

**Courage to Lead
Presentation on Career Choices
The 2005 Annual CALA Midwest Conference**

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Abstract

Cultural diversity is based on the idea that cultural identities should not be discarded or ignored, but instead, should be maintained and valued. The value of cultural diversity becomes increasingly important and necessary when we compete in a more global arena. The management of diversity has been considered a response to the need to recognize, respect and capitalize on the different backgrounds in our society in terms of race, ethnicity, and gender. If we want our profession and CALA to be successful in the future, we have to utilize these human resources and participate in these diversity trends. Using her career path, the author believes that Chinese librarians have advantages to excel and succeed by pooling our energy to address the issue, breaking stereotype of our own, and having courage to lead in the profession and society.

Leadership as Career Goal

“The Leadership is a reachable goal, but Chinese American librarians have to be active to pursue this goal.”

Wendy Tan. 1998. “Advancing Chinese American Leadership in Library Field.” *Journal of Library & Information Science*, 24(2): 1-6.

Barriers

•“Traditionally, Chinese culture tends to nurture followers not leaders, and to a great extent molds Chinese people’s personalities.”

Wendy Tan. 1998. “Advancing Chinese American Leadership in Library Field.” *Journal of Library & Information Science*, 24(2): 1-6.

•Communication Barrier: Language and Culture

Few Leaders

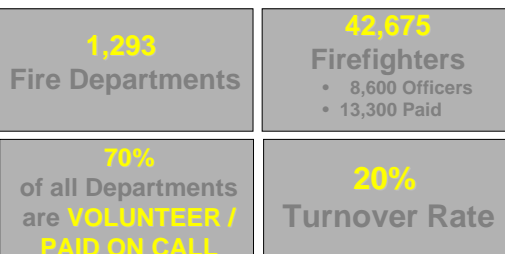
•“Very Few Chinese American Librarians Have Reached Top Administrative Library Positions in the United States.”

Liu, Mengxiong. 2000. “The history and status of Chinese Americans in librarianship.” *Library Trends*, 49(1): 109-137.

•“Lack of Leadership Models.”

Wendy Tan. 2004. “Chinese American Librarianship: Status Quo and Future.” <http://>

ILLINOIS FIRE SERVICE REALITIES

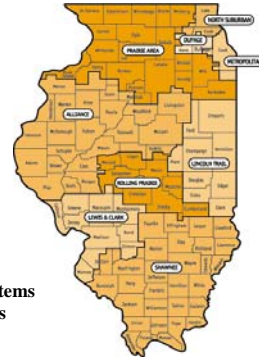


1998 Outreach Program Survey Findings

■ Outreach Program: Provide No-Cost Library and Information Services to Every Firefighter in Illinois

■ Great Benefit of the Outreach Program Would Go To:

Those Who Lack Funding and Resources, Particularly Small / Volunteer Departments in Under-served Urban and Rural Communities



Library Systems in Illinois

Funding Development:

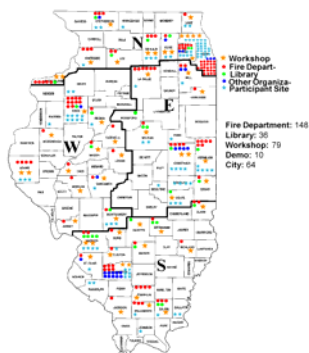
Grant Awards from Illinois State Library

1. FY 2002 Grow with Pro!	\$4,900
2. FY 2001 LSTA Libraries in 21-Century	\$49,570
3. FY 2001 LSTA Collection Connection	\$2,500
4. FY 2000 LSTA Full Year Grant, Internet Outreach	\$75,000
5. FY 2000 LSTA Equipment to Books	\$2,000
6. FY 2000 LSTA Marketing	\$1,000
7. FY 2000 Educate & Automate, Public Internet Access	\$1,820
8. FY 2000 Educate & Automate, Basic Equipment	\$1,065
9. FY 1999 LSTA Bring in an Expert	\$4,500

Funding Development:

Grant Awards from University, National Library of Medicine, and SLA

1. FY 2003 UIUC Campus Research Board Award \$9,252
2. FY 2003 GMR Professional Fellow Development \$1700
3. FY 2003 SLA Research Grant, \$20,000
4. FY 2004 UIUC Campus Research Board Award \$8,132
5. FY 2004 GMR Public Outreach Award \$6,000



LSTA 2001 Project

Libraries in the 21st Century - Developing the Distance Learning Library Services for Illinois Firefighters: an Integrated Information Service with Online Firefighter II Certification Program

