

2015 Summer Leadership Institute – attendees

Name	Position	Library	Phone	Email
Annie Alger	Interlibrary Loan Librarian	Missoula Public Library Missoula, MT 59802	(406) 721-2665	aalger@missoula.lib.mt.us

Experience: As the circulation department supervisor at Missoula Public Library, I developed circulation procedures that enabled staff to serve our patrons with friendly, helpful expertise. I trained new circulation staff on policy and procedures and led by example, by keeping current with policy changes and implementing beneficial procedures, for both staff and patrons. I built teamwork in this department that has endured.

Hope: As the Adult Programming Committee Chairperson, I hope to learn how to motivate staff to take ownership of the programs we sponsor. I would like to learn how to strengthen the ability of others. As chair of the upcoming 2016 Big Read, I would like to further develop my people skills to better communicate with others, encouraging the entire community and other organizations to excitedly participate; set examples of my enthusiasm for the value of programming in the library (inspire others); be able to recognize opportunities to improve on past programming; and effectively build collaboration and teamwork. Being the leader of the Adult Programming Committee is one of my current organizational challenges. As a reference librarian, I would also like to develop leadership skills and earn the trust of my colleagues as a go-to person in this department, as I did in the Circulation Department.

Cody Allen	Public Services Librarian	Billings Public Library Billings, MT 59101	(406) 657-8258	allenc@ci.billings.mt.us
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Experience: I started working at the Billings Public Library last December as a page, before moving into a clerk position a few months later and finally ending up as a reference librarian by August. My time in all of these positions has given me a first-hand account of all aspects of work in the library and what needs to be done at each position in order for our library to operate efficiently. Each position came with more responsibility and opportunities for leadership in the library, opportunities that I would like to make the most of. Apart from working in Billings, I have essentially worked in libraries my whole life, both in my hometown as well as in college. This has given me a broader spectrum of experience since I have worked in both very small public libraries (in my hometown) as well as academic libraries. This means that I have worked with different groups of patrons that have very different needs (faculty members at an academic library have different needs that public library patrons).

Hope: Since my official career as a librarian is just beginning, I would like to gain a firm foundation for leadership skills. I want to learn how to construct effective policies, create clear and concise communication between departments and co-workers, and just generally how to improve a library and make it a more meaningful place for patrons. I would also like to move

into administration someday, so I would like to learn about what it takes to be a fair and effective administrator. Aside from all of that, I am eager to meet other librarians and learn what they are doing in their libraries.

Carly Delsigne Library Director North Jefferson County Library District Clancy, MT 59634 (406) 933-5254 northjeffersoncountylibrarian@gmail.com

Experience: I was able to attend the 2013 Leadership Institute--it changed my life and our library. After getting a district proposal put together, passed by voters, established, and then settling all the politics surrounding it, I felt drained. Maureen Sullivan and other directors from Montana's libraries (hallelujah--Montana's librarians are so honest, wise, and encouraging!) helped me to put it into perspective. Specifically they gave me tools and techniques to measure, evaluate, and then present a compelling case. I was successful in my quest for more staff, more hours, and more space. Overall the institute gave me the lift I needed to get over the next mountain--establishing a new library branch in the neighboring community of Montana City. I again feel drained--this has been an unbelievable 7 month ride--I don't think I've slept less or worked harder in a long, long time. Now I am facing the even larger mountain of political fall out and the deeply felt betrayal of many of our library's best supporters and other powerful community stakeholders. I need help, to gain perspective, to acquire fresh tactics and insight, and, hopefully, a lift to get over this mountain.

Hope: Libraries have tremendous power to help create, sustain, and improve communities and the lives of those who live in them. Without agenda or exception--we bring people together, and we help solve problems. Half of our county lives in our library district. The expectation from the county seat and the rest of the county is that taxes should be paid here but otherwise residents should have no services, rights, or expectations. This leaves them free to spend double on the southern half of the county--which gives the county seat (and the south overall) a great deal to lose if there was a shift in power or priorities. For my tenure at the library, the institutionalized animosity and inequity has been a serious problem for the communities I serve (especially for the landowners and businesses that don't have the right connections in the south). If you could only hear the repeated anger and prejudice (truly bizarre, illogical, and impassioned!) that I have from elected county officials and other county department heads, they are deeply afraid of a paradigm shift where this half of the county unites and stands up for itself. Establishing a library in Montana City is a huge step toward creating, sustaining, and improving this community; a community that makes up a quarter of the county's population. Establishing a library in Montana City is the biggest political, social, and financial risk I've ever taken with our library. I want to learn how to protect it, advance it, and make it successful. I want to learn how to help alleviate the fear, prejudice, and wrath we've faced from our stakeholders, our communities, and our county.

