

CELEBRATING 10 YEARS OF THE ARL LEADERSHIP & CAREER DEVELOPMENT PROGRAM

Association of Research Libraries
153rd Membership Meeting
October 15, 2008
Ritz-Carlton, Pentagon City
Arlington, Virginia

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ARL

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PROGRAM OF EVENTS

Wednesday October 15, 2008
Ritz-Carlton, Pentagon City
Arlington, Virginia

3:30 p.m.-5:30 p.m.
Salon III

Welcome and Introductions

Marianne Gaunt, ARL President
Vice President for Information Services and University Librarian
Rutgers University

Keynote Program

Diversity in Higher Education & Research Institutions

Convener:

Sarah Michalak
University Librarian and Associate Provost
University of North Carolina at Chapel Hill

Bernadette Gray-Little
Executive Vice Chancellor & Provost and Professor of Psychology
University of North Carolina at Chapel Hill (UNC-CH)



*Bernadette
Gray-Little*

Dr. Gray-Little previously served at UNC-CH as Dean of the College of Arts and Sciences (2004-06), Executive Associate Provost (2001-04), Senior Associate Dean for Undergraduate Education for the College of Arts and Sciences (1999-2001), and Chair of the Psychology Department (1993-98). Her research interests include the influence of ethnic/racial membership on psychological diagnosis and treatment, the social determinants of self-esteem in children and adolescents of varied ethnic groups, and the association of relationship satisfaction to decision-making strategies in intimate relationships.

ARL's Leadership & Career Development Program: An Assessment of 10 Years of Experience

Moderator:

Karin Trainer, Chair, ARL Diversity Initiatives Working Group
University Librarian
Princeton University

Panelists:

Aisha Harvey, LCDP Fellow
Collection Development/Reference Librarian
Duke University

Nancy Baker
University Librarian
University of Iowa

Jeffrey Trzeciak
University Librarian
McMaster University

Jeannie An, LCDP Fellow
Library Director, Innis (Business) Library
McMaster University

Anthony D. Smith, LCDP Fellow
Director of Digital Initiatives, Resources, and Services
University of Miami

6:00 p.m.-7:30 p.m.
Salon III

Reception Celebrating 10 Years of the Leadership & Career Development Program

Additional LCDP Fellows Attending the Celebration:

Liz Burnette
Head of Acquisitions
North Carolina State University

Vicki Coleman
Associate University Librarian
Arizona State University

Karen E. Downing
Foundation and Grants Librarian
University of Michigan

Jerome Conley
Coordinating Head of Special Libraries and Interim Assistant Dean
Miami University, Ohio

La Ventra Ellis-Danquah
Public Services Librarian and Community Instructor, Shiffman Medical Library
Wayne State University

Corey Murata
Business Computer-based Services and Economics Librarian, Foster Business Library
University of Washington

Neville Prendergast
Associate Director of Health Information Resources, Becker Medical Library
Washington University in St. Louis School of Medicine

Allison Sutton
Assistant Professor of Library Administration and Psychology & Social Work Librarian
University of Illinois at Urbana-Champaign

Denise Stephens
Vice Provost for Information Services and Chief Information Officer
University of Kansas

OVERVIEW OF THE LCDP

The ARL Leadership & Career Development Program (LCDP) is an 18-month program that prepares mid-career librarians from underrepresented racial and ethnic groups to take on increasingly demanding leadership roles in ARL libraries. ARL sponsors the LCDP to address the needs of research libraries for a more diverse professional workforce that can contribute to library success in serving increasingly diverse scholarly and learning communities.

ARL launched the LCDP in 1997, when minorities accounted for 6% of directors, 8% of all managerial positions, and 11% of professional positions in US ARL university libraries. Over the course of five LCDP offerings, 100 librarians have completed the program and many of them have been promoted within their libraries or have taken new positions with significantly expanded responsibility. There is still progress to be made, however—minorities on staff in US ARL university libraries currently make up 5% of directors, 9% of all managerial positions, and 14% of professional positions.

