

**APPENDIX THREE**  
**Professional Service and Outreach**  
*Significant Continuing Education*

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## **APPENDIX THREE**

### **Professional Service and Outreach**

#### *Significant Continuing Education*

#### **Brief Description:**

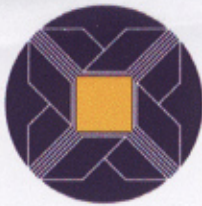
The ARL Leadership and Career Development Program is an 18-month program to prepare librarians to take on leadership roles in ARL libraries. Program design includes 3 institutes, a career-coaching relationship with an ARL library director or senior staff member, training on identifying, developing, and conducting a research project during the fellowship, online discussions and webinars related to the ARL Strategic directions, and a closing event with poster presentation. This program is application-based.

#### **My Role:**

I applied and was accepted for this program as one of 21 participants. I attended the LCDP Orientation session held during ALA Mid-Winter in Seattle, WA. I have monthly conversations with my career coach – Barbara Dewey from Penn State, have completed my research topic in addition to presenting the results of my research as a UNL Libraries Brown Bag session and plan to present research during the Penn State site visit.

#### **Significance/Impact:**

This experience will assist me in developing and integrating another perspective in my leadership studies. In addition, I believe the relationship and monthly meetings with another CIC library administrator will be valuable in my overall studies and career development.



Association of Research Libraries®  
Leadership and Career Development Program Orientation  
January 24 - 26, 2013

Agenda

Hotel 1000, 1000 First Ave., Seattle, WA 98104

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603-2232

Thursday, January 24

- |                   |   |                                  |
|-------------------|---|----------------------------------|
| 7:30 a.m.         | <b>Continental Breakfast</b>  | Level IV                         |
| 8:30 a.m.         | <b>Welcome and Introductions</b><br><i>Mark A. Puente, Director, Diversity and Leadership Programs</i><br><i>Association of Research Libraries</i>  | Parlor                           |
| 9:30 a.m.         | <b>LCDP Orientation Overview and Norms for Learning</b>   |                                  |
| 10:00 a.m.        | <b>Break</b>  |                                  |
| 10:30 a.m.        | <b>LCDP at 30 Thousand Feet</b><br><i>DeEtta Jones, Principal</i><br><i>DeEtta Jones and Associates, LLP (LCDP Consultant)</i><br><br><i>Mark A. Puente, Director, Diversity and Leadership Programs</i><br><i>Association of Research Libraries</i>  |                                  |
| 12:00 p.m.        | <b>Lunch</b>  | Level IV                         |
| 1:30 p.m.         | <b>Leadership Foundations – Your Challenge, Your Vision</b><br><i>DeEtta Jones, Principal</i><br><i>DeEtta Jones and Associates, LLP (LCDP Consultant)</i>  |                                  |
| 3:00 p.m.         | <b>Break</b>  |                                  |
| 3:30 p.m.         | <b>The Career Coaching Experience: The Director at Your Fingertips</b><br><i>Kathryn Deiss, Content Strategist</i><br><i>Association of College and Research Libraries (LCDP Consultant)</i><br><br><i>LaVerne Gray, Learning and Outreach Librarian/Assistant Professor</i><br><i>Texas A &amp; M University Libraries</i> |                                  |
| 5:00 p.m.         | <b>Break</b>  |                                  |
| 6:00 p.m.<br>6:15 | <b>Dinner with Diversity Scholars and Career Enhancement Program Fellows</b>  | 4 <sup>th</sup> Floor<br>Terrace |

Friday, January 25

- |            |   |  |
|------------|---|--|
| 7:30 a.m.  | <b>Continental Breakfast</b>  |  |
| 8:30 a.m.  | <b>Introduction to Research and Planning</b><br><i>Joan Geisecke, Special Assistant to the Chancellor, Dean Emeritus and Professor</i><br><i>University of Nebraska – Lincoln Libraries</i> |  |
| 10:00 a.m. | <b>Break</b>  |  |



- 10:30 a.m. **ARL from the Inside: A Discussion with Member Representatives**  
*Nancy Baker, University Librarian*  
*University of Iowa*
- Lorraine Haricombe, Dean – University Libraries*  
*University of Kansas*
- James Mullins, Dean of Libraries, Esther Ellis Norton Professor*  
*Purdue University*
- Sarah Pritchard, Dean of Libraries and Charles Deering McCormick University*  
*Librarian*  
*Northwestern University*
- 12:00 p.m. **Lunch**
- 1:30 p.m. **Introduction to the Leadership Practices Inventory (Kouzes and Posner)**  
*Sue Baughman, Associate Deputy Executive Director*  
*Association of Research Libraries*
- 3:00 p.m. **Break**
- 3:00-5:00 p.m. **Photos (TBD)**
- 3:30 p.m. **Creating a Developmental Plan – the LCDP in Action**  
*DeEtta Jones, Principal*  
*DeEtta Jones and Associates, LLP (LCDP Consultant)*
- 5:00 p.m. **Wrap up, Q & A, and Adjournment**

**Saturday, January 26**

- 5:30-6:30 pm **Group Photos**
- 6:30-8:30 p.m. **ARL Diversity Programs Reception**





## Association of Research Libraries® Leadership and Career Development Program Orientation Speaker Biographies



**Nancy L. Baker** has been the University Librarian at the University of Iowa since August of 2000, after nearly nine years as the Director of Libraries at Washington State University and seven years as Associate Director for Public Services at the University of Washington. Baker is also an Adjunct Faculty member of the School of Library and Information Science at the University of Iowa, and currently teaches College and University Libraries during the spring semester. She has previously taught courses in Information Policy, Management, and Program Evaluation. Baker earned her BA in English from the University of Connecticut and her MLS from the University of Michigan. She also holds an MA degree in English from Binghamton University (SUNY). She is the co-author of *A Research Guide for Undergraduate Students: English and American Literature*, published by the Modern Language Association of America, and now in its 5th edition. She has served on the Board of Directors of ARL and has been an active member of a variety of ARL committees. Over the course of her thirty-five year career, she has held progressively responsible positions at Binghamton University, Middlebury College, the University of Kentucky, and the University of Utah.



**Kathryn J. Deiss** is Content Strategist for ACRL. In this role she identifies content, authors, editors, and e-learning presenters for ACRL non-serial books and e-learning webcasts and seminars. Deiss also leads the ACRL Consulting Services program which focuses on delivering assistance to libraries embarking on planning, organizational change efforts, program review, and the application of ACRL's Standards for Libraries in Higher Education to these efforts. Areas of expertise in training are leadership development, innovation and creativity in the workplace, mentoring, organizational culture, change, and using dialogue for learning and understanding. She serves as faculty for the NLM/AASHL Leadership Fellows Program and for the University of Minnesota Leadership Institute for Early Career Librarians from Underrepresented Groups. Deiss received her BA in Sociology from Trinity University (TX) and her MLS from the University at Albany. Prior to joining ACRL, Kathryn held positions at two public libraries, the Metropolitan Museum of Art, Northwestern University, ARL and the Metropolitan Library System in Chicago.



**Joan Giesecke** is Special Assistant to the Chancellor, Professor, and Dean Emeritus, University of Nebraska-Lincoln Libraries. She joined UNL as Associate Dean in 1987 and served as Dean of Libraries from 1996 to 2012. She has held positions at George Mason University in Fairfax, Virginia; Prince George's County (Maryland) Memorial Library System; and the American Health Care Association. She received a doctorate in public administration (DPA) from George Mason University, an MLS from the University of Maryland, a master's degree in management from Central Michigan University, and a BA in economics from SUNY at Buffalo.





**James L. (Jim) Mullins**, Dean of Libraries and Esther Ellis Norton Professor of Library Science at Purdue University, has almost 40 years of library experience. He has been at Purdue since 2004, prior to that he was with MIT Libraries as associate director for administration. Earlier, he held positions at Indiana University and Villanova University. Mullins received his BA and MALS degrees from the University of Iowa and the PhD from Indiana University.

As a published authority, Mullins has influenced and helped revise the practices and standards for college and university libraries nationally and internationally through ACRL, ALA, IATUL, and the International Federation of Library Associations (IFLA).



**Mark A. Puente** is the Director of Diversity and Leadership Programs at ARL. Puente came to ARL in March 2009 and directs all aspects of the Association's diversity recruitment programs including the ARL Leadership and Career Development Program (LCDP) and the Research Library Leadership Fellows program (RLLF). In this capacity he manages three Institute of Museum and Library services-funded scholarship programs and serves as an advisor to the ClimateQUAL® diversity assessment program.

Puente has held positions at the University of Illinois at Urbana-Champaign and the University of Tennessee, Knoxville. He is a 2003 ALA Spectrum Scholar, a graduate of the Minnesota Institute for Early Career Librarians (MIECL) and the Knowledge River Program at the School of Information Resources and Library Science at the University of Arizona. Puente has a MA in Music from Stephen F. Austin State University and a BA in vocal performance from St. Mary's University in San Antonio, TX. Prior to entering the library profession, Puente was an applied voice instructor and worked in opera administration in Texas and Arkansas.



**Sarah M. Pritchard** is the Dean of Libraries and the Charles Deering McCormick University Librarian at Northwestern University. Pritchard also has oversight of the Northwestern University Press and manages shared services with the law, medical and NU-Qatar libraries. Her prior positions include University Librarian at the University of California, Santa Barbara; Director of Libraries at Smith College; associate executive director at ARL; and several positions in reference and collection development at the Library of Congress, including LC's first subject specialist in women's studies.

Pritchard received her BA degree in French and Italian with high honors from the University of Maryland, and master's degrees in French and in Library Science from the University of Wisconsin-Madison. She has held numerous offices in library professional associations and consortia, and served four terms on the council of the American Library Association. She has published over 70 articles and reviews, and is the editor of *portal: Libraries and the Academy*, from Johns Hopkins University Press. She has lectured and consulted internationally on library management, women's studies, digital systems, collection development and other professional issues.



Giesecke's research interests include accreditation, academic integrity, leadership, and management skills and she publishes extensively in these areas. In 2011, she received the American Library Association Equality Award for her work in promoting diversity in the library profession.



**LaVerne Gray** is the Learning and Outreach librarian at Texas A&M University coordinating various library outreach efforts to Undergraduate, Graduate, International student Populations at various campus events. LaVerne earned her MLIS in Library and Information Science (Dominican University 2005), MEd in Educational Psychology (Northern Illinois University 2000), and BA in Rehabilitation/Child Development at (Wilberforce University 1993). She was inspired to become a librarian from her Peace Corps Service in West Africa. She served as an Education Volunteer in Cote D'Ivoire and Girls Education and Empowerment Volunteer in Togo.

She most recently developed a Freshmen Seminar on Hip Hop Culture. In the course she uses media, digital, information literacy to facilitate student critical thinking. Gray was a 2011-2012, ARL Leadership and Career Development Fellow for which she completed the project, "Hip Hop Scholarship: A Descriptive Analysis of Dissertations 1993-2011." She previously held positions at University of Illinois at Chicago and University of Tennessee-Knoxville.




**Lorraine J. Haricombe** is Dean of the Kansas University Libraries, which serves 25,000 students and 1,300 faculty. A founding member of the Coalition of Open Access Policy Institutions, Haricombe is engaged in the profession and serves on many national and international boards. Prior to joining KU in 2006, she was dean of libraries at Bowling Green State University. She holds doctoral and master's degrees in library and information science from the University of Illinois in Urbana-Champaign.



**DeEtta Jones**, Principal, DeEtta Jones and Associates, LLC, has facilitated hundreds of workshops and been an invited speaker on diversity, leadership and management issues for audiences across the world, including China, Taiwan, New Zealand, Australia and Canada among others. She has developed and administered several national-level leadership and career development programs to recruit and promote the visibility of professionals from underrepresented backgrounds.

Previously Jones spent ten years at ARL as the Director of Diversity Initiatives and then as Director of Organizational Learning. Other professional experiences include Director of Human Rights Advocacy and Education for the City of Fort Collins, Colorado, and Coordinator for Multicultural Training at Colorado State University. She has taught undergraduate and graduate level courses on leadership and diversity at University of Maryland, College Park and at Colorado State University. Jones has a BS in Psychology and an MS in Higher Education Administration from Colorado State University and an MBA from The Johns Hopkins University.



	<h2>Diversity Programs</h2>	<p>Contact: Mark A. Puente</p>
<p>ARL/MLA Diversity and Inclusion Initiative (DII)</p>	<p><b>Leadership &amp; Career Development Program (LCDP)</b></p>	<p><a href="#">Share</a> <a href="#">Print</a></p>
<p>Initiative to Recruit a Diverse Workforce (IRDW)</p>	<p><b>Highlights</b></p> <ul style="list-style-type: none"> <li><a href="#">ARL Leadership and Career Development Fellows 2013-2014 Selected</a></li> </ul>	<p><b>More on This Topic</b></p> <p>Background</p> <p>Program Design</p>
<p>Career Enhancement Program (CEP)</p>	<p><b>Overview</b></p> <p>The LCDP is an 18-month program to prepare mid-career librarians from traditionally underrepresented racial and ethnic minority groups to take on increasingly demanding leadership roles in ARL libraries. The LCDP addresses the need for research libraries to develop a more diverse professional workforce that can contribute to library success in serving the research, teaching, and learning of increasingly diverse scholarly and learning communities. This is accomplished, in part, by providing meaningful exposure to the major strategic issues that are shaping the future of research libraries.</p>	<p>Program Schedule &amp; Travel Information</p>
<p>Leadership &amp; Career Development Program (LCDP)</p>		<p>2011-2012 LCDP Fellows</p>
<p>Leadership Symposium</p>	<p>2011-12 LCDP Fellows, January 2011 Photo by J.T. MacMillan</p>	<p>LCDP Research Projects 2009-10</p>
<p>ARL Career Resources</p>	<p>The design of the LCDP includes: three institutes; a career-coaching relationship with an ARL library director or senior staff member; training on identifying, developing, and conducting a research project during the fellowship; online discussions and webinars related to the ARL strategic directions; and a closing event and poster session held during American Library Association annual meeting.</p>	<p>Past Fellows &amp; Career Coaches</p>
<p>ARL Diversity Publications</p>		<p>Application Process</p>

21 Dupont Circle NW, Suite 800 Washington DC 20036 voice: 202-296-2296 fax: 202-872-0884 webmgr@arl.org

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	<p><b>News</b> <span style="float: right;">Contact: Lee Anne George</span></p>
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- Nadia Lalla, University of Michigan
- Andrea Malone, University of Houston
- Jacquie Samples, Duke University
- Jesse Silva, University of North Texas
- Christine Tawatao, University of Washington
- Joel Thornton, Texas A&M University
- Chimene Tucker, University of Southern California
- Chellammal Vaidyanathan, Johns Hopkins University
- Melanee Vicedo, University of Southern California

Serving on the LCDP selection committee was Nancy Baker, University Librarian at the University of Iowa Libraries and Chair of the ARL Committee on Diversity and Leadership, who offered her reflections on the program:







"The ARL LCDP has a solid history of developing new, impressive leaders for our profession. I am delighted to see another group of talented applicants in this current pool."

More information about the program, can be found on the [ARL LCDP website](#).

The Association of Research Libraries (ARL) is a nonprofit organization of 125 research libraries in the US and Canada. Its mission is to influence the changing environment of scholarly communication and the public policies that affect research libraries and the diverse communities they serve. ARL pursues this mission by advancing the goals of its member research libraries, providing leadership in public and information policy to the scholarly and higher education communities, fostering the exchange of ideas and expertise, facilitating the emergence of new roles for research libraries, and shaping a future environment that leverages its interests with those of allied organizations. ARL is on the web at <http://www.arl.org/>.

21 Dupont Circle NW, Suite 800 Washington DC 20036 voice: 202-296-2296 fax: 202-872-0884

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## What's New

- Anaya, Graybill earn ARL career development fellowships

### Anaya, Graybill earn ARL career development fellowships

UNL Libraries faculty Toni Anaya and Jolie Graybill have been awarded fellowships to participate in the 2013-2014 Leadership and Career Development Program by the Association of Research Libraries Committee on Diversity and Leadership.

Anaya, who is associate professor, multicultural studies librarian and instruction coordinator; and Graybill, who is assistant professor, image and multimedia collections coordinator; will join 19 colleagues from other ARL Libraries in the 18-month fellowship program that prepares mid-career librarians from traditionally underrepresented racial and ethnic minority groups to take on increasingly demanding leadership roles in research and academic libraries.

The LCDP addresses the need for research libraries to develop a more diverse professional workforce that contributes to library success by serving the research, teaching, and learning needs of increasingly diverse learning communities. The LCDP was established in 1997 and is the Association's longest-standing leadership development program.

Nancy Baker, University Librarian at the University of Iowa Libraries and Chair of the ARL Committee on Diversity and Leadership served on the LCDP selection committee.

"The ARL LCDP has a solid history of developing new, impressive leaders for our profession," Baker said. "I am delighted to see another group of talented applicants in this current pool."

More information about the program can be found on the ARL LCDP website (<http://www.arl.org/diversity/lcdp/index.shtml>).

The Association of Research Libraries is a nonprofit organization of 125 research libraries in the U.S. and Canada. Its mission is to influence the changing environment of scholarly communication and the public policies that affect research libraries and the diverse communities they serve.



Toni Anaya



Jolie Graybill

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## Anaya, Graybill earn ARL career development fellowships

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Toni Anaya (left); Jolie Graybill

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ARL pursues this mission by advancing the goals of its member research libraries, providing leadership in public and information policy to the scholarly and higher education communities, fostering the exchange of ideas and expertise, facilitating the emergence of new roles for research libraries, and shaping a future environment that leverages its interests with those of allied organizations.

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Anaya, Graybill earn ARL career development fellowships

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**APPENDIX THREE**  
Professional Service and Outreach  
*Significant Continuing Education*

**Brief Description:**

I am continuing work on completing components of a PhD in Managerial Leadership in the Information Professions through Simmons College in Boston, MA.

**My Role:**

I applied and was accepted for this program as one of 6 PhD students. I completed the coursework for the program during the summer of 2010, and have continued to make progress in completing other requirements including two research projects in preparation of dissertation. I am scheduled to take Written Comps the last week in November 2013. Upon successful completion of the comps, I will begin work on the last requirement, the dissertation.

**Significance/Impact:**

This experience assisted me in developing my leadership philosophy as well as integrating different perspectives in my leadership studies and ultimately in my professional position. In addition, the relationship with my immediate cohort and the other cohorts has played an important and integral part in my studies and professional development.

I have been successful in publishing work from my PhD both independently and as a co-author. Several articles have been cited in subsequent works. These items can be viewed in Appendix Two.