

## Newsletter



Maria Stanton, ATLA Director of Production, with Ruth Mullane, Serials Librarian, and Paul Osmanski, Head of Technical Services, at Woodstock Theological Center Library, Georgetown University, Washington, D.C.

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### From the President Further Reflections on the symposium “Leaders Everywhere: Fostering Leadership Across the Academic Library Organization”

In last month’s column I briefly discussed the recent [Columbia University Libraries Symposium](#).

This month I would like to share further reflections on that event. The opening speaker was Bob Wolven, Associate University Librarian for Bibliographic Services & Collection Development at Columbia Libraries. In his remarks, Bob highlighted some aspects of leadership, including mentorship, mastery, and mystery. I especially liked the inclusion of mystery because as a leader you are not always sure where you are going. I also think it is important to consider how individuals may come together to face mystery as a community.

Elliott Shore (Executive Director of the Association of Research Libraries) was the next speaker. He introduced us to the dangers of the “competency trap” and the “disagreement deficit.” Essentially, the competency trap describes an organization that sticks with a suboptimal procedure because it is good enough in the short term so there is no incentive to develop a better procedure. I can point to several examples of this within my own library. Disagreement deficit is a term used by Kathryn Schulz (author of *Being Wrong: Adventures in the Margin of Error*) to refer to the notion that many people are naturally reluctant to disagree with those around them. I found this concept to be very relevant to libraries and non-profit organizations. It also prompted me to recall biblical prophets like Amos who challenged the status quo. It takes courage to go against the crowd or to be the canary in the mine. How can we learn to do so in a thoughtful and compassionate way?

Jerilyn Veldof (Organization Development Associate at the University of Minnesota Libraries) described a successful implementation of a multi-faceted professional development program and challenged the audience to think about our individual and collective professional development. She highlighted a book called the *Leadership Pipeline: How to Build the Leadership Powered Company* in which the authors explain how the skills, values, and beliefs that made you successful at one level in an organization are often not the same skills, values, and beliefs that will lead to success at

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## In Memoriam: Elmer John O'Brien

ATLA remembers the life of Elmer John O'Brien who passed away May 2, 2014.

Elmer joined ATLA in 1961. He was an active member of ATLA and was appointed to several committees, elected to the Board of Directors and served as Vice President and President of the association. At retirement, he was made a Life Member and later was appointed to the Endowment Committee.

During a coffee break at the 1962 annual conference of ATLA, held in Hartford, Connecticut, he met Betty Alice Peterson, then Assistant Librarian at North Park Theological Seminary in Chicago. They were married in Chicago, a year after his appointment to Garrett-Evangelical Seminary.

Elmer, assisted by Betty, researched and wrote several valuable reference works. A sabbatical at Harvard Divinity School in Cambridge, Massachusetts, made possible an index of *Festschriften in Theology*, covering the 1960s. This project, published by ATLA, inspired ATLA to produce similar indexes of multi-author works published after 1970. His other published works include *Methodist Reviews Index*, covering quarterly publications by The Methodist Episcopal Church, The Methodist Episcopal Church, South, The Methodist Church, and The Church of the United Brethren in Christ, 1818-1985, and an annotated bibliography *The Wilderness, the Nation and the Electronic Era: American Christianity and Religious Communication, 1620-2000* (Scarecrow Press, 2009), which was listed by the American Library Association as an outstanding reference work for the year.

In 1996 Elmer and Betty retired to Frasier Meadows Retirement Community in Boulder, Colorado. In 2011 Elmer and Betty were honored by the naming of the Elmer J. and Betty A. O'Brien Library at United Theological Seminary. An endowment for the library has been established in their name.

## Continuing the Conversation about the Proposed Increase in Individual and Student Membership Dues

Last week the Board of Directors sent a letter to all ATLA Institutional Member Representative, Lifetime Members, Individual Members, and Student Members regarding a proposed increase in individual and student membership dues. The Board welcomes your questions and feedback regarding the proposal, which will appear on the January 2015 ballot. There will be several opportunities for conversation between now and then. One such opportunity will be at the Annual Conference in New Orleans. During the annual ATLA Business Meeting (Thursday, June 19 from 1-2 p.m.), members are invited to share their thoughts. Soon we expect to launch a website, which will contain more information regarding the proposed increase. Later in the year, we will host online conversations so that members who cannot attend the annual conference will have a forum to provide feedback. In addition, you are welcome to [contact](#) any member of the board at any time. Summaries of your feedback will appear in upcoming newsletters. The Board thanks you for your careful consideration of this proposal.

## Letter from the President Continued

a different level within the organization. For example, being a good metadata specialist does not necessarily make you a good supervisor or director because the skills and values that make a good metadata specialist are different from those that make you an effective supervisor or director.

The final speaker, Courtney Young (President-Elect, American Library Association and Head Librarian and Associate Professor of Women's Studies, J. Clarence Kelly Library, Penn State Greater Allegheny), stressed the need to create, nurture, and retain a diverse workforce and the need to create leadership roles for a variety of people within an organization. She challenged the audience to consider the points of connection and disconnection between true leadership and the exercise of bureaucratic power. Again, I thought about models of biblical prophecy.

Overall, the symposium was a thought-provoking day filled with good conversations. I continue to reflect on my takeaways from the day and how I might integrate them into my workplace and into our association. I welcome the opportunity to talk further.

Beth Bidlack  
President



## 2014 Annual Conference News

**Lanyrd.com**

### Browse the Conference Schedule

The 2014 ATLA Annual Conference is on Lanyrd. [Feel free to browse the conference schedule and learn more about Lanyrd.](#)

**Register  
Now**

### Registration Now Open

[Register](#) for the 2014 ATLA Annual Conference.

Early Bird Registration Deadline is May 16.



### Reserve Your Room Today!

Discounted room rates are available at The InterContinental New Orleans for \$165 a night. [Reserve your room today.](#)

Housing deadline is May 16.

### Excursion Spotlight: Oak Alley Plantation

Wednesday, June 18, 9 a.m. - 2 p.m. join conference attendees as they explore 25 acres of historic grounds and take a guided tour of the “Big House” at the Oak Alley Plantation. Learn about the impact the Civil War had on this region by visiting the Civil War Encampment Exhibit. Visit the reconstructed slave quarters and tour the exhibit “Slavery at Oak Alley.” Breakfast and lunch are available for purchase from Oak Alley Restaurant. The cost is \$52 per person and transportation will be provided.

[Explore the Oak Alley Plantation website.](#)

### ATLA Products Showcase at the Annual Conference

The ATLA products leadership team will present an Exhibitor Showcase, Update on ATLA Products, at the ATLA Annual Conference on Friday, June 20, 2:00-3:00 p.m. Margot Lyon, Director of Business Development, Maria Stanton, Director of Production, and Gregg Taylor, Licensing Manager, will discuss current and future issues, challenges and opportunities for ATLA products. Also, watch the June newsletter for specific times staff will be available to answer questions at the ATLA products exhibit table. If you would like to schedule a personal meeting at the conference with Margot Lyon ([mlyon@atla.com](mailto:mlyon@atla.com)), Maria Stanton ([mstanton@atla.com](mailto:mstanton@atla.com)) or Gregg Taylor ([gtaylor@atla.com](mailto:gtaylor@atla.com)) please contact them directly via e-mail.



Oak Alley Plantation



## Nine Participants Selected for Creating the Leaders of Tomorrow Program

Nine participants were selected for The American Theological Library Association's (ATLA) [Creating the Leaders of Tomorrow Program](#), which works with mid-career theological or religious studies librarians to develop the knowledge and skills necessary to become effective library directors and leaders in the theological library community.

Each participant is paired with an experienced library leader to serve as a mentor throughout their participation in the program. In addition to conversations with mentors, participants engage in a series of educational webinars, structured meetings, and group projects.

"Theological libraries need well-equipped librarians who can lead from where they are now and lead our profession and association in the future," said Beth Bidlack, ATLA President. "I look forward to hearing from participants as they engage in this important program."

The selected participants are:

- James Darlack, Assistant Librarian for Reference and Bibliographic Instruction, Goddard Library - Gordon-Conwell Theological Seminary
- Jason Fowler, Director of Library Services, Southeastern Baptist Theological Seminary
- Karla Fackler Grafton, Archivist and Rare Books Librarian, Westminster Theological Seminary
- James Humble, Assistant Library Director, St. Charles Borromeo Seminary
- Terese Jerose, Associate Director, Southeastern Baptist Theological Seminary
- David Kriegh, Library Manager, St. Patrick's Seminary & University
- Susanna Pathak, Director of Library and Academic Information Services, Sacred Heart School of Theology
- Matthew Thiesen, Reference & Instruction Librarian, Golden Gate Baptist Theological Seminary
- Christina Torbert, Head of Continuing Resources and Bibliographer for Philosophy and Religion, University of Mississippi

ATLA launched the Creating the Leaders of Tomorrow program in 2012 with a first cohort of nine participants. Participants in the first cohort have found their way into new leadership positions on the ATLA Board of Directors, ATLA Committees, and in new positions within their institutions.

[Read full press release.](#)

## ATLA Accepting Applications for Scholarships to Promote Diversity in Theological Librarianship — Deadline Extended

The deadline for completed applications for the two scholarships to help promote diversity in Theological Librarianship is being extended to June 1.

### *Scholarship for a Theological Librarianship Course*

The American Theological Library Association will provide one scholarship for \$1,200 to a student from an underrepresented population to attend a Theological Librarianship course at any ALA-accredited master's program in library and information studies, including the University of Illinois at Urbana-Champaign's LEEP course, Theological Librarianship (LIS 590TL).

- Applicant must be from an underrepresented population (religious, racial, ethnic, or gender).
- Applicant must be an ATLA member in good standing.

### *ATLA Diversity Scholarship*

The American Theological Library Association will provide one scholarship for \$2,400 to a student from an underrepresented population enrolled in an ALA-accredited master's program in library and information studies.

- Applicant must be from an underrepresented population (religious, racial, ethnic, or gender).
- Applicant must be an ATLA member in good standing.
- Applicant must secure a letter of recommendation from the director of an ATLA Institutional Member library.
- Applicant must enroll and complete at least 6 credit hours in the 12 months following notification.

Applications for both scholarships must be received by June 1. Applicants will be notified of results by July 1.

Scholarship funds are supplied by generous ATLA members who donate to the Scholarships and Grants Annual Fund. For more information and to support this fund, please visit [the ATLA Scholarships and Grants Annual Fund web page](#).

Special thanks to the ATLA Diversity Committee for their support of this scholarship program.

## ATLA / EBSCO Publishing Consortium

ATLA is currently working with EBSCO Publishing on renewal and pricing for the [ATLA / EBSCO Publishing Consortium](#). This program provides consortium pricing on several EBSCO Publishing databases via EBSCOhost, including *ATLA Religion Database®*, *ATLASerials®*, *ATLA Catholic Periodical and Literature Index®*, *Old Testament Abstracts (OTA)* and *New Testament Abstracts (NTA)*. Institutions that participated in the consortium in 2013-2014 would have received an e-mail in early April. If your institution did not participate in the past and you have questions about eligibility and participation, please contact Kelly Jurecko at [kjurecko@atla.com](mailto:kjurecko@atla.com).



## Changes to ATLA Discussion Lists

ATLA Discussion Lists moved to the Mailman software on April 30. Subscribers will have received an e-mail notifying them of this change and have been subscribed to the new software.

Members may also access the Atlantis Archives (including content through January 15, 2014). The archives can be searched at <http://archive.atlanow.com>. Please contact [ATLA Membership](#) for the username and password to access the archive.

