

Editor's Message

Elizabeth Nelson

I am very happy to share that when you visit LL&M's journal site, you'll now see our Name Change Policy and Process on the [About the Journal](#) page. This policy was developed with the other Core journals (*Information Technology and Libraries* and *Library Resources & Technical Services*) and approved by the editorial board. Authors will follow a single process for changing their name on prior publications for all three journals.

LL&M recognizes that authors may change their names for many reasons, including—but not limited to—gender identity, marriage, divorce, or religious conversion. We respect that there may be sensitivities surrounding name changes and wish to reduce or remove any barriers to inclusion, professional mobility, and author credit.

Our current policy is to change, upon request of the author, any or all the author's first, middle, and last names, initials, honorifics, and salutations, as well as other references to the author throughout the paper such as pronouns, captions, acknowledgements, and email addresses that contain names/initials in the full text (online HTML), PDF, and metadata records of those papers. There will be no acknowledgement in the article that this change has been made.

The LL&M Editorial Board continues to work with other ALA publications and divisions as well as the NISO Working Group to develop a *Recommended Practice to Update Author Name Changes in the Academic Publication Record after Publication as a Result of Identity Change* to refine and improve this policy.

It is important to note that LL&M cannot control the use or appearance of an author's name on non-LL&M products or content (such as external indexing services and archives). Changes made to prior LL&M publications may not propagate to downstream environments.

Author's Steps: Authors who wish to change their name on prior publications they have authored may do so by following the instructions on the journal website.

If you have any questions about the name change policy or need help submitting a request form, just let us know.

In this issue we have a wide variety of articles on topics from interim leadership and innovation, to engaging stakeholders in creating a mission and vision, balancing professional work and children, and the role of swarm intelligence on teams.

I hope you enjoy Volume 36, Number 3 of *Library Leadership and Management*. Happy reading!

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