

## **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.

Name of program: **ACRL/Harvard Leadership Institute**

Sponsor: Association of College and Research Libraries (ACRL)

Location: Cambridge, MA

More information: <http://www.gse.harvard.edu/~ppe/programs/acrl/program.html>

First offered in:

Frequency: Annual

Funded by: Association of College and Research Libraries (ACRL)

Number of participants: 14

Target audience: 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.

Number of days: 5

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

More information: <http://www.alia.org.au/aurora/aurora.html>

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>

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

More information: <http://www.palinet.org/news/everydayleadership.htm>

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](http://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

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>

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

William S. Reed, Vice President of the College, Wellesley College  
John F. Rossi, Director of the Math Emporium, Virginia Tech  
David E. Shulenburg, Provost at the University of Kansas  
Herbert Van de Sompel, Visiting Professor, Cornell University  
Hector Vila, Associate Director for Distance Learning, Middlebury  
College  
Ellen Waite-Franzen, Vice President for Information Services,  
University of Richmond  
Kate Wittenberg, Director, Electronic Publishing Initiative at  
Columbia University and Senior Executive Editor at  
Columbia University Press  
Karin Wittenborg, University Librarian, University of Virginia  
Susanne Woods, Provost, Wheaton College

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:	<b>Leadership and Career Development Program/Diversity Program</b>
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
More information:	<a href="http://www.arl.org/diversity/lcdp/index.html">http://www.arl.org/diversity/lcdp/index.html</a>
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: <ul style="list-style-type: none"> <li>• Costs associated with travel to the ALA Conference for the Organizing Meeting</li> <li>• Travel expenses above the \$500/per Institute which is funded by the LCD Program</li> <li>• Costs associated with travel to the ALA Conference for the Program's Closing Event</li> </ul>

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:

More information: [http://www.camls.org/ce/ce\\_LLOhio.asp](http://www.camls.org/ce/ce_LLOhio.asp)

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

More information: <http://www.mla.lib.mi.us/leadacademy.pdf>

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 and 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.

Name of program: **MPLA Leadership Institute**

Sponsor: Mountain Plains Library Association

Location: Ghost Ranch, NM

More information: <http://www.usd.edu/mpla/leadership/>

First offered in: November 2002

Frequency:

Funded by: Ebsco challenge grant

Managed by:

Number of participants: 30

Target audience: MLS or equivalent  
Less than 10 years' post-MLS experience in a library related job  
Employed by a library organization in the 12-state MPLA region:  
AZ, CO, KS, MT, NE, NV, NM, ND, OK, SD, UT, WY

Number of days: 5

Curriculum: Understanding Your Work and Leadership Styles  
Situational Leadership Theory  
Assessing Your Style and Preferences  
Improving Your Effectiveness as a Leader  
Interpersonal Communication  
Managing Differences  
Diagnosing Sources of Conflict and Disagreement  
Negotiating Skills  
Risk Taking  
Using Power and Influence  
Working with Others: Creating a Culture of Commitment  
Leading Change  
Building commitment  
Achieving Your Potential: Personal Planning  
Guidelines for Continuing Your Leadership Development  
Opportunities for Leadership Experience

Instructors: Maureen Sullivan

Fee: \$250 for MPLA members; \$300 for others  
Attendees pay own transportation costs

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-Tooker.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

More information: <http://www.nevadalibraries.org/news/institute2003/RFP10.doc>

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

More information: <http://www.nclaonline.org/leadership/index.html>

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

More information: <http://www.clis.umd.edu/programs/institute6.html>

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: Future Scan: What the World Holds for Libraries and How to Prepare for It.  
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:

Name of program: **Snowbird Leadership Institute**

Sponsor:

Location: Snowbird, UT

More information:

First offered in: 1990

Frequency: Annual – Now on hiatus

Funded by: Dynix, then Epixtech

Number of participants:

Target audience: Graduate of ALA accredited program  
3-6 years experience

Number of days: 6

Curriculum:

Instructors: Becky Schreiber and John Shannon

Fee:

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](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

More information: [http://www.cyberdriveillinois.com/library/isl/synergy\\_announce.html](http://www.cyberdriveillinois.com/library/isl/synergy_announce.html)

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](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>

First offered in: 2001

Frequency: Offered in 2001 and 2002

Funded 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>

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: