Library-Related Leadership Training Programs

The following pages provide details about a number of library leadership training programs that were investigated during the course of this study. This is not necessarily a comprehensive list of all leadership programs; nor does it include programs or events that include the word “leadership” in the title but do not focus on the topics identified by this study as integral to leadership training.

Programs include:

- ACRL/Harvard Leadership Institute
- Aurora Leadership Institute (Australia)
- EDUCAUSE Institute Leadership Program
- Everyday Leadership (PALINET)
- Executive Leadership Institute (Urban Libraries Council)
- Frye Leadership Institute
- Leadership and Career Development Program/Diversity Program (ARL)
- Leadership Survival Kit (LAMA)
- Library Leadership Institute (New York)
- Library Leadership Institute (New Mexico)
- Library Leadership Ohio
- Michigan Leadership Academy
- MPLA Leadership Institute
- Nebraska Library Institute
- Nevada Library Leadership Institute
- New Jersey Academy of Library Leadership
- NCLA Leadership Institute
- Northern Exposure to Leadership (Canada)
- Public Library Leadership Institute (University of Maryland)
- Snowbird Leadership Institute
- Southeastern Institute for Collaborative Library Leadership (SOLINET)
- Synergy: The Illinois Library Leadership Initiative
- TALL Texans Leadership Development Institute
- Training Institute for Librarians of Color (University of Minnesota)
- UCLA Senior Fellows Program
- Wyoming Library Leadership Institute
- YSLead Massachusetts

Many of the programs described here continue to evolve and develop; details are as accurate as possible as of December 1, 2002.
<table>
<thead>
<tr>
<th>Name of program:</th>
<th>ACRL/Harvard Leadership Institute</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sponsor:</td>
<td>Association of College and Research Libraries (ACRL)</td>
</tr>
<tr>
<td>Location:</td>
<td>Cambridge, MA</td>
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<tr>
<td>First offered in:</td>
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<tr>
<td>Frequency:</td>
<td>Annual</td>
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<tr>
<td>Funded by:</td>
<td>Association of College and Research Libraries (ACRL)</td>
</tr>
<tr>
<td>Number of participants:</td>
<td>14</td>
</tr>
<tr>
<td>Target audience:</td>
<td>Directors of academic libraries and those who report directly to them in positions such as associate university librarian or assistant library dean; Others who are regularly involved in senior-level decision-making that affects the entire library operation and that involves other important relationships on campus.</td>
</tr>
<tr>
<td>Number of days:</td>
<td>5</td>
</tr>
</tbody>
</table>
| Curriculum:     | Leadership  
Organizational Strategy  
Transformational Learning  
Planning |
| Instructors:    | Joan Gallos, professor and former Dean of the School of Education at the University of Missouri-Kansas City  
James Honan, faculty member at the Harvard Graduate School of Education and co-chair of Harvard’s Institute for Educational Management.  
Robert Kegan, faculty member at the Harvard Graduate School of Education.  
Maureen Sullivan, organizational development consultant whose practice focuses on the improvement of academic and research libraries. |
Joseph Zolner, Director, Harvard Institutes for Higher Education, and Educational Chair, The Leadership Institute for Academic Librarians, Harvard Graduate School of Education.

Fee: $1,290 for ACRL members; $1,390 for non-members

Covers tuition, all program and instructional materials, refreshment breaks, lunch daily, an opening reception, and several social events.

Travel and housing costs are the responsibility of the participants; it is assumed that they will be paid by the parent institutions.
Name of program: **Aurora Leadership Institute**

Sponsor: Aurora Foundation

Location: Thredbo, New South Wales, Australia


First offered in: 1995

Frequency: Bi-annually until 2001, now annually

Funded by: Ebsco
National Library of Australia

Number of participants: 30 - 35

Target audience: Public, academic, special and State library personnel;
Residents of Australia, New Zealand and Singapore;
2-7 years experience

Number of days: 6-7

Curriculum:
- Know Yourself
- Assess the Environment
- Stand in the Future
- Act with Courage
- Embrace Change
- Promote Individual and Relationship Power.

Instructors: Becky Schreiber and John Shannon of Schreiber Shannon Associates
+ current library leaders serving as Mentors

Fee: A$3,100 plus GST.

Covers course fees, accommodation and meals, and transportation from Canberra to Thredbo.

Travel to Canberra is the responsibility of the participant.
Name of program: **EDUCAUSE Institute Leadership Program**

Sponsor: **EDUCAUSE**

Location: Hotel Boulderado, Boulder, CO

More information: [http://www.educause.edu/inst](http://www.educause.edu/inst)

First offered in: 1998

Frequency: Annual

Funded by: **EDUCAUSE**

Number of participants:

Target audience: Those who manage some aspect of information technology and resources in higher education, whether within their department or for the entire institution.

Number of days: 5

Curriculum:

- Creativity and Innovation
- Institutional Leadership and Communications
- Leadership Communication in an Environment of Change
- Organizational Culture
- Organizational Issues
- Strategic Relationships
- Technology: Change and Change Agent
- The Information Organization
- Wider World
- Submitted Issues (based upon the interest of participants)
- Case Study

Instructors: Experienced IT professionals who have struggled with challenges on their own campuses and are dedicated to finding better ways to do things.

Fee: $1300 early bird, increasing to $1400

Travel and lodging are the responsibility of the participant.
Name of program: Everyday Leadership

Sponsor: PALINET

Location: Six locations throughout Pennsylvania


First offered in: 2002

Frequency:

Funded by: LSTA

Number of participants:

Target audience: PALINET members
Pennsylvania librarians

Number of days: 1

Curriculum: Being a Leader in Your Own Library.
Everyday Leadership Skills
Special Leadership Needs of Diverse Libraries.
How to Design a Personal Plan for the Future

Instructors: Pat Wagner, Pattern Research

Fee: $30.00

Includes breaks, handouts, and lunch

Travel and lodging (if necessary) are the responsibility of the participant.
Name of program: Executive Leadership Institute

Sponsor: Urban Libraries Council

Location: Washington DC/Baltimore

More information: www.urbanlibraries.org/eli.html

First offered in: September 2002

Frequency: Second institute scheduled for April 2003 – February 2004

Funded by: Institute of Museum and Library Services
            Bill and Melinda Gates Foundation
            W.K. Kellogg Foundation

Number of participants: 50 teams
Up to 4 members per team

Target audience: Public library teams composed of a fellow (mid-career, new library leader) and one or more sponsors who serve as mentors throughout the Institute period

Number of days: One 4-day seminar + two 2.5-day seminars over a 10 month period

Ongoing work to be completed at the team’s home library

Curriculum: Institutional and Community Leadership
            Change
            Politics and Strategy
            + Each team takes on a “leadership challenge” project

Instructors:

Fee: $3,000/team for ULC members
     $5,000/team for non-ULC members

Travel costs are the responsibility of the team’s library.

Note: actual cost per team for this program is $26,000
Name of program: **Frye Leadership Institute**

Sponsors: Council on Library and Information Resources  
EDUCAUSE  
Emory University

Location: Emory Conference Center Hotel, Atlanta. GA

More information: [http://www.fryeinstitute.org](http://www.fryeinstitute.org)

First offered in: 

Frequency: Annual

Funded by: Robert W. Woodruff Foundation

Number of participants: 

Target audience: People in higher education who aspire to more significant leadership roles, ranging from faculty and librarians to information technology professionals and administrators  

People who view themselves as in the middle of the educational structure of their institutions

Number of days: Two-week session +  
Year-long practicum within the participant’s own institutional environment +  
Results of the practicum are shared by participants in a short seminar the following year.

