

May 2014

Dear Josie,

You are the FIVE-STAR DIRECTOR in the FIFTH YEAR of our being designated a FIVE-STAR library!

Once again it is our pleasure, as in previous years, to thank you for the extraordinary work you do as Director of the Ann Arbor District Library.

You are a talented administrator. The structure you have put in place for AADL staffing and administration uses the varied skills of all of the staff members in effective and innovative ways.

You are an extraordinary leader and manager with great foresight; a good listener; an amazingly articulate person; an excellent decision-maker. And great to work with!

Your responsibilities cover the entire range of areas included in the duties of many library directors, but are wider than even those. Because we are an independent entity, and not funded by money from the State or City budgets, you have had large responsibilities in areas such as Financial Management, Community Service, and State and Federal Relations, to name a few.

You are aware of the different responsibilities that staff members have and you are able to offer counsel when there are problems, and congratulate and reward people when they go above and beyond, as they often do at AADL.

You are a sought-after speaker, panel-member, and participant in conferences and workshops around the State, the country, and even internationally.

As a Commissioner for the Bureau of Blind Persons, appointed by Governor Snyder, your participation as the only library representative offers a much-needed, innovative, and technologically sophisticated point-of-view to their work.

Your excellent planning for the implementation of the new electronic HR system, working with managers and supervisors, made this potentially disruptive major internal change invisible to the public.

Once again this year, relations with our Librarians' Union and our Associates' Union were excellent. There were again no grievances.

You continue to be an inspiration to students and colleagues, and have expanded your influence by writing, editing (e.g. for the JOURNAL OF LIBRARY ADMINISTRATION) and lecturing.

You are always available to Board members for consultation, information, and updates. You make certain that the Board as a whole, and individual Board members are always aware of current and future issues and events of interest to our library. You are greatly respected as an administrator and library professional by the Board and all those who work with her.

In view of your excellent work this year, the Board has chosen to give you a 3% raise.

Prue Rosenthal, for the Board of Directors of AADL.