



Library Leadership Development: Increasing Underrepresented Populations

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Library Leadership Development: Increasing Underrepresented Populations: *Overview*

- ◆ Introduction
- ◆ Professional Response: National Leadership Programs
 - ALA Spectrum Program
 - ARL LCDDP Program
 - Minnesota Institute
 - ULC Executive Leadership Institute
- ◆ Concluding Remarks



Library Leadership Development: Increasing Underrepresented Populations: *Introduction*

- ◆ Historical Context of Librarianship in U.S.
 - History of exclusion
 - Underrepresentation of people of color
- ◆ Demographics within U.S. and Library Profession
- ◆ Library and Education Literature on Diversity in the Workforce
 - Importance of diversity to organizational success and relevance within society and on campuses
- ◆ Professional Responses to National Need



Library Leadership Development

The ALA Spectrum Program: Changing the Face of the Profession

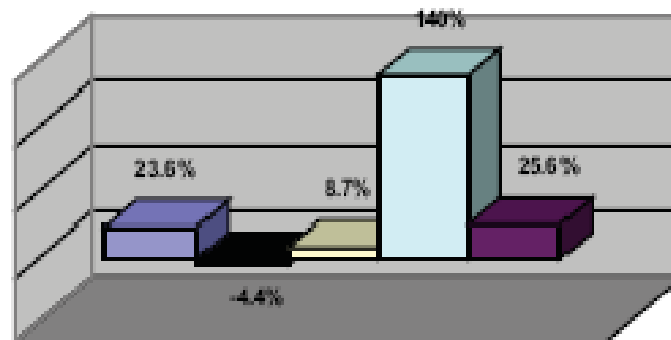
- ◆ Started in 1997 as a three year initiative to recruit African Americans, Asians, Pacific Islanders, American Indians, Native Hawaiians, and Hispanics to the LIS profession.
- ◆ To date, the ALA has provided nearly \$3 million dollars, along with matching funds from organizations including the Institute of Museum and Library Services (IMLS) for MLIS education of over 475 individuals with nearly 90% successful completion rate.
- ◆ In 2006, the Spectrum PhD project was created and has seven doctoral students in that first cohort.
- ◆ Today the Spectrum Scholarship Program, which provides \$6,500 to support the first year of educational study, participation in a Summer Leadership Institute, and extend opportunities for mentoring and professional development, has inspired many similar programs.

But what changes are we seeing?

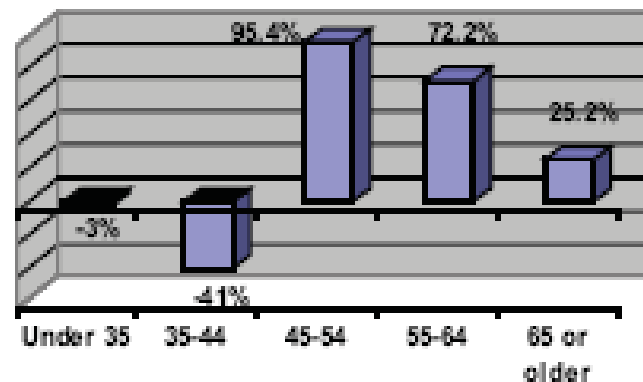
The Spectrum Scholarship Program and the Challenge of Diversity and Succession Planning In US Libraries

- ◆ Nearly 9 of 10 public, academic, and school librarians are White. (*ALA Office for Research and Statistics, 1998; National Center for Education Statistics, 1993-94*)
- ◆ In 1991, racial and ethnic minorities comprised only 9% or 344 of the 4,032 graduates receiving accredited MLIS degrees. In 2001, they accounted for less than 13% or 504 of the 4,109 degrees. (*ALISE Library and Information Science Education Statistical Report/U.S. Bureau of the Census*)
- ◆ U.S. libraries have also shown an inability to retain “generation next” leaders (declines reported by all types of libraries in the age ranges “under 35” and ages 35–44). (*Diversity Counts, American Library Association, http://www.ala.org/ala/ors/diversitycounts/iversityCounts_rev07.pdf*).

Percent Change Librarian by Race/Ethnicity,
1990-2000



Percent Change Credentialed Librarians by Age,
1990-2000





Spectrum Scholarship Program Outcomes— the First Five years



- ◆ In 2004, Dr. Loriene Roy and others completed a study of the Spectrum Program, *Bridging Boundaries to Create a New Workforce: A Survey of Spectrum Scholarship Recipients, 1998-2003*.
- ◆ Respondents' mean time to completion of the MLIS or NCATE program was around two years. More than 46 percent (or 55) of completers indicated they were highly or somewhat interested in pursuing a Ph.D.
- ◆ 85% of Spectrum Scholar respondents were currently employed full-time in a library setting: 39 percent in academic libraries, 37 percent in public libraries, 11 percent in school libraries, with the remainder divided among medical and state/governmental libraries, archives, non-profit organizations, law and corporate libraries, historical societies, and vendors.
- ◆ Among those respondents employed full or part-time, the most popular areas of responsibilities were: reference (42 percent), library instruction (19 percent), and administration (16 percent) and collection development (14 percent).
- ◆ Respondents employed full-time reported an average income of \$40,000-\$49,000, well above the mean beginning salary of \$38,918 for librarians nationally and comparable to the national average salary of \$45,554 for librarians in non-supervisory positions. Salary and benefits, the opportunity to develop new skills, and the match between position and respondent skills/interests, ranked highest among factors affecting job choices. Diversity was cited as a key consideration for 72 percent of respondents.