Curriculum: Perspectives on Issues in Higher Education  
Innovation in Higher Education  
Issues in Scholarly Communication  
Teaching and Learning  
Intellectual Property: Legal and Societal Framework  
Government Information Policy and Its Influence on Access to Information within the University  
Public Policy and Higher Education  
Impact of Technology on College and University Economics, Budgeting, and Organization  
Leadership in an Era of Transformational Change

Instructors: The Institute is led by two deans:  

Richard Detweiler, President of Hartwick College, and
Deanna Marcum, President of the Council on Library and Information Resources

Institute Faculty for the 2002 Session:

Patricia Battin, Consultant
Stanley Chodorow, University of California, Office of the President
John K. Clemens, Hartwick Humanities in Management Institute founder and Executive Director
Delores Cross, Former President, Morris Brown College
Nancy Dunbar, Associate Provost, Brown University
Norman Fainstein, President, Connecticut College
Alan J. Filreis, author and educator
Billy E. Frye, Chancellor, Emory University
Joan Gotwals, Vice Provost and Director of Libraries at Emory College
Kevin Guthrie, President, JSTOR
Donald E. Harris, Vice Provost for Information Technology and CIO, Emory University
Terry Hartle, Senior Vice President, Government and Public Affairs, American Council on Education
James Hilton, Associate Provost for Academic, Information, and Instructional Technology Affairs, University of Michigan
Brian Hawkins, President, EDUCAUSE
Charles Henry, Vice Provost and University Librarian, Rice University
John Hitt, President, University of Central Florida
Deborah Hurley, Director of the Harvard Information Infrastructure Project at Harvard University
Stanley Katz, President Emeritus of the American Council of Learned Societies and Professor, Princeton University
Otto Kroeger, President, Otto Kroeger Associates
Ted Marchese, Managing Director, Academic Search Consulting Service
Susan Metros, Deputy Chief Information Officer, Ohio State University
Terry Metz, College Librarian and Associate Vice President for ITS, Wheaton College
Kenneth S. Morrell, Professor of Classics, Rhodes College
Barry Munitz, President and CEO, J. Paul Getty Trust
Susan L. Perry, College Librarian and Director of Library, Information, and Technology Services, Mount Holyoke College
Peggy Plympton, Vice President for Finance and Administration, Lehigh University
Brian Pusser, University of Virginia
Fee: $3,000
Covers all lodging, meals, and events.

The cost of transportation to and from Emory University is the responsibility of the participant.

Scholarships are available.
Name of program: Leadership and Career Development Program/Diversity Program

Sponsor: Association of Research Libraries (ARL) Office of Leadership and Management Services (OLMS)

Location: Meetings in conjunction with ALA conferences; Institutes at various university campuses


First offered in: 1997/98

Frequency: Annual

Funded by: Association of Research Libraries (ARL)

Number of participants: 20

Target audience: Member of an underrepresented racial or ethnic group
5-7 years professional library experience

Number of days: Organizing meeting (at ALA conference),
Two 5-day institutes,
Work with mentor(s) throughout the year,
Closing ceremony (at ALA the following year)

Curriculum: Leadership and management theories, concepts, methodologies, and techniques;
Analytic, creative, and interpersonal skills.

Instructors: Faculty, consultants and facilitators from ARL member libraries

Fee: No fee.
Participant (or sponsoring library) is responsible for:
• Costs associated with travel to the ALA Conference for the Organizing Meeting
• Travel expenses above the $500/per Institute which is funded by the LCD Program
• Costs associated with travel to the ALA Conference for the Program's Closing Event
Name of program: **Leadership Survival Kit**

Sponsor: ALA/Library Administration and Management Association (LAMA)

Location: Regional workshop - various locations

More information:

First offered in: 2000

Frequency: No longer offered

Funded by: LAMA

Number of participants:

Target audience: Librarians, 2-7 years work experience

Number of days: 1

Curriculum:

- Leadership Defined
- Context of Leadership
- Leadership: What It Takes
- Challenges for Leaders
- Individual Assessment
- Vision: Foundation for Success
- Skills for Success: Communications
- How We Attempt It
- Why We Don't Succeed
- How to Get It Right!
- Leadership: A New Model for New Challenges
- Creative Opportunities

Instructors: Consultant Abigail Hubbard of the Department of Management, University of Houston

Fee: $20.00. Covers morning refreshments, morning and afternoon breaks, lunch, and parking costs
Name of program: **Library Leadership Institute**

Sponsor: Monroe County (NY) Library System
Rochester (NY) Regional Library Council

Location:

More information:

First offered in: 2002

Frequency:

Funded by: LSTA

Number of participants: 40

Target audience:

Number of days: six 1-day sessions over a 6-month period

Curriculum:

Instructors: Louella Wetherbee
Florence Mason

Fee:
Name of program: Library Leadership Institute
Sponsor: New Mexico State Library
Location: Santa Fe, NM
Contact information: http://www.stlib.state.nm.us/libraryservices/develop/liblead.pdf
First offered in: 1999
Frequency: Annual 1999-2001; will be biennial in future
Funded by: LSTA
Number of participants: 24
Target audience: New Mexico library directors, assistant directors, branch managers, reference librarians and media specialists
Number of days: 5
Curriculum: Political Conflict Funding
Changing Demographics Customer Demands and Expectations Self-awareness Leadership Styles Embracing Change Strategic Planning
Instructors: Becky Schreiber and John Shannon, Schreiber Shannon Associates
Cost:
Name of program: **Library Leadership Ohio**

Sponsor: Cleveland Area Metropolitan Library System (CAMLs)
Regional Library Systems in Ohio

Location:


First offered in: 1993

Frequency: biennial

Funded by: Cleveland Area Metropolitan Library System
Greater Cincinnati Library Consortium
MOLO Regional Library System
NOLA Regional Library System
NORWELD Regional Library System
Ohio Valley Area Libraries
SOLO Regional Library System
Columbus Area Library & Information Council
KAPCO, Inc.
Miami Valley Libraries
OHIONET
Ohio Educational Library Media Association (scholarships)
Ohio Library Council

Number of participants: 30

Target audience: 2 - 10 years of library experience after MLS

The Institute will also accept up to two people who are currently working on an MLS degree and have 2 - 10 years of library experience, and up to three people with 5 - 10 years of library experience in non-MLS positions.

Number of days: 6

Curriculum: Self Awareness (How to Use Strengths and Weaknesses)
Environmental and Customer Responsiveness (Anticipating Needs)
Clear Vision (Created and Shared by All)
Embracing Change
Building Relationships for Influence and Resource Sharing
A Bias Toward Action
Instructors: Becky Schreiber and John Shannon of Schreiber Shannon Associates

Fee:
Name of program: Michigan Leadership Academy

Sponsor: Michigan Library Association

Location: Shanty Creek Resort, Bellaire, MI


First offered in: 1990

Frequency: every 3 years

Funded by:

Number of participants: 26

Target audience: MLA members
Minimum 2 years employment or involvement in libraries
May be librarians, support staff, library directors, technical assistants, Friends, trustees

Number of days: 3-day spring session +
1-day fall preconference in conjunction with the Michigan Library Association Conference+
second 3-day session the following spring

Curriculum: Embracing Change and Being a Catalyst for Meaningful Change
Current Concepts about Effective Leadership: Competencies and Practice
Relationships with Others
Communication Skills
Taking Risks. Guiding Innovation ad Tapping Creativity
Using Power and Influence Effectively
Managing Differences and Appreciating Diversity
Creating a Culture of Commitment
Fostering Collaboration