The LCDP design includes: two LCDP Institutes, an opening and closing event held in conjunction with national professional meetings, a career-coaching relationship with an ARL library director or staff member, and a personalized visit to an ARL member library. Through contacts with experts and research library leaders, the LCDP program elements allow participants to explore the strategic issues faced by research libraries, leadership roles within research libraries, and career development options and opportunities.

To increase the number of participants able to be accepted into each LCDP class, and to provide the opportunity for more involvement in this strategic activity, ARL and the Medical Library Association (MLA) entered into a formal partnership in 2004 whereby MLA provides direct involvement of MLA staff and member leaders. The Medical Library Association, with funding from the National Library of Medicine, provided funding for a scholarship to support a medical librarian in the 2004–05 and 2007–08 LCDP classes.

To learn more about future offerings of the LCDP, visit the program's Web site <http://www.arl.org/diversity/lcdp/>.



*Jerome Offord Jr.
Director, Diversity Initiatives*

CURRENT LCDP FELLOWS (2007-08)

Fellows attending the 153rd ARL Membership Meeting are indicated with an asterisk (*).



* **Jeannie An** anjean@mcmaster.ca
Library Director, Innis (Business) Library, McMaster University
“Developing a Core Competencies Model for 21st-Century Librarians at McMaster University Library”
Mentor: Carla Stoffle, University of Arizona

Jeannie manages library services and operations to support the teaching, learning, and research activities of the business faculty at McMaster University. In particular, she has been working closely with faculty to develop the information literacy skills of students. Jeannie’s research project demonstrates the process of creating a set of core competencies and how they will be used in the future for library-wide assessment and development. It is expected that these competencies will become one of the components for recruitment and retention of librarians at McMaster University.



Deepa Banerjee dbaner@u.washington.edu
South Asian Studies Librarian, University of Washington
“South Asian Librarianship: Current Challenges and Future Trends”
Mentor: Karin Trainer, Princeton University

Deepa’s current responsibilities include managing all the operations of the South Asian Studies area, which includes acquisitions, collection development, reference and research services, and instruction sessions/ user education. She is also a general reference and research librarian and maintains liaison with the Reference Division. Deepa’s research project explores the current challenges and future trends of South Asian librarianship.



Hong Cheng chengh@library.ucla.edu
Chinese Studies Librarian, University of California, Los Angeles
“Global Scholarly Communication”
Mentor: Jim Cogswell, University of Missouri–Columbia

Hong’s current responsibilities include collection development, reference service, information literacy planning and library instruction, cataloging, Web development, supervision, and outreach programs. Since he began the LCDP, he was promoted from associate librarian to librarian. Hong’s research project uses surveys and interviews to investigate emerging issues in global scholarly communication, focusing on communication between the US and China as an example.



Tabzeera Dosu tabzeera.dosu@csus.edu
Dean, University Library, California State University, Sacramento
“Pathways to Creating Viable and Sustainable Scholarly
Communication Business Models and the Future Roles of Research
Libraries”
Mentor: Joyce Thornton, Texas A&M University

Tabzeera was Director of Financial Services and Business Operations at the University of Virginia when she began the LCDP. In December 2007, she was appointed Dean of the University Library at California State University, Sacramento. Tabzeera’s research project surveys the existing scholarly publishing business models. She constructs a rubric for determining if a specific business model has the potential for viability and sustainability in future scholarly publishing.



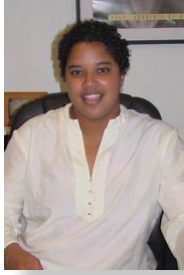
Inas El-Sayed elsayed@lincolnu.edu
Information Technology Librarian and Head of Technical Services,
Lincoln University
“Managing Access to Digital Images: Survey of Lincoln University
Alumni”
Mentor: Paul Soderdahl, University of Iowa

Inas’s responsibilities are diverse because Lincoln University Library has a relatively small staff. Inas’s research project surveys Lincoln University alumni to learn their opinions of a grant-funded project that enabled the library to digitize a portion of the university’s yearbook collection. The survey discovers what percentage of alumni would be willing to fund digitization of additional items for the yearbook collection.



