Pathways to Leadership for Librarians of Color:

A Panel Discussion with Library Leaders

IDEAL ’19

11:30 am – 12:30 pm, Wednesday, August 7, 2019

Panelists:

**Lori Harris** is the Interim Director for the Donald C. Harrison Health Sciences Library and the Henry R. Winkler Center for the History of the Health Professions at the University of Cincinnati in Cincinnati, Ohio. In this position, Lori gets to combine her love of history with her love and interest in the health sciences – a position she sees as a win-win for her both professionally and personally. Lori earned her M.A. MSLS from the University of North Carolina at Chapel Hill and received her B.A. in American Studies, Museum Studies and Archives from Smith College in Northampton, Ma. More recently, Lori was an Associate Fellow at the National Library of Medicine, National Institute of Health before joining the University of Cincinnati in 2014. In her current role, Lori provides leadership and coordination for the daily operations of both the Health Sciences Library and the Winkler Center (a medical archive, library, and exhibit facility) which include areas of data management, research and education, health informatics, assessment and evaluation; and outreach. Lori also manages the financial and human resources allocation for both the Health Sciences Library and the Winkler Center while working directly with the University of Cincinnati Libraries’ Senior Leadership to move aspects of the UC Libraries’ strategic plan to operational with special emphasis on initiatives relating to research and health informatics.

**Gerald Holmes** is currently the Reference Librarian and Diversity Coordinator at the University Libraries at the University of North Carolina at Greensboro (UNCG). As a member of the Libraries’ administrative faculty, Gerald led the creation of the Libraries’ Post MLS Diversity Residency Program and its Diversity Committee. As the Diversity Coordinator, Gerald took on the additional responsibility as a Co-Principal Investigator for three Institute of Museum and Library Services (IMLS) grants designed to recruit and prepare minority librarians for serving their communities in the 21st Century. As a credit to his work, 55 librarians from underrepresented populations are now working. Gerald serves on the Chancellor’s Advisory Committee for Equity, Diversity and Inclusion at UNCG. He is an active member of the American Library Association (ALA), Association of College and Research Libraries, the Black Caucus of ALA, and the North Carolina Library Association.

Gerald was named the American Library Association 2014 Achievement in Library Diversity Research Honoree for his contributions to the library profession and his promotion of diversity within it. In 2015, he received the Black Caucus of ALA Distinguished Service to the Library Profession Award and the Harvey E. Beech Outstanding Alumni Award from the UNC-Chapel Hill General Alumni Association. In May, Gerald received the 2019 Distinguished Alumni Award from UNC Chapel Hill School of Information and Library Science (SILS). Gerald earned his Bachelor of Science in Criminal Justice from the University of North Carolina at Charlotte.

His research interest includes diversity issues, reference desk services, and the promotion of librarianship as a career. Gerald is a Life Member of both Kappa Alpha Psi Fraternity, Inc. and the UNC General Alumni Association. Gerald and his wife, Sharon, also a 49er and a Tarheel, have a daughter, Veronica, and a son, Aaron.
**Kathryn Kjaer (moderator)** is the Head of Library Human Resources at the University of California, Irvine Libraries, where she oversees librarian recruitments and the librarian academic review process. She coordinates and promotes diversity and inclusion efforts within the Libraries such as the library-wide Diversity Team, the Library Career Interest Group, and the Bridging the Gap Program. Kathryn has been active in the American Library Association, serving as facilitator for the Diversity Officers Discussion Group, and was co-chair of the planning team for the ARL Symposium for Strategic Leadership in Diversity, Equity, and Inclusion in 2018. Prior to her human resources role, Kathryn held a variety of librarian positions at Iowa State University, Colorado State University, and the University of Iowa where she earned her B.A. in History and her M.A. in Library Science.

**Courtney L. Young** is University Librarian at Colgate University. She previously held library positions at Penn State's Greater Allegheny, Beaver and University Park campuses, at Michigan State University, and The Ohio State University. She has served in a variety of leadership roles in the American Library Association (ALA), including being elected the 2014-2015 ALA President. In January 2016 she received the Simmons Alumni Achievement Award for Outstanding Achievement and Excellence in Library and Information Professional Endeavors. In 2011, Courtney was named a Library Journal "Mover & Shaker", recognized as a Change Agent for her ability to successfully make connections among a diversity of duties in her library, on campus, and in the profession. Courtney frequently presents and publishes on issues related to advocacy, academic librarianship, diversity, leadership, and professional development.

**Dr. Shali Zhang** is Dean of Libraries at Auburn University since February 2019. Prior to that, she was Dean and Professor at the Maureen and Mike Mansfield Library, University of Montana, 2012 – 2019. In her role, Dr. Zhang is responsible for providing leadership and management for the Libraries and in advancing the Libraries’ central role in the educational, research, and service mission of the University. Dr. Zhang worked with Gerald Holmes and other colleagues at the UNC Greensboro on a diversity recruitment program, Academic and Cultural Enrichment (ACE) Program, 2007-2012, to increase the number of professional librarians with diverse backgrounds, through two IMLS funded projects.

**Suggested readings:**


Blog Post: 7 Questions to Ask Yourself Before Applying for a Promotion, [https://www.deettajones.com/7-questions-applying-for-a-promotion/](https://www.deettajones.com/7-questions-applying-for-a-promotion/)


**Leadership development opportunities:**

ARL Leadership Fellows Program, [https://www.arl.org/category/arl-academy/arl-leadership-fellows-program/](https://www.arl.org/category/arl-academy/arl-leadership-fellows-program/)

ALA Leadership Institute, [http://www.alal.org/educationcareers/leadership](http://www.alal.org/educationcareers/leadership)

Harvard Leadership Institute for Academic Librarians, [https://www.gse.harvard.edu/ppe/program/leadership-institute-academic-librarians](https://www.gse.harvard.edu/ppe/program/leadership-institute-academic-librarians)

Please contact Kathryn Kjaer (kkjaer@uci.edu) or Gerald Holmes (gvholmes@uncg.edu) if you have feedback or questions.