Instructors: Maureen Sullivan, Maureen Sullivan Associates
+ 6 Mentors

Fee: $1,700
Covers instruction, room and board for both 3-day sessions and preconference
Participants are responsible for travel costs.
Scholarships are available.
<table>
<thead>
<tr>
<th><strong>Name of program:</strong></th>
<th><strong>MPLA Leadership Institute</strong></th>
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<tbody>
<tr>
<td><strong>Sponsor:</strong></td>
<td>Mountain Plains Library Association</td>
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<tr>
<td><strong>Location:</strong></td>
<td>Ghost Ranch, NM</td>
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<tr>
<td><strong>More information:</strong></td>
<td><a href="http://www.usd.edu/mpla/leadership/">http://www.usd.edu/mpla/leadership/</a></td>
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<tr>
<td><strong>First offered in:</strong></td>
<td>November 2002</td>
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<tr>
<td><strong>Frequency:</strong></td>
<td></td>
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<tr>
<td><strong>Funded by:</strong></td>
<td>Ebsco challenge grant</td>
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<tr>
<td><strong>Managed by:</strong></td>
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<tr>
<td><strong>Number of participants:</strong></td>
<td>30</td>
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<tr>
<td><strong>Target audience:</strong></td>
<td>MLS or equivalent</td>
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<td></td>
<td>Less than 10 years’ post-MLS experience in a library related job</td>
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<td>Employed by a library organization in the 12-state MPLA region:</td>
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<tr>
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<td>AZ, CO, KS, MT, NE, NV, NM, ND, OK, SD, UT, WY</td>
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<tr>
<td><strong>Number of days:</strong></td>
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<tr>
<td><strong>Curriculum:</strong></td>
<td>Understanding Your Work and Leadership Styles</td>
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<tr>
<td></td>
<td>Situational Leadership Theory</td>
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<td></td>
<td>Assessing Your Style and Preferences</td>
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<td></td>
<td>Improving Your Effectiveness as a Leader</td>
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<td></td>
<td>Interpersonal Communication</td>
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<td></td>
<td>Managing Differences</td>
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<td></td>
<td>Diagnosing Sources of Conflict and Disagreement</td>
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<td></td>
<td>Negotiating Skills</td>
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<tr>
<td></td>
<td>Risk Taking</td>
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<td></td>
<td>Using Power and Influence</td>
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<td></td>
<td>Working with Others: Creating a Culture of Commitment</td>
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<td></td>
<td>Leading Change</td>
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<tr>
<td></td>
<td>Building commitment</td>
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<td></td>
<td>Achieving Your Potential: Personal Planning</td>
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<tr>
<td></td>
<td>Guidelines for Continuing Your Leadership Development</td>
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<tr>
<td></td>
<td>Opportunities for Leadership Experience</td>
</tr>
<tr>
<td><strong>Instructors:</strong></td>
<td>Maureen Sullivan</td>
</tr>
<tr>
<td><strong>Fee:</strong></td>
<td>$250 for MPLA members; $300 for others</td>
</tr>
<tr>
<td></td>
<td>Attendees pay own transportation costs</td>
</tr>
</tbody>
</table>
Name of program: Nebraska Library Institute

Sponsor:

Location: St. Benedict's Center, Schuyler, Nebraska

More information: http://www.state.ne.us/home/NLA/nlaquarterly/2001-4-Tookey.htm

First offered in: 2001

Frequency: Biennial

Funded by: LSTA

Number of participants: 31

Target audience:

Number of days: 5

Curriculum:

Instructors: Becky Schreiber and John Shannon
+ 6 Mentors

Fee:
Name of program: Nevada Library Leadership Institute
Sponsor: Nevada State Library and Archives
Location: selected by RFP – in 2003, JFDI Ranch in Alamo, Nevada
First offered in: 2000
Frequency: Annual
Funded by: LSTA
Number of participants: 20-25
Target audience:
Number of days: Previously 5, now 4
Curriculum: Leadership Skills
Implementing a Strategic Plan
Building Self Esteem
Advocacy
Networking Experiences and Activities
Change Management
Instructors: Hired by RFP; most recently, Becky Schreiber and John Shannon of Schreiber Shannon Associates
Fee: No fee.
Participant is responsible for travel only.
Name of program: New Jersey Academy of Library Leadership

