

Editor's Introduction

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This issue provides perspectives on professional development, constructive advice and preventive measures.

Janine Golden looks back on her efforts as LLAMA President and forward to what her efforts and ongoing initiatives will bring the membership in terms of leadership development and professionalism. Her remarks are enlarged upon in featured articles by Holly Okuhara on the LLAMA mentoring program and by the Emerging Leaders, Melissa Brisbin, Melissa Cardenas-Dow, Deana Greenfield, Lessa Kanani'opua Pelayo-Lozada and Tinamarie Vella with in their discussion of the Emerging Leaders program, the Project N study and the results of their survey.

Leo Lo, a LLAMA Emerging Leader, helps LLAMA looks to the future with an interview with incoming ALA President and former LAMA President, Maureen Sullivan. They discuss her professional concerns and how leadership development is critical to the future of the profession.

The peer-reviewed article in this issue is by Karen Okamoto and Mark Aaron Polger, examining the changing professional needs as indicated by a study of position descriptions for marketing and public relations positions in academic libraries.

New and Noteworthy provides discussion about personality styles in librarianship. In this context, Jennifer Bartlett reviews Susan Cain's book entitled *Quiet: The Power of Introverts* as it "approaches introversion as a valuable leadership, management, and communication strength."

Our guest columns are in the nature of cautionary tales, providing perspective on major organizational issues from an individual experience and proffering advice about how to engage effectively. Shrauger speaks of the expectations of directorship on a board and the questions to ask before committing to an effort that is more than just a line on a resume and has the potential to have profound impact, positive or negative. Her words of advice are actually worth considering before getting involved in any service activity and her story underscores the importance of ignoring the important questions at your own risk. Holderman also makes recommendations about avoiding disastrous situations, albeit more physical ones, with her practical guidance on developing a disaster manual focused on library concerns and the experience at the Ohio State University's Agricultural Technical Institute.

Related to avoiding disaster, the Editor's column in this issue also speaks to preventive efforts to ensure quality in publication and a process change to the journal. In the previous issue, due to a number of factors, the unedited version of a peer reviewed paper was uploaded by mistake. In an effort to avoid this in the future, some internal practices have been put in place including:

- Author proofs will be sent out as pdfs for review in advance of publication
- Author submissions are strongly recommended to be made using the online submission system rather than email
- The editor assigned to the article will review and approve the final uploaded document

The editors extend apologies to the authors of the article, "Speaking Up: Empowering Individuals to Promote Tolerance in the Academic Library" and to our readership for this mistake.

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