Fiftieth Anniversary Special

A Brief History and Timeline of the Library Administration and Management Association, 1957–2007

Robert Daugherty and Robert F. Moran, Jr.

The centennial year of 1876 was a watershed time for American libraries. It was then that Cutter's cataloging rule and Dewey's decimal system of classification were published, the *American Library Journal* was founded, and the American Library Association (ALA) was organized. ALA included such standing groups as the Large Libraries Section, the Library Administration Committee, and the Library Architecture Committee, among others. It was not until the report of the Third Activities Committee in 1939 that divisions were established within ALA to represent fields of activity in general. By 1941, there were six divisions: Division of Public Libraries, Library Extension Services, Trustee Division, Division of Cataloging and Classification, Libraries for Children and Young People, and the Association of College and Research Libraries.

In 1954, the management consultant firm of Cresap, McCormick, and Paget was hired to review ALA structures, governance, and fiscal policies. The report, released to the membership at the 1955 conference, made several recommendations leading to a restructuring of the organization into type-of-library divisions and type-of-activity divisions. Although it was approved by the ALA Council in 1955, those organizational suggestions were not implemented until 1957. It was from this work that what we now know as the Library Administration and Management Association (LAMA) began.

The Early Years of LAMA, 1957–1978

LAMA, then called Library Administration Division (LAD), became an ALA division on January 1, 1957. Divisions within ALA were:

- American Association of School Librarians (AASL)
- Association of College and Research Libraries (ACRL)
- Adult Education Division, now part of Reference and User Services Association (RUSA)
- Association of Hospital and Institution Libraries, now part of the Association of Specialized and Cooperative Library Agencies (ASCLA)
- Association of Young People's Librarians, now Young Adult Library Services Association (YALSA)
- Children's Library Association, now Association for Library Service to Children (ALSC)
- Library Administration Division, now Library Administration and Management Association (LAMA)
- Library Education Division (dissolved by Council and replaced by the Committee on Education, effective February 1, 1978)
- Library Reference Services Division, now part of RUSA
- Public Libraries Division, now Public Library Association (PLA)
- Resources and Technical Services Division, now Association for Library Collections and Technical Services (ALCTS)
- State Library Agencies Division, and Specialized Libraries Division, both now part of ASCLA

At that time, nine ALA groups were transferred to LAD:

- Board on Personnel Administration
- Buildings Committee
- Equipment Committee
- Federal Relations Committee
- Friends of the Libraries Committee
- Insurance for Libraries Committee
- Library Legislation Committee
- Public Relations Committee
- Statistics Committee

In spring and fall 1957, an additional eighteen committees were transferred to LAD from other ALA divisions. Most of these additional committees involved building construction and maintenance, recruitment of professional librarians, public relations, and statistics. By the end of the

Robert Daugherty (rad@uic.edu) is Associate Professor and Circulation Librarian, University of Illinois at Chicago. **Robert F. Moran, Jr.** (rfmoran@anet.com) is a library consultant.

year, the LAD board had developed the basis for the structure of sections and responsibilities that it has today.

The following timelines and discussions reflect the central moments in the history of LAMA. The people and activities listed here represent LAMA's enduring strengths and its importance as the leading association dedicated to fostering excellence in library administration and management. LAD was interested in the general improvement and development of all aspects of library administration, at all levels of administration in libraries, and for all types and sizes of libraries. It was responsible for library administration in general, personnel administration, in-service training and recruiting, financial administration, buildings and equipment, public relations, and library organization, as well as governmental relations and relations with library governing bodies.

LAMA Timeline

1957

LAD formed to focus on personnel, buildings and equipment, insurance, public relations, statistics, legislation, and friends groups.

ALA groups transferred to LAD included: Board on Personnel Administration (created 1936); Buildings Committee (1932); Equipment Committee (1931); Federal Relations Committee (1923); Friends of Libraries Committee; Insurance for Libraries Committee (1929); Library Legislation Committee (1923); Public Relations Committee (1923); and Statistics Committee (1936).

LAD has specific responsibility for:

1. Continuous study and review of the activities assigned to the division and of the changing developments in those activities;
2. Conduct of activities and projects within its areas of responsibility and stimulation of the development of these activities in libraries;
3. Synthesis of the activities of all units within ALA that have a bearing on the type of activity represented;
4. Representation and interpretation of these activities of libraries in contacts outside the profession;
5. Stimulation of the development of librarians engaged in its type of activity and stimulation of participation in appropriate type-of-library divisions; and
6. Planning and development of programs of study and research in those areas of activity for the total profession (*ALA Bulletin,* December 1959, p. 918–19).

LAD President: Louis M. Nouris, St. Louis (Mo.) Public Library
LAD Executive Secretary: Hazel B. Timmerman
Midwinter Meeting: Chicago
Annual Conference: Kansas City, Missouri

Sections, committees, and discussion groups:
- LAD Committee on Organization (COO)
- LAD Committee on Recruiting
    - Recruiting Subcommittee for Cataloging and Classification
    - Recruiting Subcommittee for Children's Librarians
    - Recruiting Subcommittee for College and University Librarians
    - Recruiting Subcommittee for School Librarians
- Building and Equipment Section (BES)
    - Architecture for Public Libraries Committee
    - Buildings for College and University Libraries Committee
    - Buildings for Hospital and Institution Libraries Committee
    - Equipment Committee
    - Planning School Library Quarters Committee
- Financial Administration Section (FAS)
    - Bookmobile cost of Operations Committee
    - Insurance for Libraries Committee
- Government Relations Section (GRS)
    - Federal Relations Committee
    - Library Legislation Committee
- Library Organization and Management Section (LOMS)
    - Administrative Committee for Cataloging and Classification
    - Statistics Coordinating Committee
    - Statistics for College and University Libraries Committee
    - Statistics for Public Libraries Committee
    - Statistics for School Libraries Committee
- Personnel Administration Section (PAS)
    - Certification Committee
    - Code of Ethics Committee
- Public Relations Section (PRS)
    - Friends of Libraries Committee
    - Public Relations Committee for Hospital and Institution Libraries
    - Public Relations Committee for Public Libraries

1958

LAD President: Katherine Martin Stokes, Western Michigan University, Kalamazoo
LAD Executive Secretary: Hazel B. Timmerman
Midwinter Meeting: Chicago
Annual Conference: San Francisco

Sections, committees, and discussion groups:
- FAS
    - Budgeting and Accounting Committee formed
    - Library Costs Committee formed
    - Purchasing Committee formed

- GRS
  - Copyright Revision Committee formed
- LOMS
  - Advisory Committee on USOE Statistics formed
- PAS
  - In-Service Training Committee formed
  - Library Practices on Staff Attendance at Meetings Committee formed
  - State Library Personnel Practices Committee formed

1959
LAD President: Margaret Mary Klausner, Public Library of Stockton and San Joaquin City, California
LAD Executive Secretary: Hazel B. Timmerman
Midwinter Meeting: Chicago
Annual Conference: Washington, D.C.