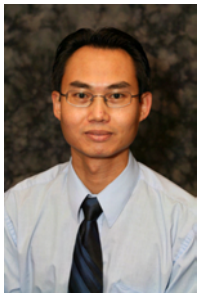
Sharon Epps sepps@umd.edu
Head of Access Services, University of Maryland
“How Does Organizational Structure Impact the Provision of
Public Services?”
Mentor: Julia Zimmerman, Ohio University / Florida State
University

Sharon is Head of Access Services at the University of Maryland Libraries. Sharon’s research project investigates the roles played by organizational design—focusing on team-based vs. traditional environments—in either expediting or delaying the delivery of a Library Commons to students. The study also helps identify the internal and external forces that affect the development and delivery of these services.



* **Aisha Harvey** aisha.harvey@duke.edu
Collection Development Librarian, Duke University
“The Use of Wikipedia in Libraries: Research in an Era of
Decentralized Authority”
Mentor: Barbara Dewey, University of Tennessee

Aisha compiles ARL statistics for Duke University Libraries, conducts collections assessments, orients new subject librarians, manages approval plans, and compiles collection budget data. She also serves as the library science subject librarian. Aisha’s research project utilizes a national survey to investigate how librarians and libraries are using Wikipedia in their work. In addition to quantitative data about levels and types of Wikipedia use, qualitative data regarding librarian perceptions of credibility and appropriate educational uses are also analyzed.



Adrian Ho akho@mail.uh.edu
Collections Coordinator, University of Houston
“Collaborations between University Libraries and University
Presses”
Mentor: Jim Neal, Columbia University

Adrian’s current responsibilities include providing collection development support to subject librarians, collaborating with colleagues for marketing and user liaison activities, and raising awareness of scholarly communication issues. He also serves as a subject librarian, provides course-specific instruction, and works at the reference desk. Adrian’s research project uses interviews to study collaborative working relationships between research libraries and university presses in the dissemination of scholarly information.



Shannon D. Jones sdjones@vcu.edu
Head, Outreach Services, Virginia Commonwealth University
“What Does Outreach Mean in an Increasingly Digital Environment
at an Academic Health Sciences Library?”
Mentor: Bill Walker, University of Miami

Shannon collaborates with campus departments to develop library instruction and outreach programs to support the education, research, and patient care missions of programs on the Medical College of Virginia campus. Her interests include consumer health and outreach services—especially to underserved populations—and cultural competencies for library staff. Shannon’s research project evaluated VCU Libraries’ outreach to users and developed a suite of educational and outreach activities to build relationships with users as well as raise awareness about library resources, collections, and services.



Carmelita Pickett cpickett@lib-gw.tamu.edu
Head of Collection Development Operations, Texas A&M University
“Black Studies Periodicals and Their Coverage in Thomson Scientific’s Journal Citation Reports Social Sciences Edition”
Mentor: Bonnie MacEwan, Auburn University

Carmelita was the African American Studies / Research Archivist at Emory University when she began the LCDP in 2007. Now she is Head of Collection Development Operations at Texas A&M University. Carmelita’s research project advocates for the inclusion of more black studies journals—currently there are only two—in the Journal Citation Reports Social Sciences Edition, along with a separate subject heading.



Joanne Rich jrich@u.washington.edu
Information Management Librarian, University of Washington
“Contributions of Librarians: Focus Group Interviews of Masters-Level Nursing Students at the University of Washington”
Mentor: Nancy Seamans, University of Iowa

Joanne’s primary responsibilities include information literacy instruction, individual consultation and public reference, project collaborations, and interprofessional research. Other responsibilities include library Web site editing and EndNote instruction. Her research interests include health literacy, evaluation of impact and outcomes of librarians, and faculty and student perceptions of librarians. Joanne’s research project uses focus-group interviews with nursing students to clarify how librarians are valued in academic health sciences institutions.



Michele Saunders saundersm@u.library.arizona.edu
Information Systems Librarian, University of Arizona
“From Web Site to Web Presence: Patterns in the Construction of the Academic Library Web Presence”
Mentor: Nancy Baker, University of Iowa

Michele’s work includes Web development, conducting usability assessments, coordinating environmental scanning of the digital environment, and exploring the intersection of museum, archival, and library information. Her research interests include digital libraries, information architecture, usability, portals, and issues of diversity and workplace equity. Michele’s research project examines patterns in how academic libraries are constructing their presence on the Web and how understanding these patterns can help chart future directions.



* **Anthony D. Smith** a.smith3@miami.edu
Director of Digital Initiatives, Services, and Resources, University of Miami
“In Pursuit of Tenure: An Observation of Publishing Expectations in the Academy”
Mentor: Charles Lowry, University of Maryland / ARL

Anthony was the Digital Library Center Coordinator at the University of Tennessee when he started the LCDP in 2007, but has since moved to the University of Miami Libraries. He provides leadership in the development and expansion of digital technologies and services to support research, teaching, and learning. Anthony’s research project looks at the publishing expectations that are communicated to new tenure-track faculty by senior faculty in college and universities across the US.



Plato L. Smith II psmithii@mailier.fsu.edu
Head, Digital Library Center, Florida State University
“Where IR You? Using ‘Open Access’ to Extend the Reach and Richness of Faculty Research within a University”
Mentor: Hannelore Rader, University of Louisville

Plato manages and builds digital collections, including electronic theses and dissertations (ETD); administers digital production services; manages FSU Libraries’ institutional repository (IR); and influences faculty contributions to the IR. Since beginning the LCDP in 2007, he has been promoted from Assistant University Librarian to Associate University Librarian. Plato’s research project aims to clarify the relationship between researcher, digital librarian, and cataloger supporting collection building in IRs. He has published the results of his research project in *OCLC Systems & Services* 24, no. 3 (2008).



* **Allison Sutton** asutton@uiuc.edu
Psychology & Social Work Subject Specialist, University of Illinois at Urbana-Champaign
“Archival and Gray Literature Use Patterns in Library and Information Science Dissertations with a Focus on the African American Experience (1940-2006)”
Mentor: Alice Prochaska, Yale University

Allison’s responsibilities include comprehensive collection management activities, reference assistance, group instruction, and individual research consultations. For her research project, Allison analyzes citations in library and information science dissertations written between 1940 and 2006, targeting scholars who have researched an aspect of the African American experience.



Carlette Washington-Hoagland carlette-w-hoagland@uiowa.edu
Coordinator of Assessment and Staff Development, University of Iowa

“Identifying the Key Factors That Impede Faculty-Librarian Collaboration”

Mentor: Vicki Williamson, University of Saskatchewan

Carlette is responsible for the development, implementation, and evaluation of the libraries’ staff development program and statistical assessment projects. Carlette’s research question is: What are the key factors that impede faculty-librarian collaboration? The library literature points out that increased faculty respect of librarians is not a natural outcome of acquiring academic status or changing one’s title to “Teaching Librarian.” On the contrary, the key may be for librarians to conduct scientific research and publish in peer-reviewed journals and to engage in this process with faculty.



Angela E. Weaver aw6@u.washington.edu
Head, Drama Library, and Public Services Coordinator, Special Collections, University of Washington

“Investigating Compression among Librarian Salaries at the University of Washington”

Mentor: Carol Mandel, New York University

Angela has served as Head of the Drama Library at the University of Washington (UW) since 2004. Since beginning the LCDP in 2007, she has taken on additional responsibilities as Public Services Coordinator for Special Collections. Angela’s research project investigates possible compression in librarian salaries at UW using four methods: two different regression analysis techniques, comparison ratios, and a method developed by faculty members at UW.



