

Leadership and Management Best Practices in Academic, Public, School Media, and Special Libraries

Melissa Rich, MLIS Student Candidate
Dr. Anthony Chow, Faculty Advisor

Introduction

This project seeks to analyze the best practices in leadership and management in libraries. To this end, we conducted a content analysis of 36 library administrator interviews; through the analysis, we hope to identify effective leadership and management practices in libraries.

Research Questions

The research questions we developed for this project are as follows:

1. What are the best practices for library leaders? Library managers?
2. Does leadership and management vary over the different types of libraries?
3. What are the overall strengths and opportunities for improvement for library leaders and managers?
4. What lessons would administrators like to pass on?

Literature Review

Library professions have adopted the following models and competencies adopted to explain leadership in libraries.

- Emotional intelligence
 - Emotional intelligent leaders are able to inspire and motivate their employees through their emotions.
- Transformational Leadership
 - More involve in change leadership.
- Facilitative Leadership
 - Involves people seeking and sharing valid information and using it to commit to a decision.
- Leadership Competencies defined by the American Library Association
 - 5 mega, 19 broad. These competencies serve as the foundation to evaluate leadership skills in libraries.

Much of the literature is sparse and focuses on the results of effective leadership and management with little about public, school media, and special libraries. This project seeks to close this gap in the literature.

Methodology

We employed a content analysis of the library administrator interview papers from LIS 650. All identifying information was removed from the papers. Next, they were divided by type of library (or institution if not a library): academic, public, school media, and special. 36 papers were utilized in this preliminary analysis, 12 academic, 7 public, 11 school media, and 6 special. I applied a qualitative factor analysis to uncover common themes throughout the papers. Each theme was coded and the number of instances of each counted.



Conclusions

- There is much more variation in the practices of leadership and management across the types of libraries.
- Empathy appears to be a strong theme across all libraries in their ideal qualities and administrator advice.
- There are more similarities in the ideal qualities and administrator advice than the primary tasks and opportunities for improvement suggesting that the basic characteristics for leaders and managers are the same for all libraries; the differences emerge in how they are applied.
- An additional 100 interviews will be analyzed to see if the preliminary trends remain.

VISION

EMPATHY

FLEXIBILITY

DELEGATION

Middle Management In Academic And Public Libraries

Julie Todaro



Middle Management In Academic And Public Libraries:

Middle Management in Academic and Public Libraries Tom Diamond, 2011-05-18 Drawing from the contributions of 20 academic and public library middle managers this book reveals knowledge expertise and insights on a variety of management topics and responsibilities Conflict resolution Professional development Budget cuts Mentoring and performance evaluations Time management Diversity and workplace culture All of these topics as well as many others represent challenges for library middle managers This unique resource provides the key insight needed to successfully advance a middle management career to the highest levels in librarian administration Middle Management in Academic and Public Libraries examines managerial topics such as the balance of authority and responsibility as viewed by middle managers views of middle managers engaged as youth services librarians collaboration efforts between public and technical services integrating modern technologies into library services and recommended career ladder steps Each of the 20 contributors shares his or her specific expertise resulting in an engaging compilation of great depth and breadth containing the pearls of wisdom that an aspiring middle manager needs in an academic or public library setting *Leadership in Academic and Public Libraries* Petra

Düren, 2013-09-30 In a time when libraries have to face constant change this book provides examples and advises on how to lead when change is needed for example when quality management is implemented or when libraries have to merge or to relocate Engaging with how constant change affects leadership in libraries and how leaders in libraries act in times of change this book is aimed at practitioners and students of Library and Information Science LIS alike and is based on both theory and expert interviews from leaders in academic and public libraries that are in the midst or are now coming out of a process of change Provides practical solutions for real change situations and problems in libraries Includes expert interviews Written by a professor with nine years experience as a member the management team for the German National Library of Science and Technology **The Academic Library Administrator's Field Guide** Bryce Nelson, 2014-07-01 The daily

