



ACRL's Hall of Fame: An Analysis of Academic/ Research Librarian of the Year Award

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abstract: The Association of College & Research Libraries' (ACRL) Academic/Research Librarian of the Year awardees constitute a "hall of fame" for ACRL. This article reports research analyzing 30 years of awardees between 1978 and 2007. Studying the demographics and accomplishments of the awardees contributes to knowledge of how academic librarianship has evolved as a profession and how its values have shifted. As the profession begins to explore and better comprehend the outcomes of its award processes, it may choose to evaluate and redesign them. This study offers several recommendations for change to the Academic/Research Librarian of the Year Award.

According to the ACRL Academic/Research Librarian of the Year Award (ARLY) Web page, the award "recognizes an outstanding member of the library profession who has made a significant national or international contribution to academic or research librarianship and library development."¹ Though simple in its description, examining each winner's background and path to attaining the award is anything but simple. A clear commonality among all the awardees is a career marked by outstanding accomplishments, scholarly publications, and service to the academic library community. Though the ARLY Award is ACRL's most distinguished honor, its origin is somewhat vague, and no written details exist to confirm exactly how it all began.

ACRL and American Library Association archives provide little historical insight into the origins of the ARLY Award. The authors reviewed documents related to the first annual award event, consulted with colleagues at ACRL, and corresponded with academic librarians who were involved in the development of the award.² The award was originally conferred at ACRL's first annual conference in 1978. According to a 1978 ACRL press release announcing the first winners of the ARLY Award—Keyes Metcalf and Robert Downs—Evan Farber, then ACRL president and a future award winner said,

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"We're pleased to be inaugurating this important award at ACRL's first national conference; both the award and the meeting are benchmarks in the continuing development of our field."³ The 1978 ACRL press release also notes that the award was established as part of Baker & Taylor's 150th anniversary celebration in 1978. Furthermore, the 1978 press release quotes Baker & Taylor's president, David Taylor, as stating, "The award will become an important part of ACRL's continuing program to honor its many members who make outstanding contributions to academic librarianship."⁴ This statement suggests that there was an aura of great honor and permanency to the award.

We believe that this confluence of events—the first national ACRL conference and the establishment of the award—was designed to further the recognition of academic librarianship as a separate and unique sector of the library profession. Although academic librarianship had earlier emerged as a profession with a unique identity, it was in the late 1960s and 1970s that academic librarianship's identity was in a period of flux.⁵ As H. William Axford, then director of libraries, University of Oregon, argued in 1977, academic librarians "frustrated by the present, uneasy about the future, and not really sure they can retreat into the past...suffer from a severe identity crisis and lack a satisfying self-image."⁶ Compounding academic librarians' internal identity conflict, throughout the 1970s, various ALA divisions were attempting to establish their individuality, if not independence from ALA because, in the minds of many, ALA had grown too big and unresponsive to crucial professional issues.⁷ Based on information from e-mail exchanges with Richard Dougherty, a former editor of *College and Research Libraries*, the conference and award events were a tandem strategy implemented in 1978 to propel the growth of academic librarianship as a destination profession.⁸

What is really known about the winners of the award? Who were they? What did they accomplish? Were they all librarians? The goal of this article is to provide some analysis of and insight into the group of 32 individuals bestowed with this award through 2007. In receiving the award, the winners have, in a sense, entered academic librarianship's equivalent of a hall of fame. Those who win the award are forever recognized for their influential contributions to the profession of academic librarianship. However, what qualities do these individuals have in common? What can be learned about them by examining the degrees they hold and where they were earned, their leadership positions,

number of publications, unique innovations, and other criteria that contribute to the selection process? More difficult to ascertain is the influence of the award committee that ultimately decides the winner.

With only a vague list of four official criteria for winning the award, the committee, armed with background

Our analysis suggests that, with little in the way of formal guidance, the committee members must determine for themselves the qualities of an award winner.

information and recommendations, must establish who is most deserving of the award in any single year. Our analysis suggests that, with little in the way of formal guidance, the committee members must determine for themselves the qualities of an award winner. This analysis also reveals that the award is not quite static and that, through its history, there is an evolutionary quality to the selection of the award winners. Our analysis may



also garner some insights about the core values of academic librarianship. Those things that define the essence of this profession and how those values change over time are reflected in the qualities and characteristics of those individuals selected to enter our so-called “hall of fame.”