Sponsor: Central Jersey Regional Library Cooperative

Location: Rutgers University Inn and Conference Center

More information: http://www.cjrlc.org/leadershipacademy.htm

First offered in: 2002

Frequency: Annual

Funded by: LSTA

Number of participants: 20-25

Target audience: New Jersey librarians
5-12 years experience

Number of days: In 2002, three 2.5-day sessions
In 2003, 1 6-day session

Curriculum: Leadership in Libraries Today: Challenges and Opportunities
Principles and Practices of Effective Leadership
Understanding Your Work and Leadership Styles
Interpersonal Communication Skills
Risk Taking
Power and Influence
Influencing Others
Working with Groups and Teams
Working with Others: Creating a Culture of Commitment
Leading Change
Achieving Your Potential: Personal Planning
Guidelines for Continuing Your Leadership Development

Instructors: In 2002, Barbara Miller and John Vogelsang, Support Center for Nonprofit Management

In 2003, Maureen Sullivan

Fee: No fee.
Travel costs are the responsibility of the participant.
Name of program: **NCLA Leadership Institute**

Sponsor: North Carolina Library Association

Location: In 2002. Brown’s Summit. NC


First offered in: 1996

Frequency: Biennial

Funded by:

Number of participants: 30

Target audience: Professional librarians, library paraprofessionals, graduate students in library or information science

Number of days: 5

Curriculum:

- What is leadership?
- What makes a successful leader?
- Management vs. Leadership
- Leadership Style
- Environmental Scanning
- Systems Thinking
- Engaging the Community in Planning
- Developing a Vision
- Goal Setting
- Action Planning
- Building Support
- Increasing the Institutional Profile
- Approaching Conflict
- Giving and Receiving Feedback
- Group Dynamics
- Improving Communication
- Professional Learning at Work
- Managing Diversity
- Managing Change
- Understanding the Future
- Coaching
- Building Teams
Time Management
Motivating
Defining Your Own Leadership Philosophy
Developing a Leadership Network
Continuing to Learn about Leadership after the Institute

Instructors: Faculty members from the School of Information and Library Science at UNC, including:

Dr. Barbara Moran (Coordinator)
Dr. Evelyn Daniel
Dr. David Carr
Dr. Claudia Gollop
Dean Joanne Marshall
Dr. Paul Solomon
Ms. Rebecca Vargha
+ 6 mentors (library directors),

Fee: $600
Includes food and lodging.
Travel is the responsibility of the participant.
Applicants may apply for scholarships.
Name of program: Northern Exposure to Leadership

Sponsor: University of Alberta

Location: Emerald Lake Lodge, Yoho National Park, British Columbia.

More information: http://www.ls.ualberta.ca/neli

First offered in: 1997

Frequency: Every 18 months

Funded by: Epixtech

Number of participants: 24

Target audience: 2-7 years since graduation from library school;
At least two years professional library experience.

Number of days: 5

Curriculum: Vision
Risk Taking
Creativity
Communication
Change
Power
Styles of Leadership

Instructors: Faculty of the University of Alberta +
Professional leaders act as mentors

Fee: CDN$895 (includes $58.55 GST)
The participant is responsible for transportation expenses to and
from Calgary, Alberta, and any personal or incidental expenses.
Name of program: Public Library Leadership Institute

Sponsor: University of Maryland College of Information Studies

Location: Various retreat sites throughout Maryland


First offered in: 1995

Frequency: Annual

Funded by:

Number of participants:

Target audience: Public library directors, administrators, and top managers. Participants represent libraries from all regions of the United States.

