monthly AALL E-Newsletter. Each column contains links to three short articles on a monthly leadership theme accompanied by two or three suggestions for further reading. The Committee has saved the collection of all past “For the Leader in You” columns on the Leadership Development Committee Community page.

The Committee also developed and sponsored a webinar. In May 2016, the Committee offered “Creating Non-Traditional Leadership Opportunities for Professional Growth and Institutional Excellence.” Dr. Julie Todaro, Dean of Library Services at Austin Community College, led the webinar. Dr. Todaro addressed fostering and developing leadership in all library types regardless of the management level of the library professionals. Valerie Aggerbeck moderated the webinar. Valerie and Celeste Smith expertly managed the unique challenge of a fire alarm during the webinar.

In 2015, the Leadership Development Committee had the responsibilities of the mentor match program added to the committee’s charge. The mentor match program had previously been under the charge of the Membership Development Committee.
Committee assessed necessary adjustments and needs for the program. Joanne Kiley and Patrick Butler also communicated with Susanne Graham, former chair of the Membership Development Committee, to learn more about what had and had not worked. The Committee looked into developing a separate community page and researched other association mentoring pages. The committee also decided, based on other association mentor programs, a more curated matching process better suited the AALL membership. Jean Willis compiled and collected a suggested improvements and process document, a mentor guidelines document, a mentee guidelines document and an icebreakers/conversation starter document. All documents were approved by the full committee. In 2016-2017 term, Patrick Butler will focus the committee to develop and deploy the mentor match program for AALL in 2016.

Respectfully submitted,

Joanne C. Kiley, Chair