

Continuing Education

Continuing Education at Harvard

Although Harvard librarians have long been involved in continuing education, added impetus came in 1972 with the issuance of a report on professional development. Prepared by an elected committee of librarians, this report led to the appointment of a standing committee and increased attention to continuing education. Readers of this journal might find informative an account of the major activities since then.

The standing committee immediately began sponsoring lectures and seminars—usually three or four per year. Lasting from two hours to all day, programs have been as specialized as “ISI Indexes” and as broad as “Personnel Management in Libraries.” Attendance was high at first, lapsed for a while, and more recently has grown apace. Attracting primarily the junior professional staff and the more ambitious supporting staff, these programs have been the bedrock of our continuing education efforts.

Harvard librarians have had the benefit of taking a Harvard regular, extension, or summer school course without paying tuition. Recently added was a fifty percent reimbursement for courses at other institutions if job-related and not offered at Harvard. About five percent of the librarians take advantage of this program each semester.

Library conferences and academic meetings are a strong contribution to some people's continuing education. We have encouraged staff to participate by providing released time and substantial

financial support, and have done the same for local and regional professional workshops. Our experience has been that about twenty percent of the librarians attend one or more programs in a year.

Leaves of absence up to a year (with or without salary) are available and encouraged for educational purposes. About two librarians per year request leave to complete a degree or a book, exchange jobs, or accept a fellowship.

Finally, the library has stimulated (but not required) research and publication as a means of continuing education. A scholarly quarterly is published by the library and usually contains one or two articles by staff members. Research funds especially for librarians are awarded annually by a jury on a competitive basis. Usually, six to eight librarians apply for these funds.

We have learned that:

1. A relatively small number of librarians will take advantage of continuing education opportunities;
2. Staff involvement in planning helps insure success;
3. Money, time, and advocacy are all necessary; and
4. A payoff in promotion and salary increases is nice but not critical.—*Philip E. Leinbach.*

Editor's Note: Philip E. Leinbach is assistant university librarian for personnel at Harvard, a post he has held for the past eight years. ■■

LIBRARIANS ELIGIBLE FOR ACE FELLOWS PROGRAM

The American Council on Education (ACE) is soliciting nominations to the 1981–82 ACE Fellows Program in Academic Administration, a service of the council's Center for Leadership Development and Academic Administration. Nominations should be submitted by presidents and chief academic officers of ACE member institutions.

The program allows institutions to identify talented persons who are capable of assuming responsible positions in college and university administration and to provide them with a significant preservice training experience.

Librarians with administrative or teaching experience are eligible for the program, as are faculty or administrators in academic, student,

and business affairs. Nominating officials are encouraged to consider individuals who show leadership promise in a variety of areas of college administration; faculty experience is not a requirement for participation in the program.

Candidates should be faculty or staff who have records of substantial accomplishment and who have demonstrated administrative potential or indicated a definite interest in administration. Nominees should have at least five years of college-based administrative or teaching experience and should hold a degree appropriate to their career interests.

The deadline for nominations for the 1981–82 class is November 30, 1980. Nomination forms and further information may be obtained from Madeleine F. Green, ACE Fellows Director, American Council on Education, One Dupont Circle, Washington, DC 20036. ■■