

Millennial Leadership and Career Development Program Comes to a Successful Close

by DeEtta Jones, ARL Director of Diversity Initiatives

Taking affirmative measures to create diverse representation at all organizational levels often means committing not only to recruiting and retaining diverse staff, but to supporting developmental activities that enhance career opportunities. ARL strives to develop leadership skills in librarians from underrepresented racial and ethnic groups, enhancing their opportunities to compete for positions in top administrative levels of the research library community. To meet this goal, the [ARL Leadership and Career Development \(LCD\) Program](#) was launched in 1997. The success of the inaugural experience lead ARL member leaders to recognize it as a priority activity and add it to the Association's ongoing programs. The second program offering--the Millennial Program--was offered in 1999-2000. Millennial LCD Program participants, mentors, colleagues, and ARL faculty celebrated the successful completion of this year's experience at a Closing Ceremony held in conjunction with the American Library Association Annual Conference in Chicago. Program participants briefly reflected on their experiences and learning gained in each of the Program components: a mentoring relationship, a research project, and two five-day institutes.

The Leadership and Career Development Program is developing a critical mass of minority librarians with the necessary skills for upward mobility in the academic and research library community. The LCD Program content is multi-faceted, and designed to meet rigorous educational standards. It combines theory--presented by key leaders in the library and information science profession--with experiential learning opportunities, allowing for exploration of critical issues facing leaders in the research library and higher education communities. With the support of ARL member leaders as mentors, and encouragement from colleagues and administrators at their home institutions, 16 librarians of color completed the Millennial LCD Program.

ARL congratulates the Millennial LCD Program participants and extends heartfelt thanks to the committed group of mentors:

Participant: **Deborah Abston**, Reference Librarian/Subject Specialist, Arizona State University
Mentor: **Carla Stoffle**, University of Arizona

Participant: **Stephanie Sterling Brasley**, Reference/Instruction Librarian/Outreach Coordinator, University of California-Los Angeles
Mentor: **Jennifer A. Younger**, University of Notre Dame

Participant: **Xiaofei Chen**, Chinese Bibliographer and Reference Librarian, University of Michigan
Mentor: **Jack Siggins**, George Washington University

Participant: **Jerome UpChurch Conley**, Assistant to the Dean and University Librarian, Miami University
Mentor: **James G. Neal**, Johns Hopkins University

Participant: **Joseph R. Diaz**, Associate Librarian, Fine Arts/Humanities, University of Arizona
Mentor: **Kenneth Frazier**, University of Wisconsin-Madison

Participant: **Karen E. Downing**, Assistant to the Director for Cultural Diversity and Staff Development Officer, University of Michigan

Mentor: **Emily R. Mobley**, Purdue University

Participant: **Deborah R. Hollis**, Acting Head, Special Collections, University of Colorado-Boulder
Mentor: **Joan Giesecke**, University of Nebraska-Lincoln

Participant: **Dawn Ventress Kight**, Manager, Systems & Technology, Southern University-Baton Rouge
Mentor: **Pamela Andre**, National Agricultural Library

Participant: **Karen M. Letarte**, Assistant Professor and Cataloging Librarian, Southwest Missouri State University
Mentor: **Nancy Baker**, University of Iowa

Participant: **Haipeng Li**, Reference Librarian/Bibliographic Instruction Coordinator, Oberlin College Library
Mentor: **Scott Bennett**, Yale University

Participant: **Jian Liu**, Associate Reference Librarian, Indiana University
Mentor: **Joseph J. Branin**, Ohio State University

Participant: **Genette McLaurin**, Assistant Chief Librarian, New York Public Library
Mentor: **Meredith Butler**, State University of New York at Albany

Participant: **Jeannie P. Miller**, Assoc. Professor and Head, Science Engineering Services, Texas A&M University
Mentor: **Karin Trainer**, Princeton University

Participant: **Corey Murata**, Business Computer-based Services Librarian, University of Washington
Mentor: **William A. Gosling**, University of Michigan

Participant: **Darlene Nichols**, Education & Psychology Librarian, University of Michigan
Mentor: **Paula T. Kaufman**, University of Illinois at Urbana-Champaign

Participant: **Dajin Sun**, Assistant Catalog Management Librarian, Yale University
Mentor: **Paul Kobulnicky**, University of Connecticut

Participant: **Judith A. Valdez**, Head Reference Services, University of Colorado-Denver
Mentor: **James F. Williams II**, University of Colorado-Boulder

The Leadership and Career Development Program will be offered again in 2001-2002. Complete Program information and application materials will be available in February 2001 on the ARL website at <http://www.arl.org/diversity/lcdp/>.

Millennial LCD Program Participants



From left to right, front row: Stephanie Sterling Brasley, Deborah Abston, Karen M. Letarte, DeEtta Jones (ARL), Deborah R. Hollis, Jeannie P. Miller, Corey Murata, Judith A. Valdez; back row: Trish Rosseel (ARL), Bob Diaz, Dajin Sun, Darlene Nichols, Karen E. Downing, Jerome UpChurch Conley, Jian Liu, Shelley Phipps (Arizona/ARL), Dawn Ventress Kight, Genette McLaurin, Haipeng Li. Absent from photo: Xiaofei Chen.

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