Nancy DeWolf School Librarian Morning Star School Bozeman, MT 59715 (406) 522-6500 ndewolf@bozeman.k12.mt.us

Experience: I have been a K-5 teacher librarian for 33 years. I work at Morning Star School in Bozeman, Montana. I have a library degree from Montana State University and a masters degree

from Lesley College. I have supervised library aides and part time librarians. I am a master at doing the delicate dance between administration, parents, students and teachers. I love my job and would be excited to attend this institute to further my ability to improve my services to patrons. I would like to attend with Renee Jesness.

Hope: Being a librarian is the most misunderstood position in a school. I would love to learn new leadership skills to help improve my communication with the district administration and my principal. We do not have a administrator in our district for libraries. There seems to be a lack of knowledge and understanding of how important libraries are to the school community. We often struggle with topics and subjects in our field and can not get answers from people at the district level. I also feel there is potential for our school libraries to collaborate with the public library here in Bozeman which is not happening at the present time.

Della Dubbe Library Director
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Experience: I acquired my MLIS in 2000, but have worked in libraries for 30+ years. I am a strong advocate for libraries and support the mission of all types of libraries in service to their various communities. Having worked in libraries of all types and sizes, with the majority of my work being in public libraries, I feel I have insight into the issues faced and the likenesses and differences across disciplines. I have held positions in acquisitions and collection development, media, periodicals, circulation, and administration. As library director at the Glacier County Library in Cut Bank, Montana, with branches in East Glacier and Browning, my knowledge of public libraries and their administration grew tremendously. I have crossed disciplines and am now the Director of Library Services at the Helena College Library in Helena, Montana. This too, has been an amazing learning experience. Enabling student success through library usage, teaching information literacy, and assisting with research, creates not only successful students but useful citizens. Learning the ins and outs of the administrative tasks on an academic campus, getting to know a different type of community and how it fits into the larger Helena community, the state community, the national community and the international community, has been enlightening and rewarding.

Hope: I hope to learn new and better ways to support and lead libraries in this time of rapid change. I attended the 2014 Global Perspectives: Academic Library Director's Forum in Shanghai, China this past year and would love to share this global perspective with others. Developing and expanding skills and tools for library leadership, learning new and better ways to serve as a wise decision maker and change agent, helping to develop a vision that we can all aspire to, maintaining the skills necessary to serve as a library leader, and continuing to develop relationships with librarians and leaders in the field would be my goals. I hope to learn how to run a better meeting, become a better listener, and deal with conflict better. Thank you for opening this up to all types of libraries in Montana. The opportunity to learn together and develop alliances across disciplines is a wonderful idea.

Michelle Fenger Library Director Ronan Library District Ronan, MT 59864 (406) 676-3682 ronanlibrarydistrict@gmail.com

Experience: Over the last 8 years I have helped guide the Ronan Library through budget cuts, lay offs, cutting hours and almost closing the doors to creating a Library District, expanding staff, expanding hours and more. I organized what is now a strong Friends of the Library group, including applying for the 501(c)(3). We participated in the BTOP grant, which led us to continue employing an IT specialist. We have gone from me being the only employee to now 2 full time and 2 part time staff members. Now that the Library is a District, I am responsible for accounting and payroll and everything else that happens in and with the Library. I have been the Library Director in Ronan for 8 1/2 years and have learned more than I ever thought possible, and I know there is so much more to learn.

Hope: I hope to learn how to interact with our Community more effectively and efficiently.

Jo Flick Training and Development Specialist Montana State Library Helena, MT 59620 (406) 444-3115 jflick@mt.gov

Experience: I've held more than a dozen leadership positions on non-profit boards at the regional and national level, I was a charter member of the board of my community college's alumni association, and served on the college's first foundation board as well. I continue to serve as an officer on the East Glacier Volunteer Fire Department and provide my expertise to conduct promotion for the Glacier-Two Medicine Alliance and for the Glacier Park Women's Club, as well as the Fire Department. I've always been an active volunteer for cultural, historical, social, and emergency services.

