2015 CALA Mid-Year Leadership Training Task Force Report

Your Name: Hong Wu
Email: hwu@reynolds.edu
Committee Name: CALA Leadership Task Force

Committee Roster:

Hong Wu (Co-Chair) hwu@reynolds.edu J. Sargeant Reynolds Community College
Ray Wang (Co-Chair) rwang@cpp.edu Cal Poly Pomona University Library
Lianglei Qi lqi@cheeyney.edu Cheyney University of PA
Ling Zhang zhangling@hrbeu.edu.cn Harbin Engineering University
Zhijia Shen zhijia@u.washington.edu University of Washington
Patty Wong pattie.wong@yolocounty.org Yolo County Library
Yan He hey@ohio.edu Ohio University
Maureen Sullivan msull317@aol.com ALA President (2012/2013)
Irene Yeh ikcyeh@pacbell.net Retired

Committee Charge:

1) Provide leadership training and development opportunities based on the needs of CALA members.

2) Identify, cultivate, coach, and train CALA members and young generation of leaders to become future leaders in the entire spectrum of the Library and Information Science field in the 21st Century, including ALA, IFLA and Library Society of China.

3) Empower and encourage members to develop leadership skills in diverse culture through serving CALA in leadership positions and working in different types of libraries and a diverse team setting.

4) Assess, evaluate and improve efficiency and effectiveness of CALA committee operations and leadership management.

5) Increase the role CALA plays as an advocate and model for leadership training and development of librarians of color in achieving, evaluating and measuring outcomes; and influence ALA leadership policies and practices toward a more inclusive system

Summary:

The Task Force members had several meetings and communicated through emails to brainstorm ideas for developing programs to serve the goals and objectives of the Task Force as outlined by CALA 2020 Strategic Plan. The consensus is to develop programs tailored to the needs of Asian American librarians through diverse formats and venues that would generate the most powerful impact, reach the widest audience and produce the most cost-effective benefits. The Task Force conducted an online survey to identify the training needs and interests of CALA members. The survey results indicated an
overwhelming preference to an onsite leadership training program. The Task Force reviewed several onsite training programs to identify an affordable program that addresses both the cultural and professional needs of CALA members. Based on the survey results and research, a 1-day training program before or after the 2016 ALA Annual in Orlando from Maureen Sullivan seems to be the most sensible action plan to be piloted in the first year of the operation of this Task Force. The Task Force is in the process of preparing for the implementation of the program, including developing the training curriculum, promoting the program and setting up registration for the program, etc.

Goals and Objectives Accomplished:

The Task Force competed the following steps to achieve its goals and objectives as listed in its charge:

1. Surveyed and identified the training needs and interests of CALA members.
2. Developed the key areas of content/topics to be included in an effective training programs for CALA members.
3. Reviewed and identified the most cost-effective program to meet both the professional and cultural needs of CALA members.

The Task Force will take the following steps to achieve its goals and objectives as listed in its charge:

1. Work with Maureen Sullivan to develop a curriculum that can best meet the needs of CALA member.
2. Promote the program.
3. Set up and invite registration of the program.
4. Implement the program which includes pre- and post- training webinars and one-day onsite training in Orlando on Monday, June 27th, 2016 at ALA Annual Conference.