



July 19, 2006

Dear colleagues,

Plans for the Emerging Leaders Institute are continuing to move ahead with the first workshop scheduled for the ALA 2007 Midwinter Meeting. Thanks to all of you who responded positively to the initial program announcement and indicated your willingness to support candidates.

At the ALA Annual Conference in New Orleans you raised a number of questions concerning the program criteria and the process for selecting nominees. I hope the following information will address your concerns and clarify the original correspondence. As we go forward with our planning for this exciting initiative, I will post regular updates on my ALA President's Page [[http://lb.princetonlibrary.org/emerging\\_leaders.html](http://lb.princetonlibrary.org/emerging_leaders.html)]. I also encourage you to continue to contact me with your questions, comments and feedback.

**1. Nominees**

My goal is to identify 100 Emerging Leaders who have demonstrated leadership potential, who represent the broad spectrum of diversity within our Association and profession -- including ethnicity, gender, geographical location, type and size of library, professional focus area, and ALA, divisional, Chapter, or round table affiliation -- and who have indicated a willingness to apply their Emerging Leaders training to a two-year term of service on a division, Chapter, round table or ALA committee, task force, working group or project team.

The original program announcement indicated that we were limiting our search for Emerging Leaders to applicants no older than 35. My intent was to focus on younger leaders who can look forward to many years of service in the profession. **However, based on your strong feedback asking me to extend the age limit, I am expanding the program to include individuals of any age who have fewer than 5 years of post-MLS library experience.** As a reminder, applicants must be ALA members and have a recent ALA or NCATE accredited MLS degree or be currently enrolled in an ALA or NCATE accredited MLS program.

**2. Selection Process**

I have asked each of ALA's divisions, round tables and Chapters to consider nominating and supporting individuals who best meet our criteria for an emerging leader. I have also issued the call for application to the general ALA membership to identify emerging leaders who may not yet have developed a strong affiliation with an ALA Chapter or unit. The Emerging Leaders participants will be selected as follows:

- All nominees, including those who have received a commitment of support from ALA Chapters and units, must complete and submit an application form. The form will be available on my President's Page.
- The application forms will be reviewed by members of my Emerging Leaders Planning Task Force who will select the final 100 Emerging Leader institute participants and alternates.

- Although this is a competitive application process, each division, Chapter and round table that chooses to support applicants will be guaranteed that at least one of your nominees will be accepted into the program. If your unit would like to recommend and support more than one applicant, please rank them in priority order. The selection committee will make every effort to honor your selections while still maintaining diversity and balance in the final group of Emerging Leaders.

### 3. Financial Support to Participants

All Emerging Leaders must commit to attending both the 2007 ALA Midwinter Meeting and Annual Conference. In order to make it easier for new librarians to attend both conferences, I have asked divisions, Chapters and round tables to consider providing a stipend to their nominated Emerging Leaders participants to cover some or all of their conference expenses. While the amount and nature of the support is up to the individual Chapter or unit, a suggested total level of support is \$1,000 (\$500 per participant for each conference).

**Your support will go to the individual participant, not to the overall Emerging Leaders program budget.** If, for example, you nominate four individuals but only two are selected, you would contribute support only to the two Institute participants. Any financial arrangements are to be made directly with your nominees. You may determine if you want to provide an outright grant to the individual or handle the subsidy as a reimbursement.

### 4. Organizational Support

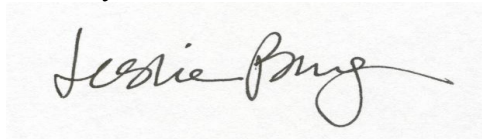
I will encourage the ALA President-elect, as appointing officer, to consider the Emerging Leaders graduates when making appointments to ALA Committees and I will work with ALA leadership to identify opportunities for Emerging Leaders to serve on task forces, working groups and project teams. I encourage divisions, Chapters and round tables that support Emerging Leaders participants to make an effort to provide similar opportunities.

### 5. Timeline

- September 30: Deadline for application.  
All division, Chapter and round table nominee names must be received.  
All participant application forms are due.
- October 16-20: Selection committee selects 100 finalists and alternates.
- November 1: Notification of nominees.

I am very excited by the potential of this program to help develop our next generation of library leaders. I am also delighted at the positive reaction that I've received from you, my division, Chapter and round table colleagues. I look forward to working with you throughout the upcoming year as we shape and refine this program so that it offers maximum benefit to the Emerging Leaders participants, your unit, the American Library Association and the profession of librarianship. I look forward to your continued input and participation. If you have additional questions, comments or suggestions, please don't hesitate to call or send an email.

Sincerely,



Leslie Burger  
President  
American Library Association