Hope: As I near the twilight of my formal working career, I'm eager to transition into retirement engaged even more as a volunteer advocate for cultural, historic, and environmental organizations. I think of communities as a multi-layered web with many interconnections between disciplines of service: health care, poverty, safety, cultural activities, economic development, or the information services that libraries provide. The web is constantly evolving to meet the needs or respond to conditions of the community. My hope is that through this experience, I will find more pathways to promote and support these interconnections which I really believe help a community to thrive.

Megan Glidden & Outreach Librarian Programming ImagineIF Kalispell, MT 59901 (406) 758-5821 mglidden@imagineiflibraries.org

Experience: Starting as a volunteer, completing an internship and then being hired on as a library assistant and finally as a librarian I have worked my way through the Flathead County and now ImagineIF Libraries system. After figuring out that working in a library was what I wanted to do, I have worked hard to achieve that goal. As the recipient of a SWIM scholarship after earning my MLIS I was thrilled to be able to stay with ImagineIF Libraries, where I have been able to push myself to learn and grow and try new things. As I have settled into my position as Programming and Outreach Librarian, I have started several teams and have increasingly overseen other staff

members working with me on projects. I am finishing my first year with Leadership Flathead, a local leadership training program and have found that working with a group of diverse and driven people has provided insight into topics that I might not normally have sought out. This experience as well as working on community presentations has helped me recognize all that I have achieved with my work and given me an opportunity to share my experience with others. It has made me feel like I have what it takes to be a leader.

Hope: Relationships with people are one thing but managing people is something entirely different. As I am working more in a supervisory role and doing more meeting and training facilitation I can see how it would help to have more training and experience in these realms. There is always room to grow and I hope that by pushing myself to explore new aspects of my role as a librarian will help me grow as a person and as a leader.

Holly Harper School Librarian Whitehall K-12 Library Whitehall, MT 59759 (406) 287-3862 hharper@whitehallmt.org

Experience: I believe I am a good candidate for the Summer Leadership Institute because I am already in a position of straddling different library worlds by earning a MLIS (2010) at the University of Washington, managing a very small rural public school (Whitehall K-12), current serving on the Executive Committee of the Montana Shared Catalog, and having served as Chairman of the Jefferson County Library Board. I have been a teacher since 1999 and my teacher prep courses were at Antioch University (Home of the Flaming Liberals), so community service, innovative thinking and a mindset of altering services to meet future needs were core concepts throughout that program. I have been in Whitehall Schools since 2003, first as an English teacher (tossed into the library) then transitioning into the School Librarian. I love libraries, and I love rural communities. I would like to be instrumental in maximizing the former to help the latter, but I need some help getting my focus together on what my role could or should be.

Pam Henley Statewide Consulting Librarian (855) 419-2616 phenley2@mt.gov
MT State Library
Helena, MT 59620

Experience: Sixteen years as a public library staff member under 3 different directors gave me the opportunity to observe and learn from a variety of leadership styles. Along the way I've been involved in several library-related boards and associations which offered assorted roles and experiences. Now as a consulting librarian I am in a position to demonstrate new leadership to libraries I work with, and I am looking forward to developing and perfecting those skills.

Hope: From my participation in this program I hope to acquire new skills and abilities that will enable me to further promote and develop library services throughout the state. I'm looking forward to making new contacts and establishing beneficial networking opportunities. In particular, I would like to begin creating a mentoring program to assist new librarians and those in rural areas where local support might not be readily available, with the goal of decreasing staff turnover at some of the state's more isolated public libraries.

Renee Jesness
Teacher
Librarian

Hyalite Elementary
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Experience: Thank you for re-opening the applications for the 2015 Summer Leadership Institute and my apologies for waiting until the last day to apply. I would love to attend the session with librarians from all over the state, to work with Cheryl Gould and talk about fully engaged libraries. My colleagues and I here in Bozeman last year rewrote our job descriptions as K-12 school librarians. We also helped the district develop our observation tool. It would be wonderful to be able to hear other librarian's ideas about where libraries are headed now and in the future. What do we need to be doing to be responsive to the needs of our community and school community. Our school libraries here in Bozeman are in the second year of piloting having our school libraries open in the summer for a few days. How does that serve our community? What more needs to be done? In teaching library lessons we are shifting our emphasis to include all of the technology our schools are embracing. There are many questions to be explored here beyond the mastering of the technology. So, what makes me prepared to participate in the Summer Leadership Institute? I have been immersed with my Bozeman colleagues the last few years about the changing nature of libraries. In fact, my colleague Nancy Dewolf is hoping to be accepted as well. We have just presented to our Board of Education about some of the new opportunities and challenges in our world of library and information literacy. Nancy and I are hoping to expand our discussions to a wider group of professionals who are grappling with the same changes we are. I would be honored to be selected to participate and will bring my "A" game.