administration of an academic library often leaves you needing quick advice on the topic at hand Nelson an experienced administrator writing from first hand knowledge delivers such advice in 30 topical chapters Each chapter begins with an Assertion a one sentence summary allowing you to rapidly scan the book and find what you need When you re on the job you can dip into this guide for ready to use guidance on the full range of administrator responsibilities such as How to think and act politically Preparing staff for safety and security procedures Influencing student and faculty s perception of the library as a basic component of education Fostering librarians professional identity as teachers Communicating effectively from email messages to meetings Assessment and systematic collection of data Commentary sections in each chapter offer observations and interpretation with abundant examples of useful advice If you want to dig further into a topic a Readings section points you to resources Packed with insight about the day to day operations of the academic library Nelson s guide will be invaluable to new and experienced administrators alike **Middle Managers in Academic and Public Libraries** Ruth

Janssen Person,1983 *The Marketing of Academic, National and Public Libraries Worldwide* David Baker,Patrick Lo,2024-01-30 The Marketing of Academic National and Public Libraries Worldwide Marketing Branding Community Engagement enables readers to learn about the most up to date trends as well as hands on practices and marketing tactics taken directly from 48 highly seasoned marketing and community engagement librarians around the world namely in Africa Australia Canada Croatia Germany Hong Kong Latvia and Qatar Via a series of in depth and semi structured interviews this book provides insights into successful marketing strategies librarians can use to encourage donors and patrons to understand that their libraries are a great choice for fulfilling information needs recreational interests intellectual pursuits and more Written with a strong belief that library marketing and branding play a vital part in keeping existing library end users and potential users informed and educated Presents the very first book of its kind to examine various factors affecting successful marketing campaigns and long term brand building for libraries through a systematic review of case studies around the world Serves as a primary guide for library professionals to build their own brands via effective marketing campaigns as well as long lasting relationships with their communities **Library and Information Center Management** Barbara B. Moran,Claudia J. Morner,2017-11-16 This essential single volume textbook supplies a comprehensive introduction to library management that addresses all the functions of management specifically within the ever evolving modern library environment Strategic planning Facilities management Leadership ethics communication and motivation Human resources and staffing Change library development and innovation Marketing Measurement and evaluation Fiscal responsibility and control These are just some of the wide range of responsibilities and necessary skills of contemporary library managers not all of which are typically covered in detail in LIS educational programs Now updated and expanded for its ninth edition Libraries Unlimited's Library and Information Center Management is the core management text for library information science programs This latest text adds new information on grant writing as well as more about budgets marketing financial management assessment and evidence based management The authors include various real world examples from international settings to help readers understand and conceptualize the place of the library and information center in our global world Each chapter ends with two helpful sections that present numerous examples and opportunities to apply newly gained information Practice Your Skills and Discussion Questions *Library Management for the Digital Age* Julie Todaro,2014-06-05 This revolutionary introduction to library management is the first conceived in and written for a digital age Julie Todaro one of America's leading management experts posits a new paradigm for planning administering and assessing library services She explains each facet of administering both old physical and new virtual libraries Library Management for the Digital Age covers hierarchies policies communication working relationships facilities human resources settings customer services budgeting emergency management appendixes including model positions descriptions interview questions evaluation forms and other necessary management tools Each chapter concludes with an illustration of the old to

new paradigm shift in that particular aspect of management as well as concise case studies that illustrate the real world nature of the shift and discussion questions to facilitate active learning A platinum quality editorial board comprised of both LIS faculty and expert library managers has reviewed this book in order to ensure authority **Resources in Education**,1999 **Internet Costs and Cost Models for Public Libraries** Charles R. McClure,1996-07 Addresses the public library community's need for practical cost information related to Internet connectivity and services It is not a how to manual for connecting libraries to the Internet The value of this study rests more with the development of cost models worksheets and cost categories that can assist public libraries to determine an appropriate type of Internet connectivity and service provision given the library's need This study seeks to improve the knowledge base of information not to offer a comprehensive treatment of the topic *Public Libraries and the Internet* Charles R. McClure,1994-12 Publicly supported community libraries are a critical component of the National information infrastructure NII initiative This survey provides data about Internet connectivity for public libraries 79 tables

The Enigmatic Realm of **Middle Management In Academic And Public Libraries**: Unleashing the Language is Inner Magic

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