Sections, committees, and discussion groups:
- Ad hoc Committee on Circulation Services formed "to prepare a statement of field of interest, to suggest an organizational attachment, and to provide continuity for the group while it is considering organization."
- Advisory Committee for Library Service to Children in Public Libraries formed
- Advisory Committee for Library Technology Project formed
- Advisory Group for North Carolina Library Recruitment Program formed
- Conference Program Committee formed
- Election Committee formed
- Nominating Committee formed
- Program Evaluation and Budget Committee formed
- PRS
  - Leaflets Committee formed

A recommendation was made to ALA COO that the Circulation and Reserves Services group become part of RTSD.

1960
LAD President: Archie L. McNeal, University of Miami, Coral Gables, Florida
LAD Executive Secretary: Alphonse F. Trezza
Midwinter Meeting: Chicago
Annual Conference: Montreal

1961
LAD President: Ralph Blasingame Jr., Pennsylvania State Library, Harrisburg
LAD Executive Secretary: Alphonse F. Trezza
Midwinter Meeting: Chicago
Annual Conference: Cleveland, Ohio
Some highlights:
- GRS becomes ALA Legislation Committee
- ALA Legislation Committee created to replace former Federal Relations Committee of LAD

- LAD Advisory Committee for Library Services
- Circulation Discussion Group established

Sections, committees, and discussion groups:
- LOMS
  - Purpose, Programs, and Bylaws Committee formed
  - FAS (Insurance for Libraries Committee) absorbed and moved into LOMS
- PAS
  - Committee to Evaluate ALA's Personnel Publications formed
- PRS
  - Committee on Public Relations in Libraries formed

1962
LAD President: Louise F. Rees, Michigan State Library, Lansing
LAD Executive Secretary: Alphonse F. Trezza
Midwinter Meeting: Chicago
Annual Conference: Miami Beach

Special event: Friends Luncheon speaker: Sir Edmund Hillary

Sections, committees, and discussion groups:
- LOMS
  - Circulation Controls Committee formed
  - Comparative Library Organization Committee formed
  - Library Administration Development Committee formed
  - Organization of Public Library Services formed

1963
LAD President: Keith Doms, Carnegie Library, Pittsburgh, Pennsylvania
LAD Executive Secretary: Alphonse F. Trezza
Midwinter Meeting: Chicago
Annual Conference: Chicago

Special topic: Concerns about LAD growth/influence; study, report, recommendations referred by ALA Council to ALA COO.

1964
LAD President: Herbert Goldhor, University of Illinois, Urbana–Champaign
LAD Executive Secretary: Alphonse F. Trezza
Midwinter Meeting: Chicago
Annual Conference: St. Louis, Missouri
Special topic: ALA COO reports back to Council on its findings on the place of LAD in ALA structure, which included:

1. Some assignments to LAD have dealt with matters other than purely administrative, and some have been limited to a single type of library.
2. While there may have been too broad a definition of LAD's field of responsibility, there is evidence that some divisions have been giving too narrow and literal an interpretation of their own fields of responsibility.
3. The dual principle in the reorganization theory, i.e., type-of-library as against type-of-activity, has not been followed perfectly. Perfection may well be impossible, since the logic upon which the principle is based is not absolutely flawless.
4. Under the reorganization, the type-of-activity divisions seem to feel they are faring well. Since they are new, there is some reason to believe that where no fixed patterns of thought have existed, groups have been able to work well, but that where there were older, fixed patterns of thought, it has been difficult for the group to adjust to the new pattern of organization. The new type-of-library divisions that emerged in the reorganization are as creatively active as type-of-activity divisions.
5. The reorganization principle stated thus: "Matters concerning one kind of library activity or service in two or more kinds of libraries are the responsibility of a type-of-activity division; and, conversely, matters concerning two or more kinds of activities in one type of library are the responsibility of that type-of-library division," is sound. This is the principle that has not altogether been followed in the assignment of projects.
6. Statements from the divisions seem to offer no evidence that such drastic action as the dissolution of LAD is required to resolve the dissatisfactions that have been expressed to COO.
7. Despite its complexity, the present organizational pattern of ALA is basically sound and deserves to be given at least ten to fifteen years of wholehearted support before a radical reorganization is considered. The framework exists within which to solve specific organizational problems, other than those of personality conflicts.

Recommendations of ALA COO:
1. LAD should be retained as a division of ALA, subject to the conditions outlined in the recommendations that follow.
2. Certain modifications in the scope of LAD's activities should be achieved by:
   a. Revision of LAD's statement of responsibility to clarify and limit the phrases "library administration in general" and "library organization."
   b. Greater care in the assignment of projects or programs to divisions, particularly those involving expenditure of a significant amount of money.
   c. Further study and reassessment of certain activities currently being carried on in LAD about which question has arisen and which are possible candidates for reallocation to another division.
3. The committee urges the adoption of a policy within ALA that will encourage the individual divisions to conduct as many and as varied activities as they can, giving due consideration to monetary costs and the activities of other divisions or associations.
4. The committee recommends that the executive board and staff find some specific means of reviewing activities and assignments promptly and, if possible, before their inception, to assure as fair as possible a judicious decision in making the assignment.
5. Some study should be given by the Membership Committee, the Committee on Constitution and Bylaws, and other appropriate officers or agencies to proposals received from various sources that LAD membership be on a different basis than that in other type-of-activity divisions.

1965
LAD President: Hoyt R. Galvin, Charlotte (N.C.) Public Library
LAD Executive Secretary: Alphonse F. Trezza
Midwinter Meeting: Washington, D.C.
Annual Conference: Detroit

Sections, committees, and discussion groups:
- LOMS
  - Statistics for Reference Services Committee formed
- PAS
  - Research and Development Committee formed
  - Committee on Retirement Homes formed
- PRS
  - Goals and Policies Committee formed
  - Publications Committee (Leaflets Committee becomes Subcommittee) formed
  - Trustees Committee formed
  - Film Steering Committee formed
  - Library Buildings Award Committee (ALA participation with AIA, et al., authorized by Council in 1962–application forms from LAD)

1966
LAD President: Charles F. Gosnell, New York University Libraries
LAD Executive Secretary: Alphonse F. Trezza
Midwinter Meeting: Chicago
Annual Conference: New York

Sections, committees, and discussion groups:
LAD Bylaws revision gives LAD's ALA Councilors voting rights on board of directors
LAD establishes Circulation Services Section (CSS)

1967
LAD President: Eileen Thornton, Oberlin (Ohio) College Library
LAD Executive Secretary: Alphonse F. Trezza
Midwinter Meeting: Chicago
Annual Conference: San Francisco

Special event: Friends Luncheon speaker—Clifton Fadiman (author, editor, and radio/television celebrity)

Sections, committees, and discussion groups:
- CSS
  - Circulation Control Committee formed
  - Conference Program Committee formed
  - Membership Committee (ad hoc) formed
  - Planning and Action Committee formed

1968
LAD President: John F. Anderson, San Francisco Public Library
LAD Executive Secretary: Alphonse F. Trezza/Ruth R. Frame
Midwinter Meeting: Bal Harbour, Florida
Annual Conference: Kansas City, Missouri

Special event: Friends Luncheon speaker—Alex Haley, author of *The Autobiography of Malcolm X*

1969
LAD President: Julius R. Chitwood, Rockford (Ill.) Public Library
LAD Executive Secretary: Ruth R. Frame
Midwinter Meeting: Washington, D.C.
Annual Conference: Atlantic City, New Jersey

Special event: Friends Luncheon speaker—Helen Hayes, first lady of the theater.

Sections, committees, and discussion groups:
- LOMS
  - LOMS Nonprint Media Statistics Committee formed

1970
LAD President: James H. Richards Jr., University of Wyoming, Laramie
LAD Executive Secretary: Ruth R. Frame
Midwinter Meeting: Chicago
Annual Conference: Detroit

Special event: Friends Luncheon speaker—Rep. Julian Bond (D-Georgia)

1971
LAD President: Lester L. Ssoffel, Suburban Library System, Western Springs, Illinois
LAD Executive Secretary: Ruth R. Frame

Midwinter Meeting: Los Angeles
Annual Conference: Dallas

Special event: Friends Luncheon speaker—Erich Segal, author of *Love Story*

1972
LAD President: Grace P. Slocum, Enoch Pratt Public Library, Baltimore
LAD Executive Secretary: Ruth R. Frame
Midwinter Meeting: Chicago
Annual Conference: Chicago

Special events:
Friends Luncheon speaker—William Blatty, author of *The Exorcist*
Multimedia Showcase: Sights and Sounds of Libraries (1972)

1973
LAD President: W. Joseph Kimbrough, Denver Public Library
LAD Executive Secretary: Ruth R. Frame/Jordan M. Scepanski, acting
Midwinter Meeting: Washington, D.C.
Annual Conference: Las Vegas

1974
LAD President: Herbert F. Mutschler, King County Library System, Seattle
LAD Executive Secretary: Donald P. Hammer (shared with ISAD, now LITA)
Midwinter Meeting: Chicago
Annual Conference: New York City

Special events:
The quarterly *LAD Newsletter* established; the first issue was January 1975
Library Technology Reports (*LTR*) referred to LAD for editorial responsibility

Sections, committees, and discussion groups:
- PRS
  - First Swap and Shop
- BES
  - Buildings for Hospital, Institution, and Special Libraries Committee abolished; responsibility migrated to AHIL
  - Planning School Library Media Quarters Committee abolished; responsibility migrated to AASL

1975
LAD President: Paxton P. Price, St. Louis (Mo.) Public Library
LAD Executive Secretary: Donald P. Hammer (shared with

ISAD, now LITA)
Midwinter Meeting: Chicago
Annual Conference: San Francisco

Sections, committees, and discussion groups:
- BES
- LOMS
    - Budgeting, Accounting, and Cost Committee
    - Comparative Library Organization Committee
    - Insurance for Libraries Committee
    - Statistics Coordinating Committee
    - Statistics for College and University Libraries Committee
    - Statistics for Non-Print Media Committee
    - Statistics for Reference Services Committee
    - Statistics for School Library Committee
    - Statistics for State Library Committee
    - Statistics for Technical Services Committee
- Circulation Services Section (CSS)
- Personal Administration Section (PAS)
    - Staff Development Committee
    - Economic Status, Welfare, and Fringe Benefits Committee
    - Committee to Revise Personnel Organization and Procedure Manuals Committee
- Public Relations Committee
    - John Cotton Dana Public Relations Awards Committee
    - Friends of Libraries Committee
    - Public Service to Libraries Committee

1976
LAD President: Ernest Di Mattia Jr., Ferguson Library, Stamford, Connecticut
LAD Executive Secretary: Donald P. Hammer (shared with ISAD, now LITA)
Midwinter Meeting: Chicago
Annual Conference: Chicago (ALA centennial)

Sections, committees, and discussion groups:
- LAD Special Committee on Division Development

1977
LAD President: Richard L. Watters, Dallas Public Library
LAD Executive Secretary: Donald P. Hammer (shared with ISAD, now LITA)
Midwinter Meeting: Washington, D.C.
Annual Conference: Detroit

Sections, committees, and discussion groups:
- Middle Management Discussion Group formed
- Women Administrators Discussion Group formed

Growth and Maturity, 1978–1993

LAMA was born, fully grown, from LAD in 1978. "The membership approved a bylaw change in the spring election, which changed the name of the division to the Library Administration and Management Association. The name change will reflect the broadened activity within the division, and, in fact, more accurately indicate concerns of the division" (*LAD Newsletter,* Sept. 1978, p. 1). The legacy of LAD remains central to LAMA. LAD had been created in 1957 to focus on personnel; buildings and equipment; insurance; public relations; statistics; legislation; and friends groups, and it carried those concerns into the 1970s. In addition, LAMA's two major award programs, the John Cotton Dana Public Relations Award, cosponsored with the H. W. Wilson Company, and the Library Buildings Award Program, cosponsored by the American Institute of Architects, had been administered by LAD.

In 1976, a Special Committee on Division Development had been formed by LAD and the report "New Directions" was issued. A new name for the division was not the only result of this self-analysis. The year 1978 also saw a change in the structure of the LAMA board, new guidelines to govern program activities, and the creation of a new section. First, the board accepted a recommendation for the election of three at-large board members. Second, new guidelines for program activities included the creation of a standing committee on LAMA programs and the stipulation that the division establish a long-range schedule of subjects to be addressed through its programs. Finally, LOMS reported that the attention and resources that it had been giving to statistics provided reason for the creation of a section focused solely on statistics. The board agreed and Statistics Section was formed.

Don Wright, LAMA president in 1978, closed his comments in the September newsletter with a brief statement that both attested to the division's vitality and noted its needs, which are familiar to all those who have been involved in the governance and organization of LAMA. "The division is in a fine state of health. This healthiness, however, has increased the work load of the headquarters' staff. To alleviate problems the board authorized additional staff to assist Mr. Hammer. To maintain increased staff—which should reflect increased service—we must increase our membership" (*LAD Newsletter,* Sept. 1978, p. 1).

"Growth" and "vitality" describe LAMA during the period from 1978 to 1994. In 1978, its membership was 3,841; in 1994 it stood at 5,254. Its staff numbered 3.5 FTE. Each year it delivered fifteen conference programs, the LAMA President's Program, and several pre-conferences on a multitude of topics of current interest. Three LAMA regional institutes were available for scheduling. The most recent list of publications contained thirty-six titles.

Two sections, Statistics (1978) and Fund Raising and Financial Development (1983) have been added to the five carried forward from LAD–Buildings and

Equipment, Library Organization and Management, Personnel Administration, Public Relations, and Systems and Services (formally Circulation Services). Four division discussion groups, Assistants to the Director (1981), Library Storage (1990), Networked Information (1993), and Total Quality Management (1993) have been added to the Middle Management and Women Administrators Groups, both begun in 1977. In 1993, LAMA also established the Council of LAMA Affiliates (COLA) to support and facilitate communication between LAMA and state/regional groups with a library administration and management focus.

LAMA continued to be recognized for the John Cotton Dana Library Public Relations Award and Library Buildings Award Program, and for two annual "give and take" programs, Swap and Shop and Fund Fare Exchange. The John Cotton Dana Award was begun in 1946 to recognize achievement in the promotion of library services and to set standards for excellence in library public relations programs. It is administered by the Public Relations Section and cosponsored by the H. W. Wilson Company. The Library Buildings Awards, jointly sponsored by LAMA and the American Institute of Architects, are given biennially to recognize distinction in the design of all types of libraries. A Building and Equipment Section committee co-administers the program and assists in the selection of the LAMA award jurors.

Swap and Shop and the Fund Fare Exchange are similar in their popularity and format—successful practitioners sharing ideas and documents with each other and with less-experienced colleagues. The Public Relations Section's Swap and Shop participants share their best public relations materials with all comers. Fund Raising and Financial Development Section members provide expertise, ideas, and promotional materials to all interested conference attendees.

One of LAMA's most significant accomplishments has been the creation of its journal, *Library Administration and Management* (*LA&M*). A journal for LAMA's membership was identified as a major organizational objective during LAMA's first board planning session held at the 1983 Midwinter Meeting in San Antonio. As a first step towards a journal, the *LAMA Newsletter* was expanded, first to include a special supplement with summaries of LAMA conference programs for the benefit of members who could not attend the annual conference. In 1984, an article on a topic of interest to library administrators, under the heading "Administrators Update," was added. At the 1986 Midwinter Meeting, Don Riggs was appointed associate editor/editor-designate to work with the newsletter editor, Ed Garten, in the transition from the newsletter to the journal. The first issue of *LA&M* was published in January 1987, and the journal has grown in size and stature since then.

LAMA's vitality was demonstrated in its early recognition of issues of primary concern to librarians and, in some cases, American society in general. In 1979, the Economics Status, Welfare, and Fringe Benefits Committee of PAS issued a report on comparable wages for comparable work. Two years later, PAS assisted in the preparation of an ALA policy statement on the employment of disabled persons in libraries. The PAS Economic Status and Staff Welfare Committee developed, in 1988, a statement on freedom from mandatory drug testing for library employees; the policy was later approved by ALA. LAMA President Betty Bender's attention to diversity in the work place and in libraries' user populations resulted in the creation of the Ethnics Groups Task Force, and the 1990 President's Program, "Cultural Diversity, Strategies to Overcoming Institutional Barriers." In 1992, the LAMA Cultural Diversity Committee was created.

LAMA Timeline

1978
LAMA President: Donald E. Wright, Evanston (Ill.) Public Library
LAMA Executive Secretary: Donald P. Hammer (shared with ISAD, now LITA)
Midwinter Meeting: Chicago
Annual Conference: Chicago

- **LAD** becomes **LAMA**
  - Increase at-large board members to three
  - Statistics Section (SS) created
  - Programs
    - Standing Program Committee
    - Long-range schedule of subjects
    - New guidelines for program activities

1979
LAMA President: Dale B. Canelas, Stanford (Calif.) University
LAMA Executive Secretary: Donald P. Hammer/Roger H. Parent
Midwinter Meeting: Washington, D.C.
Annual Conference: Dallas

Special project:
PAS Economic Status, Welfare, and Fringe Benefits Committee report on comparable wages for comparable work

1980
LAMA President: Mary A. Hall, Prince George's County (Md.) Memorial Library
LAMA Executive Secretary: Roger H. Parent
Midwinter Meeting: Chicago
Annual Conference: New York City

Sections, committees, and discussion groups:
- PAS Union Relations for Managers Committee formed

1981
LAMA President: Carolyn A. Snyder, Indiana University Libraries, Bloomington
LAMA Executive Secretary: Roger H. Parent
Midwinter Meeting: Washington, D.C.
Annual Conference: San Francisco

Sections, committees, and discussion groups:
- Assistants to the Director Discussion Group formed

1982
LAMA President: David R. Smith, Hennepin County (Minn.) Library
LAMA Executive Secretary: Roger H. Parent
Midwinter Meeting: Denver
Annual Conference: Philadelphia

- First Midwinter Planning Session

Membership:
- Personal—3,373
- Organizational—1,191

1983
LAMA President: Nancy R. McAdams, University of Texas, Austin
LAMA Executive Secretary: Roger H. Parent
Midwinter Meeting: San Antonio
Annual Conference: Los Angeles

Sections, committees, and discussion groups:
- Fund Raising and Financial Development Section (FRFDS) formed
- Circulations Services Section (CSS) becomes Systems and Services Section (SASS)

Membership:
- Personal—3,502
- Organizational—1,210

1984
LAMA President: Gary E. Strong, California State Library, Sacramento
LAMA Executive Secretary: Roger H. Parent
Midwinter Meeting: Washington, D.C.
Annual Conference: Dallas

Sections, committees, and discussion groups:
- Committee on Recognition of Achievement formed

Membership:
- Personal—3,308
- Organizational—772

1985
LAMA President: Ronald G. Leach, Indiana State University, Terre Haute

LAMA Executive Secretary: Roger H. Parent/John W. Berry
Midwinter Meeting: Washington, D.C.
Annual Conference: Chicago

Staff:
- John W. Berry appointed as LAMA Executive Secretary

Sections, committees, and discussion groups:
- BES Library Facilities Planning Discussion Group formed

Membership:
- Personal—3,479
- Organizational—771

1986
LAMA President: Betty W. Bender, Spokane (Wash.) Public Library
LAMA Executive Secretary: John W. Berry
Midwinter Meeting: Chicago
Annual Conference: New York City

Projects and Reports:
- Mentor Program established

1987
LAMA President: Ann Heidbreder Eastman, Virginia Tech, Blacksburg
LAMA Executive Secretary: John W. Berry
Midwinter Meeting: Chicago
Annual Conference: San Francisco

Sections, committees, and discussion groups:
- LOMS Research in Organization and Management Issues Discussion Group formed

First issue of *LA&M*

Staff:
- Cheryl Bernero named program officer

1988
LAMA President: Maureen Sullivan, Yale University, New Haven, Connecticut
LAMA Executive Secretary: John W. Berry
Midwinter Meeting: San Antonio
Annual Conference: New Orleans

Sections, committees, and discussion groups:
- LOMS Leadership Discussion Group formed

Projects and reports:
- PAS Economic Status and Staff Welfare Committee statement on freedom from mandatory drug testing for library employees (approved by ALA)

1989

LAMA President: Dallas Y. Shaffer, Monterey County (Calif.) Public Library
LAMA Executive Director: John W. Berry/Karen Muller (shared with ALCTS)
Midwinter Meeting: Washington, D.C.
Annual Conference: Dallas

Staff:
- Karen Muller appointed executive director

1990

LAMA President: Susanne Henderson MacTavish, General Electric Company Library, Gaithersburg, Maryland
LAMA Executive Director: Karen Muller (shared with ALCTS)
Midwinter Meeting: Chicago
Annual Conference: Chicago

Staff:
- Liz Miller appointed deputy executive director

Sections, committees, and discussion groups:
- Library Storage Discussion Group formed

1991

LAMA President: Susan E. Stroyan, Illinois Wesleyan University, Bloomington
LAMA Executive Director: Karen Muller (shared with ALCTS)
Midwinter Meeting: Chicago
Annual Conference: Atlanta

Staff:
- Barbara Uchtorff appointed deputy executive director

1992

LAMA President: James G. Neal, Indiana University, Bloomington
LAMA Executive Director: Karen Muller (shared with ALCTS)
Midwinter Meeting: San Antonio
Annual Conference: San Francisco

Sections, committees, and discussion groups:
- Cultural Diversity Committee formed
- SASS Circulation/Access Discussion Group formed

1993

LAMA President: Carol F. L. Liu, Queens Borough Public Library, Jamaica, New York
LAMA Executive Director: Karen Muller (shared with ALCTS)
Midwinter Meeting: Denver
Annual Conference: New Orleans

Sections, committees, and discussion groups:
- Networked Information Discussion Group formed
- Total Quality Management Discussion Group formed
- Council of Library Affiliates (COLA) formed

Projects and Reports:
- LAMA Endowment Fund established

LAMA Around the Millennium, 1994–2007

LAMA continued to grow and develop. *LAMASOURCE*, an electronic newsletter and gopher, went online in 1994. The LAMA Institute of the Year program was designed to explore broad issues of current importance to librarianship. "Redefining Libraries and Librarianship: Strategies, Structures, and Roles for the New Millennium," presented by LAMA Past President Jim Neal, was designated the 1994–1995 Institute of the Year.

1993–1994 LAMA President Carol Liu, in choosing the theme, "Leadership for Social Effectiveness: Translating Convictions into Action," made the issue of diversity the focus of her presidential term. LAMA liaisons to ALA Ethnic Affiliates were appointed, linking representatives of ALA's ethnic caucuses with LAMA through its Cultural Diversity Committee. A LAMA Diversity Fund was established to increase the representation and advancement of people of color in library leadership, and fundraising began for that exciting initiative. Australian Library and Information Association Past President Jennifer Cram journeyed to Miami to deliver the keynote address at the LAMA President's Program, "When Ants Carry Elephants: Applying the Wisdom of Indigenous Peoples to Library Leadership."

Moving into the next phase of its development under the leadership of President Elect Don Riggs, LAMA undertook a revision of its strategic plan to position itself for the challenges of the next century. Goals for the near future included the delivery of products and services to members who do not attend the annual conferences, continuing the revitalization of the Regional Institute Program, developing programs to respond to competition from non-library information providers and from other divisions, adopting a proactive and visionary role to respond to changes in the profession, and responding to changing technologies.

The LAMA strategic plan 1999–2004 became an important planning and evaluation document. Its adoption represented LAMA's forward thinking in establishing the goals and objectives that would set the division's course into the future. Eleven goal areas were identified in this initial strategic plan:

- Recognize and spotlight service to the profession and best practices in leadership, management, and advocacy for the twenty-first century;
- Inform and educate librarians, library users, and library advocates about issues related to leadership

and management in a dynamic information environment;

- Foster and encourage research and scholarship on leadership and management of libraries and information organizations;
- Bring the best of the leadership and management worlds outside of ALA to bear on LAMA's programs, and develop partnerships that move LAMA's programs forward;
- Energize librarians and library staff with high quality, timely, continuing education programs when and where they need them;
- Expand LAMA's influence within ALA and the information community on the development of initiatives and agenda as they relate to leadership and management;
- Revitalize the publication program so that it is focused on getting the information members need to them in the ways that best suit their needs;
- Strengthen LAMA organizationally, so that it is robust and flexible and responsive to member's changing needs;
- Expand LAMA's membership, particularly targeting new librarians and others who can push LAMA's agenda forward and make it easy for them to have an impact;
- Recognize the service and contributions of members to LAMA's programs and activities and encourage members to stay active; and
- Broaden LAMA's concern with diversity and create an organizational environment where all can contribute and learn.

The strategic plan was updated to cover the period from 2006 to 2010. The mission statement is: "The Library Administration and Management Association encourages and nurtures current and future leaders, and develops and promotes outstanding leadership and management practices." The four goal areas in the current plan are: Value to Members, Leadership and Management, Education, and Organizational Excellence.

These events, while significant, are only a part of LAMA's history. LAMA's full story can only be told by the members who have been part of the division and who have produced its educational programs and publications. The division has been led by presidents with vision and committed, energetic executive directors. The future of LAMA belongs to its members, which are its strength, inspiration, and source of innovation.

LAMA Timeline

1994
LAMA President: Donald E. Riggs, University of Michigan, Ann Arbor
LAMA Executive Director: Karen Muller (shared with ALCTS)

Midwinter Meeting: Los Angeles
Annual Conference: Miami Beach

Projects and reports:
- Diversity Fund established

1995
LAMA President: John J. Vasi, University of California, Santa Barbara
LAMA Executive Director: Karen Muller (shared with ALCTS)
Midwinter Meeting: Philadelphia
Annual Conference: Chicago

Planning:
- LAMA Strategic Plan 1995–1999

1996
LAMA President: William W. Sannwald, San Diego (Calif.) Public Library
LAMA Executive Director: Karen Muller (shared with ALCTS)
Midwinter Meeting: San Antonio
Annual Conference: New York

LAMA/LITA conference:
- "Transforming Libraries: Leadership and Technology in the Information Age"

1997
LAMA President: Charles E. Kratz Jr., University of Scranton (Pa.)
LAMA Executive Director: Karen Muller (shared with ALCTS)
Midwinter Meeting: Washington, D.C.
Annual Conference: San Francisco

Projects and reports:
- Cultural Diversity Grant established

Sections, committees, and discussion groups:
- Diversity Officers' Discussion Group formed

1998
LAMA President: Thomas L. Wilding, University of Texas, Arlington
LAMA Executive Director: Karen Muller (shared with ALCTS)
Midwinter Meeting: New Orleans
Annual Conference: Washington, D.C.

Planning:
- LAMA Strategic Plan 1995–1999 revision

Projects and reports:
- LAMA/YBP Student Writing and Development Award Contest initiated

Sections, committees, and discussion groups:
- Committee virtual membership approved
- BES Moving Libraries Discussion Group approved
- Electronic Discussion List for Diversity Officers Discussion Group

1999
LAMA President: Carol L. Anderson, State University of New York, Albany
LAMA Executive Director: Karen Muller (shared with ALCTS)
Midwinter Meeting: Philadelphia
Annual Conference: New Orleans

Projects and reports:
- $100,000 Endowment Campaign launched
- LAMA New Initiatives Program approved

2000
LAMA President: Jeanne Thorsen, King County (Wash.) Library System Foundation
LAMA Executive Director: Karen Muller (shared with ALCTS)
Midwinter Meeting: San Antonio
Annual Conference: Chicago

Staff:
- Charles Wilt named deputy executive director
- Julie Reese appointed events manager

Events:
- First LAMA National Institute

Planning:
- 1999–2004 Strategic Plan approved

2001
LAMA President: Joan Giesecke, University of Nebraska–Lincoln
LAMA Executive Director: Karen Muller (shared with ALCTS)
Midwinter Meeting: Washington, D.C.
Annual Conference: San Francisco

Staff:
- Elisa Coghlan appointed program assistant for publications and membership
- Cease administration with ALCTS
- Doll Thorn Hawkins appointed program assistant

Projects and Reports:
- Fund Raising and Financial Development Section Scholarship established

2002
LAMA President: Linda Dobb, Bowling Green (Ohio) State University

LAMA Executive Director: Lorraine Olley
Midwinter Meeting: New Orleans
Annual Conference: Atlanta

Staff:
- Lorraine Olley appointed executive director and Patricia Thornton and Arawa McClendon join the staff

Sections, committees, and discussion groups:
- LOMS Organizational Development Discussion Group formed
- Web Site Advisory Board formed

National Institute:
- "The E-ssential Library: Creating and Sustaining Our Leading Edge," Naples, Florida

Paul Anderson

2003
LAMA President: Paul Anderson, University of Delaware, Newark
LAMA Executive Director: Lorraine Olley
Midwinter Meeting: Philadelphia
Annual Conference: Toronto

2004
LAMA President: Virginia Steel, Washington State University, Pullman
LAMA Executive Director: Lorraine Olley
Midwinter Meeting: San Diego
Annual Conference: Orlando

Virginia Steel

National Institute:
- "Celebrating Library Leaders for the Twenty-first Century," Palm Springs, California
- "LAMA Financial Strategies, FY 2005–2007," A financial recovery plan
- LAMA Endowment Campaign Phase II
- World Book grant for Leaders of the Pack

2005
LAMA President: Catherine Murray-Rust, Colorado State University, Fort Collins
LAMA Executive Director: Lorraine Olley
Midwinter Meeting: Boston
Annual Conference: Chicago

Catherine Murray-Rust

Projects and reports:
- ALA/IIDA Library Interior Design Awards Begin
- 2006–2010 Strategic Plan updated

2006
LAMA President: Andrea Lapsley, Colorado State University, Fort Collins
LAMA Executive Director: Lorraine Olley
Midwinter Meeting: San Antonio
Annual Conference: New Orleans

Andrea Lapsley

2007
LAMA President: W. Bede Mitchell, Georgia Southern University, Statesboro
LAMA Executive Director: Fred Reuland (acting)
Midwinter Meeting: Seattle
Annual Conference: Washington, D.C.

W. Bede Mitchell

Division Executive Secretaries/Directors

1957–1960	Hazel B. Timmerman
1960–1968	Alphonse F. Trezza
1968–1973	Ruth R. Frame
1973	Jordan M. Scepanski, acting (he had been the "professional assistant"-- that era's title for program officer/ deputy)
1974–1979	Donald P. Hammer (shared with ISAD, now LITA)
1979–1985	Roger H. Parent
1985–1989	John W. Berry
1989–2001	Karen Muller (shared with ALCTS)
2001–2007	Lorraine H. Olley

LAMA—Providing Library Managers Learning and Development through the Division's Journal, *Library Administration and Management*, Since 1987

- "Research and the Use of Statistics for Library Decision Making," Peter Hernon (1989)
- "Quality Circles: Some Theory and Two Experiences," JoAn Segal and Tamiye Trejo-Meehan (1989)
- "Self Management in Technical Services: The Yale Experience," Gerald Lowell and Maureen Sullivan (1989)
- "New Structures in Teaching Libraries," Philip Tomkins (1990)
- "The Sick Building Syndrome," Matthew Simon (1990)
- "Promoting Management Excellence in Research Libraries Through Training and Staff Development," Susan Juro and Duane Webster (1990)
- "Leadership in an Age of Technological Change: The Significance of Technology for Public Library Leadership," Robert Newhard (1991)
- "The Cost of Health Care and Collective Bargaining in Public Libraries—A Summary," Norman Holman (1991)
- "Staff versus Collections: Assessing Budget Priorities for the 1990s," Ray English et al. (1992)
- "Academic Libraries and Computing Centers: Opportunities for Leadership," Marilyn Martin (1992)
- "The Big One: Staff Survival after a Disaster," Nancy Wynn (1993)
- "Lobbying in the Information Age: Professional Guidance for a New Decade," Ann Hamilton and V. Louise Saylor (1994)
- "What Have You Been Signing? A Look at Database Licensing Agreements," Edward Warro (1994)
- "Benchmarking: A Process for Improvement," Thomas Peischl (1995)
- "Interlibrary Loan and Document Delivery: The Debate Over Union Lists," Pat Weaver-Meyers and Yem Fong (1995)
- "Managing Legal Liability," Thomas Steele (1997)
- "Decision Making in a Team Environment," Karyle Butcher (1997)
- "Outsourcing in Libraries: Tactic, Strategy, or "Meta-Strategy?" James Marcum (1998)
- "Librarians as University Technology Leaders," Jay Starratt (1998)
- "Affordable Energy, Electricity Deregulation, and the Energy-Efficient Library," Matthew Auer and Karyn Hopper (1999)
- "From Here to There: Moving to the Future through Scenario Planning," Kathryn Deiss and Joan Giesecke (1999)
- "Core Competencies and the Learning Organization," Joan Giesecke and Beth McNeil (1999)
- "Individual Accountability and Individual Authority: The Missing Link," Philip Jones (2000)
- "Which Way Is Up? The Publishing Industry Merges Its Way into the Twenty-First Century," Mary Monroe (2000)
- "Legal Liability Issues Related to Internet Access," Norman Nelson (2001)
- "Technology Competencies in the Continuous Quality-Improvement Environment," Maureen Beck (2002)

Regional Institute Topics, 1987–2007

- Management of the Online Catalog (1987)
- Fund-raising (1987)
- Grantsmanship (1987)
- Leadership (1987)
- Financial Management (1988)
- Library Building Process (1988)
- Communication Process Role of Supervisors (1988)
- Creating Alliances–Library, Community, and Business Partnerships (1996)
- Organizational Culture (1996)
- Redefining Libraries and Librarianship: Strategies, Structures, and Roles for the New Millennium (1996)
- Customer Service Excellence (1997)
- Staffing Issues for the Year 2000 (1998)
- Libraries in the Digital Age: Vision for the Future and Road Maps for Change (1999)
- Creating New Information Communities: Essential Strategies to Fulfill a Vital Role for Libraries in the New Century (1999)

LAMA—Providing Library Managers Learning and Development through Conference Programming Since 1957

- Workshop on the Library Services Act (1957)
- Preparing the Library's Performance Budget (1958)
- Building Standards, Do We Have Any? (1958)
- What Is Good Library Administration? (1958)
- The Librarian Trainee Program As an Aid to Recruiting (1959)
- Gradual Retirement (1959)
- Copyright Law Revision and Libraries (1959)
- Purchasing of Library Materials at the State Level (1959)
- To Remodel or Not to Remodel (1959)
- Standards in Library Technology (1959)
- What the Architect and Librarian Should Expect of Each Other (1960)
- Physical Requirements for Bookmobiles (1960)
- Insurance for Libraries (1960)
- Practical Hints in Dealing with a Legislature (1960)
- Inter-Personal Relationships: A Basic Factor in On-the-Job Success (1960)
- Meet the Editors (1960)
- Libraries and Modern Management Techniques (1961)
- Urban Renewal and the Library (1961)
- Fire and Insurance Protection of Library Resources (1961)
- The Improvement of Statistics for Librarianship (1961)
- The Realities of In-Service Training—Status, Problems, Potential (1961)
- Public Relations—Whose Job? (1961)
- Rx for Book Recovery—Practices to Obtain the Return of Books (1962)
- Keeping the Librarian's Job Attractive (1962)
- A Report on the Study of Access to Libraries (1963)
- An Administrative Look at Circulation (1963)
- Library Circulation Systems—From Hand Charging to IBM (1964)
- Current Trends in Public Administration (1965)
- Implications of New Trends in Administration of Library Administrators (1965)
- Security Methods Used to Forestall Book Thefts (1965)
- A Quizzical Look at Annual Reports (1965)
- A Proposed National Plan for Library Statistics (1966)
- Library Statistics and Education (1966)
- The Role of the Building Planning Team: Architect, Consultant, Librarian, Governmental Authority (1966)
- The Prospect and Hardware for Computerized Circulation Systems (1966)
- Educating Manpower for Tomorrow's Libraries (1967)
- Circulation Automation—Anti-Blue Sky: Practical Thoughts about Systems Planning (1967)
- Open Hearing on Revision of ALA's Code of Ethics (1967)
- Sights and Sounds of Libraries: Radio-Television-Film Festival (1967)
- Is the Enjoyment of Literature Dying Out?—Clifton Fadiman (1967)
- Library Equipment Institute: Charging Systems (1968)
- Coordinated Environment—Heating, Cooling, Lighting, Plumbing, Ventilating (1968)
- Facilities for Housing and Utilization of Non-Book Materials in the School Library (1968)
- Architectural Requirements for Circulation Services (1968)
- How to Succeed with a Budget Presentation (1968)
- Motivation and the Need for Public Relations (1969)
- A National Plan for Library Statistics: Guidelines for Implementation (1969)
- The Essential Role of the Circulation Librarian (1969)
- Importance of Planning, Programming, and Budgeting for Libraries (1969)
- Unionization As a Form of Employee Representation (1969)
- Collective Bargaining in the Public Sector (1969)
- Collective Bargaining and Professionalism in Libraries (1970)