Hope: The setting of this Summer Leadership Institute provides a sort of retreat in a think tank type of setting. I'm hoping to be able to have that kind of experience. I'm also hoping that my colleague Nancy Dewolf and I can gain some knowledge and ideas from our peers and our presenter(s) about the kind of leadership we can exercise to help spur/guide the change we see coming and we see necessary in our school libraries. Bozeman Public Library this year instituted a Makerspace in the Library. A number of my K-5 teacher librarian colleagues and I are talking about a Makerspace in the school libraries. If we do that, what does it look like? How does it get incorporated into the curriculum? How do we facilitate our teacher use of Makerspace? Many ideas. Many things to plan for. Another thing that is happening in Bozeman Schools with our teacher union involves teacher leadership. I would love to gain insights that I can share with my colleagues about how to go about this. Recently I found out that 1/3 of Bozeman's teachers are untenured and 1/3 are about to retire in the next 5-10 years. That means a pretty significant loss of institutional wisdom and a bit of history. How do we help our teachers make these transitions?

Sandra Larson
Assistant
Librarian

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Library
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Experience: The experiences that will help me prepare for The Summer Institute is primarily college. I put my self through college while raising three small children and working full time. Needless to say I did not sleep much. :) I also feel I am very energetic and motivated. I believe these qualities will also help tremendously. I do not have an abundance of formal experience in

leadership but I feel that this is why it is important to attend this workshop. I feel this workshop will give me a great foundation in leadership that will help me better assist my director and peers.

Hope: I would like to learn how to better motivate my peers, how to help facilitate change, and how to defuse conflict at The Summer Institute.

Statewide Montana State
Lauren McMullen Consulting Library (406) Imcmullen2@mt.gov
Librarian Helena, MT 59620 444-3115

Experience: My position as director of the public library in Big Timber was my first professional leadership opportunity. I made plenty of mistakes and learned a lot from that experience! Over the years I have attended several Montana State Library Leadership Institutes, both as a director and then as an MSL staff member - trainer and consultant. Last year I attended the Mountain Plains Library Association Leadership Institute. All of the institutes have been incredibly beneficial to my own development as a leader in my own organization, and to my work as a statewide library consultant where I try to help library leaders in their own development. Leadership training and development is not a finite process; we continue to develop throughout our careers and beyond. I am thrilled to have this opportunity to carry on and work together with other library leaders, some with whom I'm already acquainted and some new colleagues too.

Richland County
Kelly Reising Director Public Library, Sidney, (406) 433- kreisig@richland.org
MT 59270 1917

Experience: Although new to my position at the library, I have been fortunate to have several different leadership opportunities throughout my career. I served as the Community Relations Director at the Community Action Partnership of Western Nebraska (Gering, Nebraska). This was a newly created position and much of the work that I assumed (such as media spokesperson) had originally been a part of the Executive Director's job. Similar to other community action agencies, we had a number of programs in health, housing, and education. During my tenure I was charged with the task of a community needs assessment. The agency served seven counties, as well as outreach to an additional four counties. The needs assessment utilized surveys and focus groups to gather information, as well as dozens of secondary cites sources. The final assessment was recognized as a best practice at the state level. Managers in over 88 programs utilized the assessment in their grant applications.

I have also served in the capacity of public relations director at two different school districts; Scottsbluff Public Schools (Scottsbluff, Nebraska) and the Kenai Peninsula Borough School District (Kenai, Alaska). I led efforts in both locations to successfully introduce bond referendums. Over 50 years had elapsed since the last successful bond passage. The strategic plan was also awarded a Golden Achievement Award by the National Schools Public Relations Association.

Hope: Libraries all across the nation are evolving and changing to meet the needs of our communities. Richland County is at that same point. In the past few years it has been

underscored by the fact that we are in dire need of a much larger, modern space. Our community is also struggling to catch up with its infrastructure resulting from the Bakken oil boom. Although there is some increased revenue at the county level from oil, a good portion of taxes are sent east. It is a critical time for our community to recognize and value the integral role our library continues to play throughout the county. There are abundant opportunities everywhere to strengthen our current programs and form new partnerships moving forward. For example, our county would greatly benefit if people had access to classroom space for distance education. Dawson Community College has already had offerings in our location. It is undeniable that I have to hit the ground running. An allowance to “settle in to the new job” is a luxury our library cannot afford. The institute is the perfect opportunity to strategize the larger picture and take progressive steps to move all of our constituents in the same direction for the future of our library.