Number of days: 5

Curriculum:
The Library as a Flexible Learning Organization: Adapting to Change
Staff Diversity: Meeting the Needs of the Community
Electronic Books: The Next Chapter
Dealing with Perpetual Change: Facilities Planning
E-Stats: Counting and Reporting Electronic Services
Keep Your Eye on the Ball: New Technologies and their Possible Impact on Public Libraries

Instructors:
Marshall Keys, MDA Consulting
Maureen Sullivan, Maureen Sullivan Associates
Deborah Leather, Dean of the Library, Towson University
Stacey Aldrich, Coates and Jarratt, Inc.
Bill Koster, Koster & Associates Architects, Inc.
Diane Mayo, Vice President, Information Partners
Ulla de Stricker, de Stricker Associates

Fee:
<table>
<thead>
<tr>
<th>Name of program:</th>
<th>Snowbird Leadership Institute</th>
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</thead>
<tbody>
<tr>
<td>Sponsor:</td>
<td></td>
</tr>
<tr>
<td>Location:</td>
<td>Snowbird, UT</td>
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<tr>
<td>More information:</td>
<td></td>
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<tr>
<td>First offered in:</td>
<td>1990</td>
</tr>
<tr>
<td>Frequency:</td>
<td>Annual – Now on hiatus</td>
</tr>
<tr>
<td>Funded by:</td>
<td>Dynix, then Epixtech</td>
</tr>
<tr>
<td>Number of participants:</td>
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<tr>
<td>Target audience:</td>
<td>Graduate of ALA accredited program</td>
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<tr>
<td></td>
<td>3-6 years experience</td>
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<td>Number of days:</td>
<td>6</td>
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<tr>
<td>Curriculum:</td>
<td></td>
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<tr>
<td>Instructors:</td>
<td>Becky Schreiber and John Shannon</td>
</tr>
<tr>
<td>Fee:</td>
<td></td>
</tr>
</tbody>
</table>
Name of program: Southeastern Institute for Collaborative Library Leadership

Sponsor: SOLINET

Location:

More information: http://www.ala.org/ascla/interface/articles/coll_lib_leadership.html

First offered in: 2000

Frequency: Given twice, 2000 and 2001

Funded by: Institute of Museum and Library Services
Council on Library and Information Resources

Number of participants: 30

Target audience: Library staff working in library multi-type and consortial environments;
From 10 southeastern states (AL, FL, GA, KY, LA, MS, NC, SC, TN, VA)+ Caribbean

Number of days: 5

Curriculum: Collaboration and Strategies for Fostering Collaboration
Group Dynamics
Problem Solving
Methods of Decision Making
Facilitating Group Work
Conducting Effective Meetings
How to Deal with Problems and Problem Behavior
Improving Personal Effectiveness
Influencing others
Negotiation
Commitment to Change
Building Trust
Risk Taking and Experimentation

Instructors:

Fee:
**Name of program:** Synergy: The Illinois Library Leadership Initiative

**Sponsor:** Illinois State Library  
Illinois Library Association

**Location:** Various locations throughout Illinois


**First offered in:** 2002

**Frequency:**

**Funded by:** LSTA

**Number of participants:** 30

**Target audience:** MLS-degreed librarians or School library media specialists  
Employed in an Illinois library of school media center

**Number of days:** Three 2.5-day sessions over the course of a year +  
Between-session independent activities and mentoring

**Curriculum:**  
- Self-assessment  
- Discovering and Developing Personal Values  
- Identifying the Local, State and Global Environment  
- Fostering and Expanding Tools for Personal, Professional, and Positional Leadership  
- Developing a Vision of the Future of Illinois Librarianship

