

Editor's Introduction

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We are excited about a number of new things that are appearing in this issue. As the first issue following annual conference, we have our first message from the new LLAMA President, Dr. Janine Golden. In it she asks us to think about what we give to and get from LLAMA in context of the importance of professional development as a leader. We are also publishing our first manuscript to successfully go through the blind peer review process under the new open access and Editorial Board model. Titled *An Exploratory Quantitative Analysis of Academic Library Services: Approaches to Compare Performance Based Metrics*, the article suggests a new way of thinking about measuring library performance using data already gathered in national surveys to construct a total service index and quantify service costs from an outcome perspective.

In addition to this rather analytical peer reviewed article we have two feature articles that we are pleased to highlight. The first is a commentary piece by Michael Germano that explores the relationships between the leadership culture of an organization and attitudes toward and responsiveness of the organization upon the introduction of change and innovation. He makes some insightful points on how leadership may be impacting innovative advancements without even realizing it. The second article from Jody Condit Fagan and Jennifer A. Keech offers administrative insights into how libraries are managing their web projects. Based on an in-depth survey, the authors look at what staff titles and administrative structures are being used to manage the increasing number of web related projects and whether there are any patterns or best practices that can be identified from the data.

Moving on to our Columns, we launch the first of our Advice from an Expert concept by posing several specific questions on mentoring to Julie Todaro, who conducted an excellent LLAMA Preconference on this very topic in San Diego at the 2011 Midwinter Meeting. We are actively looking for topics for this column, so you have a situation or questions about an aspect of leadership or management, send them to us at pmosley@tamu.edu or warant@tamu.edu. We are also launching a column titled New Perspectives on Leadership. In this venue, we hope to hear from new leaders, share new ideas, or address emerging concerns. Our first columnist is Megan Hodge, who challenges the concept of leading from the middle or below and gives her own first-hand account on how creating and pursuing personal leadership opportunities offered a huge payback.

Finally, with the increasing emphasis on leadership development as a core part of LLAMA's purpose, we will be giving regular journal space to Fred Reuland, LLAMA's Program Officer, to feature upcoming webinars and other continuing education opportunities offered through LLAMA. We are calling it Continuing FrEd.

Enjoy the issue!!