Review of the Literature

Although the professional literature is devoid of previous studies on the ARLY Award, two other publications are noteworthy for their discussion and treatment of the topic of individuals with a high degree of impact on the library profession. A 1976 article titled “Six Influential Academic and Research Librarians” selected just six historical figures of interest and offered detailed profiles of each. While this is an early effort to connect the work of notable librarians to the development of an academic library profession, it only examines each one as an isolated case and yields no methodological approaches to find common characteristics among the six.⁹ Wayne Wiegand and Dorothy Steffen’s book *Members of the Club: A Look at One Hundred ALA Presidents* is of interest to the authors’ method since it offers a detailed analysis of the personal and professional characteristics of ALA’s presidents.¹⁰ Wiegand and Steffen’s work yields some valuable insights into the design of a study to explore how notable individuals have contributed to their profession. However, these studies have limited value to this research project owing to their focus on socioeconomic characteristics, such as political affiliation and religion.

Methodology

In 2006, we began collecting information about the ARLY Award and those who received it. The ACRL Web site provides only the winners’ names and, since 2004, the text of the winners’ acceptance speeches. With assistance from the archivist of the American Library Association, we were able to obtain most past winners’ curricula vitae and many ACRL press releases announcing the awards.¹¹ However, for five winners, the curricula vitae were obtained directly from the individuals or, in the case of one deceased winner, from a past employer. Despite multiple efforts, we were unable to obtain the curriculum vitae of just one winner, Alan Veaner.

In several cases, we were only able to obtain press releases and other award-related information from past issues of *College & Research Library News*. These documents thus served as the primary source of information for our analysis. To gain additional insights about the award winners, we also conducted literature searches using their names in the *Wilson’s Library Literature and Information Science Index*. This yielded some additional information about their publications and professional accomplishments.

Who Won the Award: A Look at Demographics

Although librarianship is primarily a female-dominated profession, a disproportionate number of the ARLY Award winners are men. With 21 male versus 11 female winners, men have won the award nearly twice as many times as have women. This may seem expected because there is a general perception that male academic librarians predominate in leadership positions, such as library directors or association presidents, and would,



therefore, be better positioned to accumulate the type of accolades that lead to winning the ARLY Award.

One might expect that given the attention paid in recent years to the lack of equality between men and women in high-level positions in many industries, that there would be an equal balance between male and female ARLY awardees in recent times. That is not the case. In the first 15 years, referred to as "cohort one," between 1978 and 1992,

It is impossible to conclude with any certainty if there is a gender bias against women in the ARLY decision process.

there were six female winners; and, in the second 15 years, in "cohort two" between 1993 and 2007, there were only five female award winners. One might argue that only accomplishments should decide who wins awards of great significance and that gender parity should not play a role. However, the award nomination process is not

gender-blind. It is entirely possible that a gender-blind nomination process could result in more female ARLY Award winners. We are unable to find any evidence to support definitively or conclusively either proposition. Therefore, it is impossible to conclude with any certainty if there is a gender bias against women in the ARLY decision process.

As might be expected for an award based on long-term career accomplishments, the average age of the awardees is on the senior side. We identified the age of the awardees at the time each received the ARLY Award and found that the average age was 59. The winners' ages ranged from 46 to 89. There are no significant trends observed in the age of the award winners. Over the last 10 years, the average age shows no real change, dropping by just one year to an average age of 58. Those who might hope to receive the award someday should take interest in knowing that the majority of past ARLY recipients had achieved some significant accomplishment by their mid-forties or early fifties that contributed to their being nominated for the award.

A Matter of Degree

The earliest winner, Keyes Metcalf, was a highly accomplished academic librarian. In addition to his prolific scholarship and his commitment to the growth of the profession, he was the director of the Harvard University Libraries for nearly 20 years. Yet even with his

One way in which the award has changed is that, of the first five winners, only one earned an MLS, and three lacked any formal library education credential.

distinguished record, it is unlikely he would win the award today. Metcalf never earned an MLS degree. Today it seems difficult to imagine an ARLY Award winner without an MLS. That is how time changes

the profession. Early in Metcalf's career, in order to gain employment as a professional, only coursework in library science was needed.¹²

Is educational background a factor in determining award recipients? One way in which the award has changed is that, of the first five winners, only one earned an MLS,



Table 1
Demographics

Year	Name	Sex	Age ¹	BA/BS ²	MLS ³	PhD/EdD ⁴
1978	Keyes D. Metcalf	M	89	Oberlin	None	
1978	Robert B. Downs	M	75	North Carolina	Columbia	
1979	Henriette Avram	F	60	None	None	
1979	Frederick G. Kilgour	M	65	Harvard	None	
1980	Evan Farber	M	58	North Carolina	None	
1981	Beverly Lynch	F	46	North Dakota State	Illinois - Urbana-Champaign	Wisconsin-Madison
1982	William Stone Budgeon	M	63	Williams	Columbia	
1983	Richard Dougherty	M	46*	Purdue	Rutgers	Rutgers
1984	Richard D. Johnson	M	57	Yale	Chicago	
1985	Jessie Carney Smith	F	55	North Carolina A&T	George Peabody College for Teachers	Illinois - Urbana Champaign
1986	Margaret Beckman	F	60	Western Ontario	Toronto	
1987	Duane Webster	M	46	Heidelberg	Michigan	
1988	Edward G. Holley	M	61	David Lipscomb	George Peabody College for Teachers	Illinois - Urbana Champaign
1989	John P. McGowan	M	62	CUNY Hunter College	Columbia	
1990	Patricia Battin	F	61	Swarthmore	Syracuse	
1991	Richard DeGennaro	M	65	Wesleyan	Columbia	
1992	Carla Stoffle	F	49	Colorado	Kentucky	

Table 1, continued.

Year	Name	Sex	Age ¹	BA/BS ²	MLS ³	PhD/EdD ⁴
1993	William A. Moffett	M	60	Davidson	Simmons	Duke
1994	Irene Braden Hoadley	F	56	Texas	Michigan	Michigan
1995	Joseph Boisse	M	58	Stonehill	Simmons	Temple
1996	Ralph Ernest Russell	M	58	Florida State	Florida State	Florida State
1997	James G. Neal	M	50*	Rutgers	Columbia	
1998	Allen B. Veaner	M	69	Gettysburg	Simmons	
1999	Hannelore B. Rader	F	51*	Michigan	Michigan	
2000	Sharon Hogan	F	55	William & Mary	Michigan	
2001	Larry Hardesty	M	54*	Kearney State	Wisconsin-Madison	Indiana
2002	Shelley E. Phipps	F	60*	Regis	Arizona	
2003	Ross Atkinson	M	58	Pacific	Simmons	Harvard
2004	Thomas G. Kirk	M	61	Earlham	Indiana	
2005	R.N. Sharma	M	64	Delhi	North Texas State	SUNY Buffalo
2006	Ray English	M	57*	Davidson	North Carolina	North Carolina
2007	Lizabeth (Betsy) Wilson	F	52	Northwestern	Illinois -Urbana-Champaign	

¹Age at the time of winning the award. Those whose age is estimated is denoted with an asterisk(*).

²Henriette Avram attended City College of New York Hunter College but left without taking a degree.

³Frederick Kilgour attended Columbia but did not take a degree. Evan Farber earned a BALS at the University of North Carolina Chapel Hill.

⁴All listed have PhDs in LIS except Moffett (History), Boisse (EdD Education Administration), Atkinson and English (German Literature).



and three lacked any formal library education credential.¹³ Since those early years, all awardees have earned the profession's standard degree. Nevertheless, given the growing acceptance of PhD holders without MLS degrees, technologists, and other experts from non-traditional fields entering academic librarianship, it is conceivable that in the future we may see an ARLY Award winner who never earned an MLS.¹⁴

ARLY winners' undergraduate and graduate institutions were examined to determine any significant trends. One winner, Henriette Avram, lacked an undergraduate degree.¹⁵ The undergraduate degrees are awarded from a wide range of institutions, from research universities to small four-year liberal arts colleges, and suggest nothing of particular note. There is a concentration of specific institutions where the awardees earned their MLS degrees. Columbia University, Simmons College, and University of Michigan are the most frequently observed institutions, but Columbia University is the most frequent, with five graduates among the awardees. The University of Michigan and Simmons College are next, with four each. It is surprising that alumni of the former leading institutions in library education such as Emory University, University of California, Berkeley, and the University of Chicago are hardly, if at all, represented among the ARLY Award winners.¹⁶ Furthermore, the number of Columbia University alumni among ARLY Award winners will likely decline, as is evidenced by the number of Columbia University alumni among "cohort two." The library science program ceased there in 1992. There is no evidence to suggest that attending any particular program is likely to make an academic librarian a better candidate for this award. There are quite a few programs that have never had one of their graduates win the ARLY Award, and perhaps over time more of them will be represented.