Kelsie Rubich Outreach Librarian Billings Public Library (406) 657-8258 rubichk@ci.billings.mt.us
Billings, MT 59101

Experience: My name is Kelsie Rubich and I work as the Senior/Homebound Outreach Librarian at the Billings Public Library. I recently moved to Montana last August from the Puget Sound region of Washington State. I’ve grown up in libraries- first as an eager young patron and then, on the other side of the counter, as a long-time library employee. I see, every day, the life changing impacts that our services have on our communities and I am proud of the job that I do. I believe that my personal long-term investment in libraries, my positive attitude and willingness to take on new challenges are all traits that make me an excellent candidate for this opportunity.

Hope: I have a quote on my desk by Robert F. Kennedy that says, “Only those who dare to fail greatly, can ever achieve greatly.” I love that quote and I truly think that great things can happen in our lives, our libraries and the lives of our patrons if we are willing to dare to fail, and achieve, greatly. I’m applying for the leadership institute in the hopes of becoming a better and stronger leader, equipped with new tools for making change in myself, my library and my community.

Margaret Stell School Librarian St Matthew's School Library Kalispell, MT 59901 (406) 751-6829 library@stmattsaints.org

Experience: I have on-the-job experience. I am a teacher/tutor/teacher-librarian (to-be) for St. Matthew's Catholic School in Kalispell, MT. I am in my second year of teaching, with this being my first year with teaching contract. I tutor reading for K-8 grade and teach K-5 library. I am currently enrolled in the UMWestern to get my Library Media Specialist endorsement which I hope to complete a year from this summer. I think this Leadership Institute would help me continue to learn, practice, and implement the skills that are now expected of librarians in the 21st Century. It will give me the opportunity to expand who I work with and learn from peers.

Hope: Given the changes in the educational demands of students to prepare them for beyond school, I think the institute will show me ways to make the library an environment that supports these changes. I have learned that many things have changed over that last several years and that we need to be advocates for our space, our funds, and that what we do, as teacher-librarians, benefit

our students' future. I would like to figure out a way to bring a small makerspace into my library and maybe this is something I would learn how to do at something like this. If not that particular thing, then I am sure there is something else.

KellyAnne Terry Library Director Lewistown Public Library Lewistown MT 59457 (406) 538-5212 lpldirector@lewistownlibrary.org

Experience: I have been the Library Director at Lewistown Public Library for the past five years. During this time I have seen many changes in the direction, function and goals of public libraries. To enable me to be a better leader, and to help facilitate change and implementation, I sought out different avenues for learning. I became certified through the Montana State Library in the Library Administrator's Track. I graduated from the Leadership Central Montana program in May of 2013. This program focused on community and leadership in my region, and I established a great networking and knowledge base within the area. I continue to facilitate this program for other classes, and have been a seminar leader at different gatherings. I will also be teaching an advanced leadership class through Snowy Mountain Development, which is an economic and business development center in Lewistown serving five counties. I attended the Summer Leadership Institute through the State Library in 2012, and have gone on to present on public relations in libraries through conferences (Public Speaking and Event Planning at MLA) and online (Library Connect presentation via webinar). My greatest focus on leadership training has been the pursuit of a Master's in Organizational Leadership, which I am currently enrolled in at Gonzaga University. This program has focused on ethics, development, community building, creative problem solving, diversity, theory and decision making. With this degree I intend to focus on library leadership as it evolves, and hope to help my library community at the local, state and regional levels to make the most of the resources, conversations and sharing that can be put into practice. Attending the Summer Institute will further integrate my understanding of our public library community with my prior education to continue moving forward in this changing and fascinating field of study and service.

Hope: By participating in the Summer Institute, I hope to further learn leadership skills and theories designed specifically to public libraries. I am pleased that the idea of the Institute will go throughout the year, as continuing education and conversations will carry us through several transitions. I am very excited about the project that will grow out of this Institute and hope that I can assist the library community in a relevant and timely project as we move forward. Being engaged with other public librarians will help me learn as well, as we face similar challenges and celebrate related successes.