Spectrum Scholarship Program Not the Final Frontier...but a Compass

Table 2. Respondents by Race or Ethnicity (n=161; 3 nonrespondents)

Race or Ethnicity	Number	Percent
American Indian/Native	9	6
Asian	36	22
African American	67	42
Hispanic/Latino	49	30
Total	161	100

Table 4. Age at Time of Receiving Spectrum Scholarship (n=158)

Age	Number	Percent
21-25	33	21
26-30	53	34
31-35	26	16
36-40	16	10
41-45	17	11
46 and over	13	8
Total	158	100

Spectrum Feedback

- ◆ “Spectrum has made me much more conscious of my community, the resources available to me, and my responsibility to give something back.”
- ◆ “This initiative has direct impact on the students it supports but it has a larger immeasurable, long-lasting effect on the larger "majority" communities...because the scholars are like ambassadors of empowerment regardless of their assigned job.”
- ◆ “The Spectrum [Scholarship Program] was very intense for me. It opened my eyes to thoughtful consideration and understanding of different cultures and brought a more balanced view or perspective of diversity in learning and multicultural styles of learning.”
- ◆ “I've gone from being a disabled, unemployed, pregnant woman/single mother on welfare to being a corporate information worker for a Fortune 500 company. Spectrum certainly helped with that journey.”

Living Up to Spectrum's Radical Promise

Personal Experience with Spectrum

- ◆ Spectrum led me to librarianship, and not the quest to be a librarian that led me to Spectrum—it gave me a container for some of my passion.
- ◆ I had been working in a library for a few years and when Spectrum came along, I had an epiphany. I could finally see a place for someone like me. A place where I could bring my love of research and information and my love of people and of empowering people, together. I could be doing many other things right now, but I don't know if I would have the sense of mission that I have about bringing information resources to the communities that most need them and that most need education about using them.
- ◆ I will always feel indebted to Spectrum, to Spectrum's architects, and to the members of ALA who championed its creation and continue to support it. And the only thing I know to do with that indebtedness is to give back in any way I can to ensure that Spectrum and the spirit of radical change that it represents lives on.

--Tracie Hall, Assistant Dean, Dominican University GSLIS





Library Leadership Development:
Increasing Underrepresented Populations:
ARL LCDP & Initiative to Create a Diverse Workforce

Association of Research Libraries

- ◆ **Leadership and Career Development Program**
 - The ARL Leadership and Career Development Program (LCDP) is an 18-month program to prepare mid-career librarians from underrepresented racial and ethnic groups to take on increasingly demanding leadership roles in ARL libraries.



Library Leadership Development:
Increasing Underrepresented Populations:
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Association of Research Libraries

- ◆ **Leadership and Career Development Program (cont'd)**
- ◆ ARL sponsors the LCDP to address the needs of research libraries for a more diverse professional workforce that can contribute to library success in serving increasingly diverse scholarly and learning communities.



Library Leadership Development:
Increasing Underrepresented Populations:
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Association of Research Libraries

- **Leadership and Career Development Program (cont'd)**

The LCDP design includes:

- Three LCDP Institutes:
 - Career Development
 - Research, Teaching, & Learning
 - Scholarly Communication and Public Policies
- Opening and closing event
- A career-coaching relationship with an ARL library director or staff member,
- A personalized visit to an ARL member library.



Library Leadership Development:
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Association of Research Libraries

- ◆ **Leadership and Career Development Program (cont'd)**
- ◆ **To date:**
 - ARL has 80 librarians who have successfully completed the program
 - There are currently 20 fellows in the program
 - ARL offers two scholarships: one to a non-ARL medical librarian and one to an HBCU librarian
 - ARL has a collaborative relationship with the Medical Library Association to sponsor one medical librarian.



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◆ **Initiative to Recruit a Diverse Workforce**

- The ARL Initiative to Recruit a Diverse Workforce, funded by the Institute of Museum and Library Services and ARL member libraries, offers a stipend of up to \$10,000 to attract students from underrepresented groups to careers in academic and research libraries. This initiative reflects the commitment of ARL members to create a diverse academic and research library community that will better meet the new challenges of global competition and changing demographics.



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◆ Initiative to Recruit a Diverse Workforce (cont'd)

- The ARL Initiative to Recruit a Diverse Workforce focuses on recruiting members from underrepresented groups as defined by the US Census Bureau:
 - African American
 - Asian Pacific Islander
 - Hispanic
 - Native American/American Indian



Library Leadership Development:
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- ◆ **Initiative to Recruit a Diverse Workforce (cont'd)**
 - **Program Components:**
 - Graduate School Stipend - \$10,000
 - Leadership Institute - focuses on introducing macro-level issues facing research libraries, career development, and transitioning into an research library experience
 - Professional writing for librarians
 - Professional development and networking
 - ◆ New for 2007-2009: ARL will pay the student association dues for the American Library Association, Special Library Association, or Medical Library Association and include dues for subsections and ethnic caucuses.
 - Mentoring by a professional librarian of color - specifically a librarian who has completed the ARL Leadership and Career Development Program.



Library Leadership Development:
Increasing Underrepresented Populations:
UM Minnesota Institute

University of Minnesota

Minnesota Institute

- Program Overview
 - History
 - Goals
 - Programmatic Components
 - ◆ Personal Strength Assessment
 - ◆ Community Building
 - ◆ Practical Skill Development



Library Leadership Development:
Increasing Underrepresented Populations:
UM Minnesota Institute

◆ **Minnesota Institute (cont'd)**

- **Program Outcomes:**
 - Personal Power
 - Peer Networks
 - Leadership Development
 - Personal Reflection



Library Leadership Development:
Increasing Underrepresented Populations:
ULC Executive Leadership Institute

Urban Libraries Council

- ◆ Executive Leadership Institute
 - History
 - Goals
 - Outcomes



Library Leadership Development: Increasing Underrepresented Populations



- ◆ **Concluding Remarks**



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Increasing Underrepresented Populations:**

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