Although there may be an assumption that winners of the ARLY Award are likely to hold a doctoral degree, the evidence suggests otherwise. Just under half of the winners hold a doctoral degree. Of the 12 that earned the degree, eight have won the award in the last 15 years. In the first 15 years, many fewer held the PhD or EdD. Of those with the doctorate, all but four earned it in library and information science. The other disciplines include history, German literature, and higher education administration. With respect to the institutions where the doctoral degrees were earned, there are no apparent significant trends.

Library Deans and Directors Are Well Represented

In addition to those winners in the early years not having library science degrees, their professional backgrounds would hardly meet contemporary expectations. The winners in 1978 and 1979, the only years when there were two winners each, were recognized more for their lifetime achievements than contributions as traditional library leaders. Nevertheless, with respect to professional positions held, a distinct commonality among ARLY awardees is the library directorship. Since the inception of the award, only four awardees never served as a library director, whereas the majority held multiple positions as academic library deans or directors. The size of the library directed is less a factor; both ARLs and colleges are represented. Among those who were not directors, three were the president of major library associations and organizations (ARL and OCLC), and the other two were associate university librarians at ARL libraries. Table 2 reflects



Table 2

Library Dean and Directorships

Year	Name	Institution
1978	Keyes D. Metcalf	Harvard Oberlin
1978	Robert B. Downs	Illinois New York University North Carolina Colby
1979	Henriette Avram	None
1979	Frederick G. Kilgour*	Yale University School of Medicine
1980	Evan Farber	Earlham
1981	Beverly Lynch	Illinois
1982	William Stone Budington	John Crerar Library
1983	Richard Dougherty	Michigan California
1984	Richard D. Johnson	SUNY Oneonta Claremont
1985	Jessie Carney Smith	Fisk
1986	Margaret Beckman	Guelph
1987	Duane Webster	None
1988	Edward G. Holley	Houston
1989	John P. McGowan	Northwestern Franklin Institute
1990	Patricia Battin	Columbia
1991	Richard De Gennaro	Harvard New York Public Library Pennsylvania
1992	Carla Stoffle	None
1993	William A. Moffett	Earlham SUNY Potsdam
1994	Irene Braden Hoadley	Texas A&M
1995	Joseph Boisse	University of California Temple Wisconsin - Parkside
1996	Ralph Ernest Russell	Georgia State East Carolina Florida Junior College
1997	James G. Neal	Indiana
1998	Allen B. Veaner	California – Santa Barbara



Year	Name	Institution
1999	Hannelore B. Rader	Louisville Cleveland State Wisconsin – Parkside
2000	Sharon Hogan	Chicago Louisiana State Temple
2001	Larry Hardesty	Austin Eckerd
2002	Shelley E. Phipps	None*
2003	Ross Atkinson	None*
2004	Thomas G. Kirk	Earlham Berea Wisconsin – Parkside
2005	R.N. Sharma	West Virginia State
2006	Ray English	Oberlin
2007	Lizabeth (Betsy) Wilson	University of Washington

Notes: Dean and directorship represented are those up to winning the ARLY.

*Kilgour was also President of OCLC (see Table 3). Phipps was Assistant Dean for Team and Organization Development at the University of Arizona and Atkinson was Associate University Librarian for Collections at Cornell

only those positions held up to the time the award was conferred. It is reasonable to expect that those who are high achievers in academic librarianship obtain high-level positions such as director or dean. Individuals in those positions are typically active in professional associations, are well known in the profession, and influence others. These are among the qualities that lead to a nomination for the award.

Impact of Service to the Profession

One of the four suggested criteria for the ARLY Award is service to the profession within, in addition to, or even outside of ACRL. All awardees through 2007 held positions of significant leadership within ACRL, ALA, ARL, CRL, or RLG. Winning the ARLY Award without having served these organizations as either president or a member of the board of directors would be an unusual feat. Yet, one might assume that, since this is ACRL's award, service as its president would be a certain expectation. That is one area where a shift is clear. Prior to 1991 only two of 16 winners served as ACRL president; but, from 1992 to 2007,

Prior to 1991 only two of 16 winners served as ACRL president; but, from 1992 to 2007, eight out of 16 winners served as the president.