**Instructors:**

**Fee:** No fee.  
Lodging and related costs paid by the Illinois State Library.  
Travel costs are the responsibility of the participant
Name of program: TALL Texans Leadership Development Institute
Sponsor: Texas Library Association
Location: Harambe Oaks Ranch, near Wimberley, Texas
More information: http://www.txla.org/groups/talltex/tallldi.html
First offered in: 1994
Frequency: Annual
Funded by:
Number of participants: 24
Target audience: Mid-career library and information science practitioners, degreed and non-degreed
Number of days: 5
Curriculum: Change Agent Behavior
Communication Styles
Conflict Management
Styles of Leadership
Mentoring and Management
Self-awareness of Strengths
Personal Planning
Developing a Shared Vision of the Organization
Understanding Group Dynamics
Team Building
Workplace Values
Instructors: Maureen Sullivan
Jack Siggins
+ 6 mentors
Fee:
Name of program: Training Institute for Librarians of Color

Sponsor: University of Minnesota Libraries

Location: University of Minnesota, Twin Cities Campus

More information: http://www1.umn.edu/urelate/newsservice/newsreleases/00_7library.html

First offered in: 1998

Frequency: Biennial

Funded by: Institute of Museum and Library Services

Number of participants: 20

Target audience: Early career (1-3 years experience) librarians from underrepresented groups; Participants come from across the United States

Number of days: 8

Curriculum:
- Effective Communication
- Teamwork and Team Building
- Values in Decision-Making
- Decision-Making Styles
- Conflict Management
- Organizational Behavior
- How to Be Effective as a Minority in a Majority Population.

Participants also will study the multimedia development process, including planning and designing a multimedia project; digitizing and editing graphics, sound and video; and assembling the final product. They will learn how to integrate new technologies into library instruction and outreach, the role of multimedia in addressing different approaches to learning and guidelines for complying with current copyright law in designing multimedia library applications.

Instructors: Kathryn Deiss and DeEtta Jones of the Association of Research Libraries

Fee: $500, to be paid by the participant’s employer
Name of program: UCLA Senior Fellows Program

Sponsor: Graduate School of Education & Information Studies, UCLA

Location: University of California, Los Angeles

More information: http://is.gseis.ucla.edu/seniorfellows

First offered in: 1982

Frequency: Annual

Funded by: Originally funded by Council on Library Resources; now operates on a cost recovery basis

Number of participants: 15

Target audience: Senior level academic librarians

Number of days: Formerly 3 weeks, now 2 weeks

Curriculum: Transformation of Higher Education
Emergence of New Leadership Styles and Expectations
Information Technology Trends
Information Policy Challenges

Fellows also explore topics of their own choosing in an advanced study context.

Instructors:

Fee:
Name of program: **Wyoming Library Leadership Institute**

Sponsor: Wyoming State Library

Location: 

More information: [http://www-wsl.state.wy.us/training/lstaleadership.html](http://www-wsl.state.wy.us/training/lstaleadership.html)

First offered in: 2001

Frequency: Offered in 2001 and 2002

Fundied by: McMurry Library Endowment Grant

Number of participants: 11-16

Target audience: Wyoming librarians, paraprofessionals, directors, support staff, library media specialists

Number of days: 2

Curriculum:
- Leadership Traits
- Conflict Resolution
- Communication Skills
- Teamwork

Instructors:
- John Kanengieter and Missy White, National Outdoor Leadership School, Lander, WY
- Jeff Enck, Enck Resources, Colorado

Fee:
Name of program: **YSLead Massachusetts**

Sponsor: Central Massachusetts Regional Library System

Location: Endicott College, Beverly, MA

More information: [http://www.wmrls.org/YSLead](http://www.wmrls.org/YSLead)

First offered in: 2002

Frequency: Second institute to be offered in 2003

Funded by: LSTA

Number of participants: 49

Target audience: From school and public libraries in Massachusetts
Must be practitioners of library science in youth services departments
May or may not have MLS or School Library Media Certification

Number of days: 2.5

Curriculum: Leadership
Mentoring
Focus on youth services

Instructors: Maureen Sullivan
+12 mentors

Fee: