

## LAMA news section

### LAMA Program Committee

The LAMA Program Committee met for two half-days at the 2007 Annual Conference in Washington, D.C. During these periods, the committee heard presentations for two preconferences and for fifteen LAMA programs planned for the 2008 Annual Conference in Anaheim, California. The members of the Program Committee were once again impressed with the creativity and focused effort of the sponsoring LAMA committees and with the commitment to LAMA goals on the part of the program chairs.

The Program Committee also discussed the need for a streamlined program proposal form that would allow program chairs to make easier first presentations to the Program Committee. A redesigned preliminary program proposal form will be added to the LAMA forms Web site. While the longer form **must** be completed for final presentation to the committee, as this contains the media and room requirements and detailed budget and speaker information, it is hoped by the committee that a shorter form will facilitate that important first meeting with the Program Committee.

Another topic on the minds of the committee members is the need to have something of a succession plan for the outgoing committee chair. As is the case with most committees, there is not a guide to the chair's responsibilities. The LAMA Program Committee is central to LAMA's strategic goals, which makes communicating responsibilities to the incoming chair essential. For that reason, it has been suggested that the outgoing chair remain on the committee for the year following service as chair, perhaps on a somewhat informal basis. After the Annual Conference, e-mail exchanged by the committee members also suggested that the appointment of the Program Committee representative on the Conference Planning Coordinating Team should be the chair of the previous year. These ideas have been passed on to incoming LAMA president Bede Mitchell for examination.—*Tom Schneider*

### LAMA Publishing Committee

The LAMA Publishing Committee is initiating a campaign to stimulate new publications generated from LAMA conference programs and preconferences. In concert with the LAMA Programs Committee, they will be contacting organizers of upcoming approved programs regarding potential publication proposals. They also accept solicitations from anyone that attended a LAMA program at Annual Conference that could generate a publication. Many such

potential publications, generally in the range of twenty to thirty pages or less, could be developed in Web format and appear on the LAMA Web site. The committee approved a revision of Form I: "Proposal for a LAMA Publication," integrating information needed to assist with publication format recommendations. This should speed the publication process. The revised Form I will appear on the LAMA Web site as soon as possible.

The group also recognized the authors, editors, and contributors to two new LAMA books that made their debut at Annual Conference, and sold out at the ALA Store: *New Supervisors in Technical Services A Management Guide Using Checklists* edited by Emily Bergman and Andrea Kappler, LAMA Technical Services Systems Committee, Systems and Services Section; and *Outstanding Library Public Relations: 60 Years of the John Cotton Dana Award—and an Eye Toward the Future* edited by Amy Shaw and Peter Deekle, John Cotton Dana Awards Committee, LAMA Public Relations and Marketing Section.—*Judith Adams-Volpe*

### Council of LAMA Affiliates

Once again, attendance at Council of LAMA Affiliates (COLA) meetings was very low. All attendees agreed that with this level of attendance that it is very difficult for the group to handle strategic plan action items. If COLA is to be viable, more active members are crucial. A preliminary plan was drafted to contact affiliates to see if they were aware of COLA. Most of the members who attend COLA are not clear on the purpose of the group and inherited the responsibility of serving on the body without having any background or information about what COLA is or does. There are eighteen actual LAMA affiliates listed on the LAMA Web site, but no more than three or four have sent someone to COLA over the past two to three years. The highest attendance at a meeting than any of the existing members can recall was six people, and at the 2007 Annual Conference in Washington, D.C., attendance only three attended. Representatives from California, North Carolina, and Ohio were present, and they agreed that the LAMA committee needs to decide what they want to do about COLA. In its current state, with only two or three active members, the group is not a viable entity and cannot assist in strategic plan initiatives. If the purpose of the group is to provide connections between LAMA and state associations, COLA is not serving this purpose. Other means of communicating with the state associations that

would provide a more effective connection to LAMA could be explored and developed. Stephanie Beverage, current COLA chair, will continue as chair for an additional term, but once that term is completed, there is no one else willing to take on the responsibility.—*Stephanie Beverage*

### LAMA Committee on Organization

The LAMA Committee on Organization's (COO) main activity this year was to support of Goal IV in the LAMA Strategic Plan—Organizational Excellence. COO was tasked by the board to review the charges of all division-level committees and groups and section executive committees and to rewrite their charges to realign their work to address the strategic plan goals. In order to do this, COO members contacted the chairs of all LAMA committees, interest groups, discussion groups, and sections. They were invited to review their charges with their committee members and to provide COO with new charges in light of the strategic plan. Some groups took this opportunity to update their charges with a complete rewrite. Others added language to indicate that their activities are in support of the LAMA strategic plan. Section executive committees originally had no charges and wrote new ones. LAMA COO members corresponded with thirty-six LAMA groups. Twenty-six groups responded by submitting draft charges that were approved by COO and the LAMA board. These new charges will appear in the next edition of the *ALA Handbook of Organization*. The other ten groups will complete the review of their charges next year.

In other work this year, COO approved a recommendation to form a new committee, the LAMA Mentoring Committee. It recommended approval to form the LAMA/SASS RUSA/STARS Cooperative Remote Circulation Committee. COO also approved a recommendation to disband the LAMA BES Library Building Consultant List Committee. Each of these recommendations was passed by the LAMA Board.—*Lynn Chmelir*

### LAMA Fiftieth Anniversary Task Force

The task force was charged to plan special events and activities and coordinate activities within the division and sections celebrating LAMA's fiftieth anniversary at the 2007 Annual Conference in Washington, D.C..

At the Conference, the central event for the LAMA fiftieth anniversary was the Presidents' Program. Frances Hesselbein, chairman of the Board of Governors of the Leader to Leader Institute, was the featured speaker. This event was coordinated by the LAMA President's Program Committee and was followed by a celebration reception coordinated by the LAMA Membership Committee. Both at the program and at the reception, past LAMA presidents

### LAMA Fiftieth Anniversary

Whereas, the Library Administration and Management Association (LAMA), a division of the American Library Association, dedicated to the development of present and future leaders in library and information services, celebrates its fiftieth anniversary in 2007; and

Whereas, since its establishment in 1957, LAMA has been a powerful catalyst in the development of leadership in the library and information science fields; and

Whereas LAMA stays attuned to the ever-changing technological, economic, political, and cultural conditions impact on libraries and library leaders through its seven sections:

- Buildings and Equipment Section;
- Fund Raising and Financial Development;
- Human Resources;
- Library Organization and Management;
- Measurement, Assessment and Evaluation;
- Public Relations and Marketing;
- Systems and Services; and

Whereas LAMA's programs and institutes offered during the ALA conferences and at other regional institutes are excellent opportunities for learning and exchanging ideas with colleagues; and

Whereas LAMA's numerous publications give practical guidance and stimulating analysis; and

Whereas, LAMA provides the organization and administrative support for three major ALA Awards:

- The John Cotton Dana Library Public Relations Awards, sponsored by H. W. Wilson, which honor outstanding library public relations;
- The AIA (American Institute of Architects)/ALA Library Buildings Awards, to encourage excellence in the architectural design and planning of libraries; and
- The ALA/IIDA (International Interior Design Association) Awards, which honor excellence in library interior design and promote examples of extraordinary design reflected through innovative concepts;

Now therefore, be it resolved that the American Library Association congratulates and commends the Library Administration and Management Association for fifty years of excellence in the development of present and future leaders in library and information services.

*This resolution was among the tribute resolutions passed by ALA Council in Washington, D.C., at the ALA Annual Conference, June 2007.*

and donors to LAMA and to the fiftieth anniversary reception were recognized. During the reception, photographs of LAMA members and events were presented as a slide presentation. The LAMA booth, also coordinated by the Membership Committee, featured a display of photographs and other LAMA memorabilia; it was created by Emily Bergman, secretary of the LAMA board of directors. A variety of popular giveaway items selected by the LAMA staff were distributed at the booth, the reception, and at LAMA meetings.