Public Outreach Award Project

- **Public Outreach to Paramedics in Five Fire Departments Funded by the National Network of Libraries of Medicine, Greater Midwest Region (GMR)**
- **Partnerships with National Library of Medicine, and Health Sciences Library at University of Illinois at Chicago**

Digital Library

- **Digitize Archival Fire Science Collection**
Phase 1: IFSI;
Phase 2: Illinois Fire Departments;
Phase 3: Other Illinois Fire Organizations
- **Institutional Depository Collection**

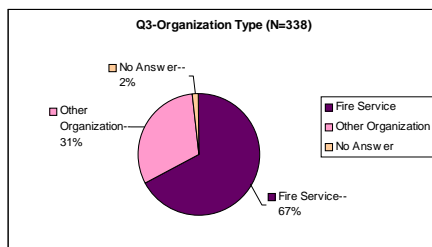
SLA Research Project

- **Research Project Funded by 2003 Special Libraries Association Steven I. Goldspiel Memorial Research Grant and 2004 Campus Research Board Award, University of Illinois at Urbana-Champaign**
Co-Investigator: Professor Linda C. Smith

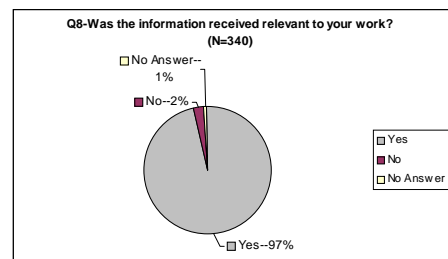
Participating Fire Libraries

Fire Library-Training	Fire Library-Research
1) New York State Department of State's Office of Fire Prevention and Control, Academy of Fire Science	1) National Fire Protection Association (NFPA)
2) Illinois Fire Service Institute, University of Illinois at Urbana-Champaign	2) Fire Protection Publications/Oklahoma State University
3) Fire/EMS/ Safety Center-Minnesota State Colleges and Universities	3) Oklahoma City National Memorial Institute for the Prevention of Terrorism

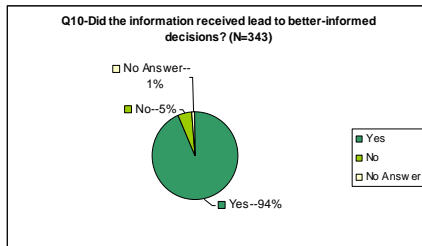
Characteristics of Survey Respondents Organization Type



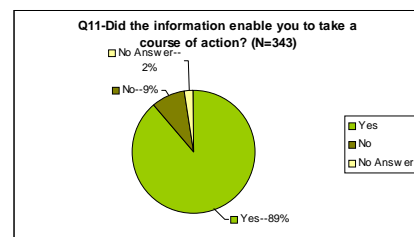
Effective in Supplying Information: Relevant Information



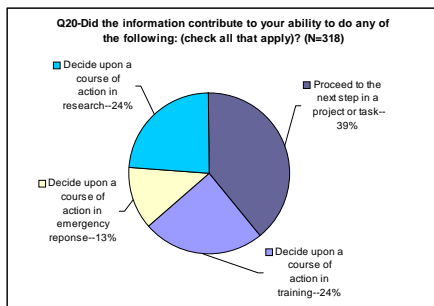
Effective in Supplying Information: Better-Informed Decisions