Please check out the [ATLA Discussion List page](#) for more information on our discussion lists.

## ATLA / OCLC Consortium

ATLA is currently working with OCLC on renewal and pricing for the [ATLA / OCLC Consortium](#). The ATLA / OCLC Consortium offers three different FirstSearch options for members. Institutions that participated in the consortium in 2013-2014 will receive in e-mail in mid-April. If your institution did not participate in the past and you have questions about eligibility and participation, please contact Kelly Jurecko at [kjurecko@atla.com](mailto:kjurecko@atla.com).



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## Member News

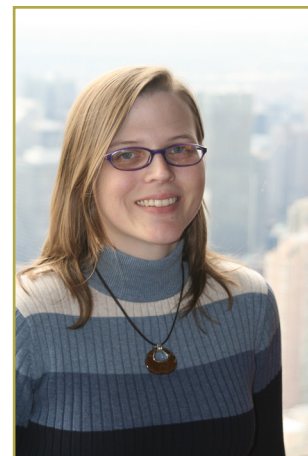
### Myka Kennedy Stephens Named Seminary Librarian

After conducting a nationwide search, Lancaster Theological Seminary has appointed Ms. Myka Kennedy Stephens of Morton Grove, Ill., to become Seminary Librarian, beginning May 19.

Ms. Stephens is a library professional with a background in theological and church libraries. She joins Lancaster Seminary after eight years as a library and information services consultant.

Ms. Stephens received a Master of Library and Information Science from Florida State University (2007), a Master of Divinity from Candler School of Theology at Emory University (2004), and a Bachelor of Arts from Southern Methodist University with a major in English and minors in Music and Religious Studies (2001).

She is a Deaconess of The United Methodist Church, and a member of the American Theological Library Association, Church and Synagogue Library Association, and American Library Association. Ms. Stephens succeeds Rev. Richard R. Berg who retires this month after 26 years of service.



Myka Kennedy Stephens

*Submitted by Lancaster Theological Seminary*

## Member News

### Retirees Wanted

Did you retire during the past year or are you planning to retire before June 30? Please send your information to [newsletter@atla.com](mailto:newsletter@atla.com) so you can be recognized in the newsletter and at the ATLA Annual Conference.

### Routine Maintenance Reminder

Routine maintenance will be performed on ATLA systems on Monday, June 2, and Monday, July 7. You may encounter a brief interruption of service between 5:00 p.m. and 6:00 p.m. (CDT). Services that will be affected include ASE, listservs, the ATLA website, and member community sections. We apologize for any inconvenience and thank you for your patience.

### Job Openings

Are you in the market for a new position? Be sure to check the ATLA [web listings](#) to see who is hiring now.

Positions posted this month:

- American Theological Library Association, Chicago, IL, is looking for a [Lead Metadata Analyst](#).
- American Theological Library Association, Chicago, IL, is looking for a [Metadata Analyst](#).
- Cincinnati Christian University, Cincinnati, OH, is looking for an [Electronic Services Librarian](#).
- Claremont School of Theology, Claremont, CA, is looking for a [Dean of the Library](#).
- Garrett-Evangelical Theological Seminary, Evanston, IL, is looking for a [Technical Services Librarian](#).
- Midwest Baptist Theological Seminary and College, Kansas City, MO, is looking for a [Library Director](#).
- Princeton Theological Seminary Library, Princeton, NJ, is looking for a [Digital Archivist](#).
- Princeton Theological Seminary Library, Princeton, NJ, is looking for a [Director of Collections, Copyright, and Scholarly Communication](#).

## Staff News

### New ATLA Production Programmer

ATLA would like to introduce our new Production Programmer, Tim Yoder. Tim completed his BA in Philosophy at Trinity International University and did some MDiv and MA in Philosophy of Religion coursework at Trinity Evangelical Divinity School prior to deciding to pursue a career as a web developer and programmer.



Tim Yoder

As a member of the Production department, Tim is working on helping develop new features and functionality for ATLA's production systems. These systems will help ATLA be more responsive and take advantage of changing technologies.

### Miguel Figueroa Moves on to ALA

Miguel Figueroa resigned his position as Director of Member Programs after nearly two years working at ATLA. Miguel returned to the American Library Association effective May 12, 2014. Please join us in thanking him for his service to ATLA, and in wishing him all the best in his future endeavors.

### Meeks Presents Paper

John Meeks will be co-presenting a paper at the annual conference of the [International Social Theory Consortium](#) (University of Tennessee, Knoxville; May 15-17).

## ATLA Calendar

### May

- 16 - Early Bird Registration Deadline for ATLA Annual Conference
- 16 - Housing Deadline for ATLA Annual Conference
- 26 - ATLA office closed in observance of Memorial Day
- 21 - Virtual Conversation: Sustainable Open Access Publishing in Humanities at 1 p.m. CTD
- May 28-30 - Society for Scholarly Publishing 36th Annual Meeting, Boston, MA. Margot Lyon and Maria Stanton attending

### June

- 2 - Routine Maintenance Performed on ATLA Systems
- 17 - ATLA Board of Directors Meeting, New Orleans, LA
- 18- 21 - ATLA Annual Conference, New Orleans, LA
- 21 - THATCamp: A Religion & Theology and Technology Unconference, New Orleans, LA

### July

- 4 - ATLA office closed in observance of Independence Day
- 7 - Routine Maintenance Performed on ATLA Systems
- 26-29 - Catholic Biblical Association of America (CBA), 77th International Meeting, Providence College, Providence, RI - Margot Lyon and Gregg Taylor attending



## From the Executive Director A New Approach for Sustainable Open Access in the Humanities

In several of my past columns, I've talked about the need to transform scholarly communications in religion and theology. This is no small undertaking. Open access has often been proposed as a solution, but without a feasible economic plan to sustain it. At the recent ICOLC (International Coalition for Library Consortia) meeting I attended, other library consortia leaders were lamenting the fact that the rising cost of journals is being driven by the current tenure model. The consensus there was that librarians can't change the model by themselves - it will take a concerted effort from all of the parties involved in the scholarship chain.

In mid-April, a white paper on this very topic was issued by KN Consultants Rebecca Kennison and Lisa Norberg. [\*A Scalable and Sustainable Approach to Open Access Publishing and Archiving for Humanities and Social Sciences\*](#) outlines a model for open access (OA) publishing that encourages partnerships among scholarly societies, libraries, and other kinds of organizations who all share an interest in the broad dissemination of research and scholarship. It purports to be scalable, fair, and discipline-independent and is based on annual or multiyear payments made by every institution of higher education based on various criteria. The funds, which

are managed centrally, are disbursed through grants used to support distribution, access and preservation infrastructure. One of the key assumptions is that the cost is borne directly by the academic and research institutions - not the libraries. I'm intrigued by this model because it involves collaboration of all the partners in the scholarly communication ecosystem and strives to create best practices for infrastructure and metadata as well as sustainable business models.

This is a long document with detailed analysis. I encourage you to read it and consider the model. As part of their research, KN Consultants looked at a number of scholarly and learned societies including the American Academy of Religion. Is this a model that ATLA member institutions would support? [I will be hosting a virtual conversation about the white paper on Wednesday, May 21 at 1:00 p.m. CDT.](#) I hope you'll join me and share your opinions with your colleagues on the pros and cons of this model.

Brenda Bailey-Hainer  
Executive Director

## Contact Information

We welcome your submission of news, photos, and other items of interest for the ATLA *Newsletter*. All submissions are due on the first business day of the month preceding publication.

Contact [newsletter@atla.com](mailto:newsletter@atla.com) with any questions or concerns or if you are interested in sponsoring an issue of the newsletter.

## Stay Connected



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