The Annual Conference events, however, merely marked the midpoint of the anniversary year. In addition to the successful planning and implementation of those events, attention must be called to the work of the LAMA Financial Advancement Committee in raising funds for the Endowment. This is an ongoing effort that has made significant progress in reaching its goal.

The LAMA Fiftieth Anniversary 1957–2007 Web site is available at [www.ala.org/ala/lama/aboutlama/lamamem-resource/lamahistory/history.htm](http://www.ala.org/ala/lama/aboutlama/lamamem-resource/lamahistory/history.htm). It includes a LAMA fiftieth anniversary photo gallery; details about the speaker at the fiftieth anniversary President's Program, Frances Hesselbein; a letter from LAMA president Andrea Lapsley; a list of the fifty LAMA presidents; and ways to help support LAMA during its fiftieth anniversary.

The site also includes more about LAMA and its history, including a brief timeline, "Fifteen Years of LAMA—1978–1995." A more complete version, embracing 1957–2007, appeared in the *Library Administration & Management* summer 2007 issue. It was written by task force co-chairs Robert Daugherty and Robert F. Moran Jr. and also is available online to LAMA members at [www.ala.org/ala/lama/lamapublications/laandm/lamhome/lamonline.htm](http://www.ala.org/ala/lama/lamapublications/laandm/lamhome/lamonline.htm).—*Bob Daugherty*

### **LAMA Women Administrators Discussion Group**

At the 2007 Midwinter Meeting in Seattle, the Women Administrators Discussion Group meeting's thirteen attendees had a lively discussion on the topic of the visibility for women administrators compared to that of men, and how attending meetings and events and mentoring could make an administrator more visible. During the Annual Conference meeting in Washington, D.C., the topic was "Generational Differences and Commonalities." Attendees discussed the strengths that younger librarians bring to the organization as well as areas where they need mentoring. The younger generation comes to their jobs with a strong service ethic, and they also bring a technical mindset. They could benefit from the experience of older generation to learn the political culture and the organization. However, the older generation has the responsibility of catching up with the technology. The group concluded by discussing the ways the generations could learn from

each other through technology-related workshops and seminars.—*Zary Mostashari*

### **LAMA Assistant to Directors Discussion Group**

All those attending the Assistants to Directors Discussion Group (A2D) meeting at the 2007 ALA Annual Conference were from academic libraries. The group had a lively discussion on a range of topics, including dealing with dual employment tracks (tenured and non-tenured); library faculty evaluation processes; and incentives for librarians and staff to publish and promote innovations and projects they have implemented in their libraries. Other areas of discussion included using strategic goals and objectives for reviewing job performance and the impact that learning commons and media labs have had on staffing and professional development in those libraries that have implemented them. Participants noted that these types of initiatives require extensive staff training, and often mean collaborating closely with staff from other units in the university, such as IT, food services, or writing centers. The group also shared ideas on encouraging paraprofessional staff development. The discussion group is still seeking a chair for the coming year. The group rounded out the meeting by discussing ways to increase discussion group visibility. Attendees noted that the group is a valuable resource for obtaining ideas, examples of policies from other libraries, and so on. The current chair will research how LAMA can assist in increasing awareness of the discussion group. We will also investigate moving the A2D electronic discussion list to the ALA-sponsored list to increase its visibility.—*Reba Leiding*

### **LAMA Dialog with Directors Discussion Group**

At the 2007 Annual Conference in Washington, D.C., the Dialog with Directors Discussion Group continued the topic started at the 2007 Midwinter Meeting in Seattle with a focus on multigenerational staffs. It was a small, intimate group, but the conversation was very valuable. Surprisingly, the group ignored some of the overhyped generational stereotypes and focused on the long-term issues facing library staff. The exchange ebbed and flowed through various topics, including communication, respect, employee evaluations, staff passion, training, and overall organizational planning.