Effective in Supplying Information: A Course of Action Taken



Effective in Supplying Information: Specific Types of Decision-Making Situations



Recent Publications

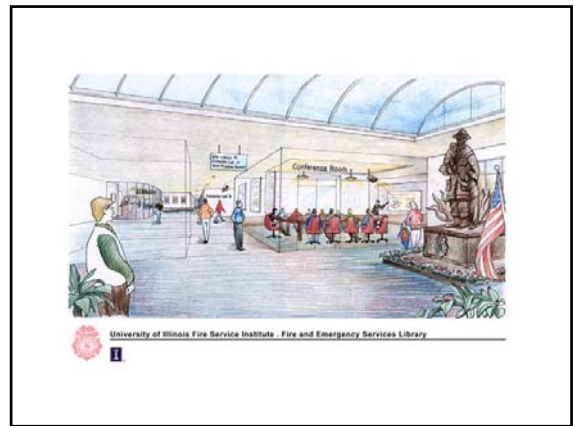
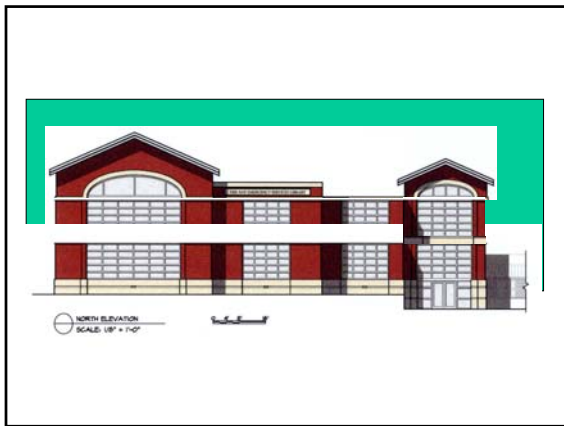
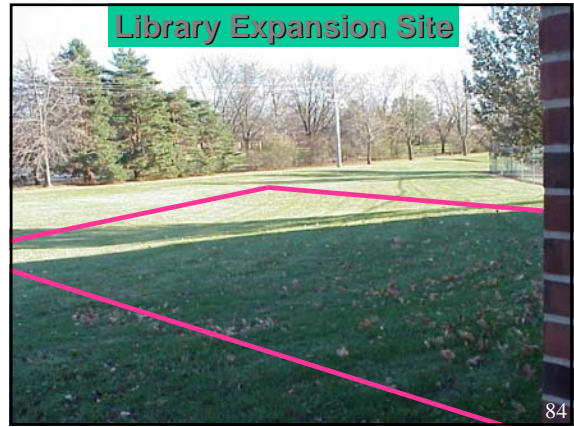
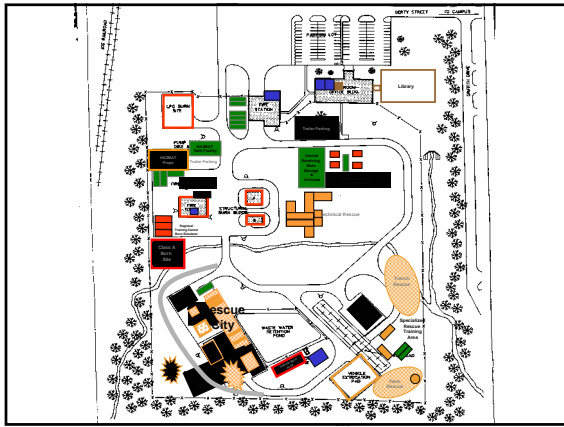
- "Strategic Planning in American Special Libraries: a Case Study." In Chinese, *Library Construction Journal*, No.4, 2004
- "Designing and Developing Internet Reference Services to Support Firefighter Distance Learners in Illinois." *Internet Reference Services Quarterly* (IRSQ), v. 9, 1-2, 2005
- The SLA Research Grant's Full Report, Entitled "A Survey to Support 'Evidence-Based Practice' in Special Libraries Serving Fire Service Personnel and Researchers in Public Safety and Homeland Security Areas." <http://www.sla.org/content/learn/scholarship/goldspiel/goldspi-el2003.cfm>

Engaged in Teaching and Education at GSLIS

- **Special Library Administration, 2002, 2003, 2005**
- **Proposed Leadership in Library and Information Science**
- **Practicum**
- **Independent Study**
- **Newly Accepted Doctoral Student While Maintaining Position at the Illinois Fire Service Institute Library**
- **Help Organize a New International Training Program for Chinese Library Directors Summer 2005**

Presentation at Conferences

- 2005 MLA Annual Meeting. Symposium "The Role of Information Services in Emergency Preparedness Planning" Information Needs Panel – What Are the Information Needs of First Responders? San Antonio, Texas
- 2005 SLA Annual Conference in Toronto, Canada
- 2005 inFIRE (an International Fire Libraries Consortiu) Annual Conference in Norwood, Massachusetts



Lead by Example

- Professional Staff (1.5 FTE) and Student Team. Empower Staff and Make them Better Than Me in Their Areas of Expertise
- Mentor for the GSLIS Chinese Group and Other Students
- Leadership Roles at the University, Local, State, National and International by Serving on the Committees

Leadership Training

- Selected Participant – “Synergy: The Illinois Library Leadership Initiative”
- Learner, Teach-Model-Coach Program Coaching 21st Century Learners for Advancement in the Library Profession, Chicago Library System:

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Becoming a Leader

- “ANYONE – At any Age and in Any Circumstance – Can Become a Leader. Becoming a Leader is the Ultimate Act of Free Will.”

(Warren Bennis, On Becoming a Leader)