- Staff Development Micro-Workshop (1970)
- The Role of the Circulation Librarian in Book Selection, Public Services, and Book Preservation (1970)
- Management for Effective Service (1970)
- Dollar Decisions: Planning Resource Use, Budgeting Systems, and Techniques (1971)
- Truth in Job Advertising (1971)
- Image and Reality: How Our Publics Perceive Us (1971)
- Personnel Ratings in Staff Development and Retention (1971)
- Remodeling and Renovation of Academic Libraries (1972)
- Planning for Computer Uses in School Library Media Centers (1972)
- Multimedia Showcase: Sights and Sounds of Libraries (1972)
- Educational Technology and Changing Roles for Librarians 1984–2004, or Preventing Future Shock (1972)
- Criteria for Evaluating a Library Circulation System (1972)
- Role of Educational Technology in Staff Development (1972)
- Library Lighting and New Standards (1972)
- Remodeling/Renovating Academic Library Buildings (1972)
- Friends and the Legislative Process (1972)
- Ignorance Is No Excuse; Closing Gaps in Your Insurance Protection (1972)
- Welfare of Women in Librarianship (1973)
- Nontraditional Library Structures (1973)
- Designing Academic Libraries to Meet a Changing Educational Philosophy (1973)
- Circulation Security Systems (1973)
- Architectural Strategy for Change (1974)
- Performance Standards for Librarians: Are They Coming or Not? (1974)
- Measuring Reference Services: Should You? Can You? (1974)
- Renovation—Budget Crisis/Energy Crisis (1974)
- Librarians As Administrators in Non-Library Settings (1981)
- How to Manage Your Boss (1981)
- The Role of Public Relations in the Planning Process (1981)
- Computer Analysis of Reference Services (1983)
- Negotiating: Tactics for Supervisors (1983)
- Hierarchy, Matrix, Theory Z, and Beyond: How Should a Library Be Organized in the 1980s? (1983)
- Planning Library Buildings: From Decision to Design (1984)
- Problem Employees: Improving Their Performance (1984)
- Access to Special Format Statistics: The New ANSI Z39.7 Standard and Problems of Implementation (1985)
- Risky Business: Managing Library Liability (1985)
- Automating Library Systems: Broadening Access to Services and Collections (1986)
- The Humane Electronic Workplace (1986)
- Evaluation of Automation (1987)
- Managing Diversity (1987)
- Establishment of Mutually Beneficial Coalitions with Big Business (1987)
- Technostress (1987)
- Managing Shared Systems (1988)
- Financial Administrations of Grants (1988)
- Using Statistics for Library Presentations and Communications (1988)
- Going After Capital Funds (1989)
- Cost Analysis: Methods and Realities (1989)
- Circulation +: Redefining Access (1989)
- Health and Safety Issues in the Library Workplace (1989)
- Continuing Costs of Online Systems (1989)
- Using Statistics for Planning and Evaluation (1989)
- Desktop Publishing (1990)
- Intercultural Diversity: Management's Challenge (1990)
- Modified Matrix Management: What Does It Offer Library Staff and Patrons? (1990)
- Managing an Aging Work Force" (1991)
- After Acquisitions Automation, Managing the Human Element (1992)
- Hard Facts, Hard Wired, Hard Times: Document Delivery/Resource Sharing in an Age of Electronic Technology and Diminishing Budgets (1992)
- Rights, Legalities, and Compassion: Managing AIDS in the Workplace (1993)
- The Incredible Shrinking Staff: Supervisors Deal with Downsizing (1993)
- Focus on Customer Service: Applying Lessons from the Corporate Sector (1994)
- You Bet Your Levy: Planning and Implementing a Successful Campaign (1994)
- ADA: Finding Funds to Implement Your Program (1994)
- Reducing Technostress: Building Healthy, Productive Library Environments (1995)
- From Library Automation to Information Strategies: Managing Information Technology in an Era of Constant Change (1995)
- Why EDI: What Managers Need to Know about Electronic Data Interchange (1995)
- Patron-Initiated Service Systems: Field of Dreams (and Realities) (1996)
- Violence in the Library: Prevention, Preparedness, and Response (1996)
- Beyond Bean Counting: Focus Groups and Other Client Centered Methodologies (1996)
- Performance Review II: The Team Environment (1997)
- Delivery to Your Doorstep: New Roles for Service Providers in Public and Academic Libraries (1997)
- Effective Lobbying: Lessons from the NRA (1997)
- Marketing Library Services (2000)
- Going Green without Going Broke: High Impact, Low Cost (2002)
- "You're Hired, But How Long Will You Stay?" Pathways for Retention (2002)

- Assessment and Accountability: Closing the Loop (2002)
- After the Capital Campaign Is Over . . . How to Keep Donors Interested (2003)
- Are You at Risk? Insurance Issues for the Twenty-First Century (2003)
- If You Brew It, They Will Come: Applying Retail Technologies to Libraries (2003)
- Put Your Money Where Your Mouth Is: Leadership and Planning for Financial Hard Times (2004)
- Is the Honeymoon Over? Post-Occupancy Building Evaluations for Libraries (2004)
- Building Leadership through Support Staff Development (2004)

- Changing Technology, Changing Services, Changing Design (2005)
- Got Data? Now What? Analyzing Focus Groups and Usability Studies (2005)
- The "Purple Cow" Theory: Recruit Remarkable People (2005)
- Cultivating the Future: Growing the Staff You Really Need (2006)
- Developing Spaces for Early Literacy (2006)
- The Silent Majority: Identifying Nonusers and the Underserved (2006)