The Dialog with Directors Discussion Group is looking for potential topics for the upcoming 2008 ALA Midwinter Meeting in Philadelphia. Some idea that have been proposed include variations in staffing issues from one type of a library to another, transitioning professionally from one type of library to another, or keeping staff motivated

and out of a rut. If you have an idea or would like to be added to our electronic discussion list to receive meeting announcements and summaries, please contact Brian Gray at [bcg8@case.edu](mailto:bcg8@case.edu).—*Brian C. Gray*

### **LAMA Storage Discussion Group Meeting**

The Storage Discussion Group met at the Annual Conference in Washington, D.C. There was a brief discussion on how to amend the charge in order to bring it in line with the Committee on Organization's request that each LAMA group recognize LAMA's strategic plan within its charge. Attendees agreed to accept the COO's recommendation to append the phrase "These activities are intended to support the LAMA Strategic Plan" to our previous charge ("To provide a forum for exchanging ideas on the planning, design, development, operation, management and/or dismantling of library collection storage.").

Patti Patterson presented a brief overview of the LAMA-BES preconference on storage "Off-Site but Not Out of Reach," which had positive results.

Melissa Trevvett, from the Center for Research Libraries (CRL), gave the group an update on CRL's involvement in discussions on cooperative off-site storage along with the results of a related survey. Constance Malpas, from OCLC's Research Libraries Group Programs unit, spoke to us about the activities of the North American Storage Trust. This group, engaged in looking at collection development in the light of holdings at storage facilities, was unknown to many of the attendees. A volunteer to take over as the new vice-chair was called for and found.—*Andrea Loigman*

### **BES Buildings for College and University Libraries**

Buildings for College and University Libraries held a preconference on Friday, June 22, 2007. This day-long program included a tour of the Washington Research Library Consortium (WRLC) high-density shelving facility (shared by eight research institutions), catered lunch, and an afternoon program onsite. Participants learned about the various issues in planning and participating in a shared facility, such as needs of constituencies, funding models, storage and plants options, staffing, auxiliary services, and collection decisions. Resources and presentations are available via the LAMA Web site.

The committee is looking forward to the 2008 ALA Annual Conference, where we'll be presenting a program titled, "Tomorrow's Library in Today's Space: Redesigning

and Repurposing Existing Library Spaces." The program will present three case studies of libraries that have redesigned or repurposed existing spaces.—*Patti Patterson*

### **LAMA/HRS Leadership Skills Committee**

The LAMA/HRS Leadership Skills Committee sponsored a program at the 2007 Annual Conference in Washington, D.C., titled "To Change Your Library, Change Your Mind." The program featured Cynthia Kisby, head of regional campus libraries for the University of Central Florida in Orlando, and Suzanne Holler, librarian and contract trainer at the Central Florida Library Cooperative (CFLC). More than forty-five participants attended the program, which was planned for fifty. The interactive program was organized and presented in three parts that focused on power (strategies for creating a change process), reason (overcoming resistance to change whether in charge or not), and re-education (change-as-learning implementation model). Another program is now in the planning stages.—*Joyce C. Wright*

### **New Human Resources Section Emerging Trends Discussion Group to Debut at 2008 ALA Midwinter Meeting in Philadelphia**

In support of the new LAMA Strategic Plan, the Human Resources Section (HRS) plans to develop an HRS Emerging Trends Discussion Group and will pilot the discussion group at the 2008 ALA Midwinter Meeting in Philadelphia.

The discussion group will seek to develop a list of the top ten human resources trends in libraries based on input from the discussion group participants. This list will be published and publicized after the Midwinter Meeting in such LAMA publications as *LA&M* and the LAMA blog. Preliminary plans call for the discussion group to be formally approved in accordance with ALA procedures after the 2008 ALA Midwinter Meeting and to meet regularly at both the ALA Midwinter Meetings (to develop the annual top ten human resources trends list) and at ALA Annual Conferences (to discuss how libraries are dealing with the top ten trends in human resources).

Plans are to hold the initial discussion group from noon to 1 P.M. on Monday during the ALA Midwinter Meeting in Philadelphia following the section's committee meetings. Additional details will be available in late 2007 prior to Midwinter. For more information, contact Pat Hawthorne at [path@library.ucla.edu](mailto:path@library.ucla.edu).—*Pat Hawthorne*