

**Assessing the TALL Texans  
Leadership Institute:  
A Texas Library Association Presentation on  
Thesis Research**

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**Abbreviations Used**

- TALL or Institute
  
- TLA
  
- ALA

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**How did I get here?**

- Pick a topic of interest
  
- Attended the 2<sup>nd</sup> Fire and Human Dimensions Conference in April 2010
  
- Presentation on the assessing of a leadership training course for fire fighters

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## DeGrosky's Presentation

Under the heading  
 FIREFIGHTER DECISION MAKING AND RISK  
 PERCEPTION  
 was the session  
 "Leadership Skills & Knowledge Transfer: A  
 Mixed-methods Study of Training Efficacy,"  
 by  
 Michael DeGrosky

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## TALL Texans Leadership Institute

- Annual Institute
- Product of the Texas Library Association
- Began in 1994
- Over 350 former participants
- Never formally assessed

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## Leadership Program Tasks

- 1) selection criteria
- 2) definition of leadership competencies
- 3) creation of an application process
- 4) assessment of current leadership skills
- 5) developmental activities
- 6) structures to reinforce the program
- 7) development of leaders in context
- 8) planning for the next generation of leaders
- 9) evaluation of program

Pernick, R. (2001). Creating a leadership development program: Nine essential tasks. *Public Personnel Management, 30*(4), 429-444.  
 doi:177/009102600103000401

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## Survey Creation

- DeGrotzky crafted a survey for his assessment
- Neely and Winston crafted a survey to assess a library leadership institute
- Received permission from them to use their surveys to craft one for TALL assessment

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## Survey Use

- Survey questions put into Qualtrics
- Sent out using an e-mail listing of all previous (361) TALL participants
- Began to receive responses—WOO HOO!
- All responses were transferred into SPSS, version 21, for ease of analysis

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## Former TALL Participants

- Demographic answers told who they were
  - Age range : 33 years to 72 years
  - Majority gender was female
  - Majority ethnicity was white



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## Gender and Ethnicity for TALL Participants and Employed Librarians

	Gender		Ethnicity			
	Female	Male	White	Asian/Asian American	African American	Hispanic /Latino
TALL participants from 1994-2012	88%	12%	86%	N/A	5%	9%
Employed Librarians, 2014 *	85%	15%	86%	4%	4%	6%

\* U.S. Department of Labor, Bureau of Labor Statistics. (2013). *Labor force statistics from the current population survey. Household data, annual averages*. Retrieved from <http://www.bls.gov/cps/cpsaat11.pdf>

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## Research Questions

1. How did participation in the TALL Texans Leadership Institute affect their professional lives in terms of job title and employment opportunities?
2. Did the Institute encourage participation within the Texas Library Association or any other library organization?
3. What was the effect on a participant's leadership capabilities in terms of their personal and professional goals, and their career?

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## Job Title and Employment

Of the 174 that responded:

- 74 moved into a higher titled position
- 63 stayed in the same position
- 18 noted a job change of some kind
- 7 moved to a lower level position




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### Current Job Situation

ANSWER	RESPONSE	PERCENTAGE
In the same position at the same library	47	29%
In a different position at the same library	36	23%
In a different position in a different library	35	22%
Retired	15	9%
No longer working in a library	14	9%
In a similar position in a different library	11	7%
None of the above	4	1%
<b>TOTAL</b>	162	100%

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### Involvement in Library Associations

- Involved in Texas Library Association  
 Before TALL—40  
 After TALL—48  
 (39 were before and after)
- Involved in American Library Association  
 Before TALL—5  
 After TALL—21

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### Degrees Earned Since TALL

ANSWER	RESPONSE	PERCENT
None	127	80%
Bachelor's Degree	0	0
Master's Degree	13	8%
Other	18	12%
<b>TOTAL</b>	159	100%

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## Leadership and Goals

### Publications

TYPE OF PUBLICATION	BEFORE TALL	AFTER TALL
Journal Article	32	117 (+1 in progress)
Book	2	18
Book Chapter	12	42 (+1 in progress)
Book Review	280	1,542
Paper in Conference Proceeding	17	39
Magazine/Newsletter Article	865	799
None	65*	64**

\*There were 67 respondents, but one answered with a number one, and another answered with a question mark.

\*\*There were 65 that responded, but one answered with a question mark.

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## Leadership and Goals

### Presentations

PRESENTATION(S) AT:	BEFORE TALL	AFTER TALL
National Library Conference	48	151
State/Regional Library Conference	144	467
Local Meeting (Board, City Council, etc.)	413	1,493
Other Conference (non-library)	192	350

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## Creating Leaders for TLA

- Majority (162) are still living in Texas
- Increasing presentations at conferences
- Work in the association
- Increase in the participant's confidence

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### 7 Statements—Agree or Disagree

STATEMENT	Strongly Agree (1)	Agree (2)	Neutral (3)	Disagree (4)	Strongly Disagree (5)	Total
1. If required to do readings/assignments prior to TALL, they were pertinent and relevant.	28	66	22	1	0	117
2. My participation in TALL contributed to my obtaining subsequent position.	21	40	31	27	9	128
3. The learning and interaction with other TALL participants and mentors contributed to the quality of my experience in the program.	114	34	6	1	0	155
4. TALL influenced my ability to perform my job.	47	69	29	9	1	155
5. The TALL training was effective and sufficient in assisting me in my confidence and leadership abilities.	84	52	15	2	1	154
6. TALL training was relevant to my job.	72	62	16	3	1	154
7. I enjoyed my participation in the TALL Texans Leadership Institute.	120	27	6	1	0	154

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### Seven Statement Statistics

STATEMENTS	MEDIAN	MODE
1. If required to do readings/assignments prior to TALL, they were pertinent and relevant.	2	2
2. My participation in TALL contributed to my obtaining subsequent positions.	3	2
3. The learning and interaction with other TALL participants and mentors contributed to the quality of my experience in the program.	1	1
4. TALL influenced my ability to perform my job.	2	2
5. The TALL training was effective and sufficient in assisting me in my confidence and leadership abilities.	1	1
6. TALL training was relevant to my job.	2	1
7. I enjoyed my participation in the TALL Texans Leadership Institute.	1	1

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### Benefits of Activities Following TALL

STATEMENT	Great Benefit 1	Moderate Benefit 2	Small Benefit 3	No Benefit 4	N/A or Never Attended 5	Total Responses	Median	Mode
Informal reunions at TLA Conferences	24	53	30	10	38	155	Moderate Benefit	Moderate Benefit
Collegial relationships developed with other participants	86	34	19	4	11	154	Great Benefit	Great Benefit
Mentoring relationships	50	34	22	19	29	154	Moderate Benefit	Great Benefit

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### What the Former Participants Said

- Importance in instilling self-confidence
  - Courage to take that new job or position
  - Take on a leadership role in a library association
  - Ability to mentor others
  - Be a leader where they are

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### Where Does TALL Go From Here?

- More assessment strategies to be implemented
  - Surveys for supervisors/colleagues
  - New survey for participants
- Mentoring needs to be in place for at least one year following participation in TALL

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Thanks for your attendance!

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Any questions?

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