Elaine L. Westbrook ewestbrooks2@unl.edu
Associate Dean of Libraries, University of Nebraska–Lincoln

“Data Curation and Metadata Management: Problem and Promise”

Mentor: Jim Mullins, Purdue University

Elaine was Head of Metadata Services at Cornell University when she began the LCDP in 2007. In the summer of 2008 she moved to the University of Nebraska–Lincoln, where she is Associate Dean of Libraries with responsibilities in Assessment, Technical Services, Reference and Instruction Services, as well as Access and Branch Services. Elaine’s research project introduces one of Cornell University Library’s collaborative efforts curating 2003 Northeast blackout data. The project aims to make the blackout data accessible for innovative cross-disciplinary research.



Robert Wolfe rwolfe@mit.edu

Head, Metadata Services Unit, Massachusetts Institute of Technology

“Everyone Is Cataloging: Leveraging the Tagging Behavior of Users to Increase the Value of Library Information Services”

Mentor: Karin Trainer, Princeton University

Robert currently runs the Metadata Services Unit in the MIT Libraries, a cost-recovery consultancy that offers information organization services—including information architecture, metadata systems design, and project management—to the education community. Robert’s research project investigates whether there is a tagging system that libraries should provide to their users and what this system might look like.



Li Zhang liz570@mail.usask.ca

Information Services Librarian, University of Saskatchewan

“Developing a Systematic Patent Search Training Program”

Mentor: Karin Trainer, Princeton University

Li’s main responsibilities include reference and research services, user education, and collection development. She is the liaison librarian for the departments of Computer Science and of Physics and Engineering Physics. She is also responsible for prior art patent searching for the university’s inventions. Li’s research project uses bibliometric techniques to develop a systematic training program for researchers by analyzing patents held by the university.

PAST LCDP FELLOWS

Fellows attending the 153rd ARL Membership Meeting are indicated with an asterisk ().*

Intentional Visionaries (2003-04)

LCDP Fellows

Buenaventura "Ven" Basco

Wanda Brown

* Elizabeth Burnette

Portia Diaz-Martin

* La Ventra Ellis-Danquah

Annie Marie Ford

Lorrita Ford

Lora Gault

Cindy Gruwell

Alysse Jordan

Alice Kawakami

Mireille-Paule Kotoklo

Gregory Lewis

Tammy Mays

Ophelia Morey

Elaina Norlin

Akilah Nosakhere

Carol Nurse

Verónica Reyes

Edward Sanchez

Linda Whang

Martha Yancey

Mentors

William Gosling, University of Michigan

Susan Nutter, North Carolina State University

Althea Jenkins, Florida State University

Hannelore Rader, University of Louisville

Terrance Burton, University of Wisconsin

Joan Giesecke, University of Nebraska-Lincoln

Carla Stoffle, University of Arizona

Shirley Baker, Washington University in St. Louis

Janet B. Stith, Univ. of Kentucky Medical Library

Sarah Thomas, Cornell University

Sarah Pritchard, Univ. of California, Santa Barbara

Nancy Baker, University of Iowa Libraries

Peter Graham, Syracuse University

Stella Bentley, University of Kansas

Dorothy Jobe, Baptist Health System

Betsy Wilson, University of Washington

Barbara Dewey, University of Tennessee

Nancy Baker, University of Iowa Libraries

Deborah Carver, University of Oregon

Paul Willis, University of South Carolina

Ernie Ingles, University of Alberta

Julia Zimmerman, Ohio University

New Century (2001-02)

LCDP Fellows

José A. Aguiñaga
Tracy Y. Allen
Consuella Askew Waller
Ellis B. Beteck
La Nina M. Clayton
Raquel V. Cogell
Gisele Ira Glover
Anita H. Grant
Jacqueline Johnson
Jiun-Huei Kuo
Angela S. W. Lee
Ibironke O. Lawal
Vanessa D. Middleton
Sharon D. Horne Morris
Veronda J. Pitchford
Susana Tejada
Judy Tsou
Deborah Turner
Susan A. Vega Garcia
Barbara Williams