Jonna Underwood Library Director Sheridan County Library Plentywood, MT 59254 (406) 765-2317 junderwood@co.sheridan.mt.us

Experience: As a university librarian, I collaborated with biology faculty in developing the university's first campus-wide research forum. Working with library staff, I implemented freshmen library orientation programs. The classroom experience I've had on the instruction side has made me a much more confident public speaker. However, successfully completing (and surviving) my first Story Time was more of a confidence booster than anything! I'm a member of our local radio

board and secretary for the hospital auxiliary board. I think that the culmination of these experiences has prepared me well to participate in the Institute.

Hope: I believe this is an excellent opportunity to explore ways in which my library can develop a more active voice in the community. I hope to learn best practices for overcoming resistance to change and design strategies for finding and encouraging relationships with other organizations and community leaders.

Kate VassarGeise	Library Media Specialist	Fort Shaw Elementary School Library Shaw, MT 59477	(406) 264- 5651	kvassar@srvs.k12.mt.us
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Experience: I was originally trained in leadership via my completion of Army ROTC coursework, and being an active member of the training unit. I was the first woman commissioned from San Jose State University's Army ROTC, one of the first women to complete Medical Service Corps Army Officer Training in the spring of 1977, etc. Daughter to one of the first Warrant Officers commissioned in the US Marine Corps, I continued throughout my career to be the first woman, or one of the first women to: Fully supervise a company of Drill Sergeants in Fort Benning, GA (then called the "Last Bastion of Male Chauvinism"); one of the first woman Title Examiners, in Real Estate Law; one of the first women to complete training for a Texas Building Contractor's License, (except for the practicum: No one would allow me to work, even for free, on a construction crew), the first woman to sign a Certificate of Completion in Cascade County, Montana, (and probably one of the first in the state) as a building contractor, appointed by a Wells Fargo on a \$250,000.00 project, etc. I am now ready to help the community I work in develop a Community library.

Hope: While I have been a solid pioneer in so many fields, with many strengths, I have some personal deficits to improve through this training. I need to learn more about the type of interpersonal communication and group communication that my library work in this community will involve. While I have always been a strong writer, and forming, articulating, and communicating a vision that inspires others to act in written form has been a strength, orally communicating that vision has always been difficult because of my natural limitations as an introverted extrovert. All of the activities on the agenda appear perfectly tailored to meet my needs as a leader. Life has taught me that whatever the training, the more one puts into coursework like what is offered at the Summer Leadership Institute, the more one will grow and develop in a positive manner from that training.

Kirk Vriesman	Reference Librarian	Missoula Public Library Missoula, MT 59802	(406) 721-2665	kirkv@missoula.lib.mt.us
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Experience: I am currently employed as a Reference Librarian, Library Assistant, and Technical Services Page at the Missoula Public Library. Upon completion of my MLIS degree, I did not immediately enter the profession – instead I opted to work as Technical Director for a touring theater company. This experience offered me a valuable perspective as an organizer, facilitator, and supervisor. As I have transitioned to librarianship in recent years, I have been able to utilize these skills in a library setting. At the Missoula Public Library my responsibilities include providing

reference service using both print and electronic resources, acting as selector for the music CD collection, and training patrons in the use of tablet and e-reader devices. I have also gained community outreach experience while supervising on the library's Web-On-Wheels mobile computing bus. While these varied responsibilities have given me a clear understanding of the ways in which a public library operates, I would be eager to gain insight into leadership roles in a public library setting.

Hope: I would hope to learn about leadership styles and the implementation of good communication in a leadership position. I would also like to learn about the projected future of public libraries and their role in a community. As the Missoula Public Library is embarking on a building campaign, I would also be interested in topics that deal with managing and providing strong leadership through periods of change.

Mark Wetherington	Library Director	Bitterroot Public Library Hamilton, MT 59840	(406) 363- 1670	Mark@BitterrootPublic Library.org
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Experience: I have held various leadership positions, both formal and informal, and have served as a library director in rural eastern Kentucky and currently at the Bitterroot Public Library. My experience as a director has provided me with insight into the opportunities and challenges of leadership. Although I am in the early stages of my career, I believe that in regard to libraries and leadership I can think critically about the issues involved, actively listen to others, and positively contribute to discussions.

Hope: I hope to learn how to better motivate staff, advocate effectively on behalf of staff, successfully implement new policies and procedures, serve as a leader during collaborations with community partners, and positively represent the library in the community. In addition, as a relatively young library director, I hope to be able to learn from the experiences of other library director's attending the Leadership Institute and benefit from their shared knowledge and perspectives.

Green – public library

Red – academic/school library

Blue – Montana State Library