Mentors

Margo Crist, University of Massachusetts Amherst
Barbara von Wahlder, University at Buffalo, SUNY
Joan Giesecke, University of Nebraska-Lincoln
Nancy L. Eaton, Pennsylvania State University
Nancy E. Gwinn, Smithsonian Institution Libraries
Stella Bentley, University of Kansas
Betsy Wilson, University of Washington
Barbara Dewey, University of Tennessee
Karin Wittenborg, University of Virginia
Peter S. Graham, Syracuse University
Nancy L. Baker, University of Iowa
Paul Gherman, Vanderbilt University
Susan K. Nutter, North Carolina State University
Jerry D. Campbell, Univ. of Southern California
Sarah M. Pritchard, Univ. of Calif., Santa Barbara
Camilla Alire, University of New Mexico
Brian E. C. Schottlaender, Univ. of Calif., San Diego
Carla Stoffle, University of Arizona
Nancy L. Baker, University of Iowa
Sherrie Schmidt, Arizona State University

Millennial (1999-2000)

LCDP Fellows

Deborah Abston
Stephanie Sterling Brasley
Xiaofei Chen
* Jerome UpChurch Conley
Dell M. Davis
Joseph R. (Bob) Diaz
* Karen E. Downing
Deborah R. Hollis
Dawn Ventress Kight
Karen M. Letarte
Haipeng Li
Jian Liu
Genette McLaurin
Elena (Jeannie) Posadas Miller
* Corey Murata
Darlene Nichols
Dajin Sun
Judith A. Valdez

Mentors

Carla Stoffle, University of Arizona
Jennifer Younger, University of Notre Dame
Jack Siggins, George Washington University
James Neal, John Hopkins University
Stella Bentley, Auburn University
Kenneth Frazier, University of Wisconsin
Emily R. Mobley, Purdue University
Joan Giesecke, University of Nebraska-Lincoln
Pamela André, National Agricultural Library
Nancy L. Baker, Washington State University
Scott Bennett, Yale University
Joseph Branin, SUNY Stony Brook
Meredith Butler, SUNY Albany
Karin Trainer, Princeton University
William A. Gosling, University of Michigan
Paula T. Kaufman, University of Tennessee
Paul Kobulnicky, University of Connecticut
James F. Williams II, Univ. of Colorado at Boulder

Inaugural (1997-98)

LCDP Fellows

Maria de Jesus Ayala-Schueneman
Johnnieque Blackmon-Love
Jon E. Cawthorne
* Vicki Coleman
Patrick Jose Dawson
Tracey Hunter Hall
Glendora Johnson-Cooper
Kuang-Hwei (Janet) Lee-Smeltzer
Barbara G. Lehn
Poping Lin
Nerea A. Llamas
Thura Mack
Teresa Y. Neely
* Neville Prendergast
Gloria L. Rhodes
Juan Carlos Rodriguez
Janice Simmons-Welburn
* Denise Stephens
Elayne Walstedter
Valerie J. Wheat
Mark D. Winston

Mentors

Emily Mobley, Purdue University
Joan Giesecke, University of Nebraska-Lincoln
Paula Kaufman, University of Illinois at Urbana
Dana Rooks, University of Houston
William Gosling, University of Michigan
Shirley Leung, University of California, Irvine
Nancy Eaton, Pennsylvania State University
Jennifer Younger, University of Notre Dame
Sherrie Schmidt, Arizona State University
Miriam Drake, Georgia Institute of Technology
Joseph Branin, SUNY Stony Brook
Pamela Andre, National Agricultural Library
Scott Bennett, Yale University
Stella Bentley, Auburn University
Ann Prentice, University of Maryland
Camila Alire, Colorado State University
Carla Stoffle, University of Arizona
Susan Nutter, North Carolina State University
Nancy Baker, Washington State University
Barbara von Wahlde, SUNY at Buffalo
James Williams II, Univ. of Colorado at Boulder