Table 3

Executive / Professional Association Service

Year	Name	Organization/Position
1978	Keyes D. Metcalf	ALA: President
1978	Robert B. Downs	ACRL: President ALA: President
1979	Henriette Avram	None
1979	Frederick G. Kilgour	None
1980	Evan Farber	ACRL: President
1981	Beverly Lynch	None
1982	William Stone Budington	ARL: President SLA: President
1983	Richard Dougherty	ALA: Council ALA: Executive Board ARL: Board of Directors
1984	Richard D. Johnson	None
1985	Jessie Carney Smith	None
1986	Margaret Beckman	None
1987	Duane Webster	None
1988	Edward G. Holley	ALA: President
1989	John P. McGowan	ALA: Reference Service Division: President RLG: Chairman
1990	Patricia Battin	ARL: Board of Directors RLG: Board of Governors RLG: Executive Committee
1991	Richard DeGennaro	ARL: President ARL: Board of Directors CRL: Board of Directors RLG: Board of Governors RLG: Executive Committee
1992	Carla Stoffle	ACRL: Board of Directors ACRL: Executive Committee ACRL: President ALA: Council-at-Large ALA: Executive Board ALA: Treasurer
1993	William A. Moffett	ACRL: Executive Committee ACRL: President
1994	Irene Braden Hoadley	ALA: Council ARL: Board of Directors



Year	Name	Organization/Position
1995	Joseph Boisse	ACRL: President ALA: Council CRL: Board of Directors
1996	Ralph Ernest Russell	None
1997	James G. Neal	ALA: Council ARL: Board of Directors
1998	Allen B. Veaner	CV Unavailable for review
1999	Hannelore B. Rader	ACRL: President ALA: Council
2000	Sharon Hogan	ACRL: Board of Directors ACRL: Executive Council ACRL: President ALA: Council-at-Large ALA: Executive Board RLG: Board of Governors RLG: Executive Committee
2001	Larry Hardesty	ACRL: Board of Directors ACRL: President
2002	Shelley E. Phipps	ACRL: Board of Directors
2003	Ross Atkinson	ALA: Council
2004	Thomas G. Kirk	ACRL: Board of Directors ACRL: Executive Committee ACRL: President
2005	R.N. Sharma	None
2006	Ray English	ACRL: Board of Directors ACRL: Executive Committee
2007	Lizabeth (Betsy) Wilson	ALA: Council ARL: Board of Directors

Note:

Executive/professional association service prior to winning the ARLY.

eight out of 16 winners served as the president. While serving as ACRL president is not a requirement of the award, it appears that the trend is to honor those who have served. The one association achievement that appears more times in the winners' backgrounds than anything else is participation on ALA Council. Nearly 50 percent of the winners spent time on ALA Council.

In Order to Win the Award, Expect to Publish

Many of the award winners were scholars as well as leaders in sharing their ideas. They published and presented with regularity. In many cases, their scholarship forever



Table 4

Total Publications: Journal Articles and Monographs

Year	ARLY Winner	Monographs	Journal Articles
1978	Metcalf	9	73
1978	Downs	39	100
1979	Avram	7	33
1979	Kilgour	3	30
1980	Farber	4	15
1981	Lynch	4	8
1982	Budington	1	12
1983	Dougherty	7	50
1984	Johnson	2	2
1985	Smith	3	6
1986	Beckman	11	28
1987	Webster	7	9
1988	Holley	5	61
1989	McGowan	1	6
1990	Battin	4	9
1991	DeGennaro	1	25
1992	Stoffle	3	6
1993	Moffett	1	6
1994	Hoadley	3	15
1995	Boisse	0	16
1996	Russell	0	10
1997	Neal	1	12
1998	Veaner	8	44
1999	Rader	9	38
2000	Hogan	1	2
2001	Hardesty	8	21
2002	Phipps	0	3
2003	Atkinson	2	14
2004	Kirk	5	17
2005	Sharma	1	14
2006	English	0	3
2007	Wilson	4	22

Note:

Totals are based only on what the awardees published before winning the ARLY.



shifted the direction of the profession. All but four ARLY winners authored at least one monograph. While those in cohort one averaged 6.47 monographs, those in cohort two averaged just 2.86 books. Hannelore Rader led this cohort with nine monographs.

When we examined the age of the winners at the time of winning the ARLY along with their number of publications at the time of nomination for the ARLY, it became clear that earlier winners received the ARLY at a later age, on average, and, therefore, had amassed a more voluminous body of works. As was suggested by one of the earlier ARLY awardees concerning the award's history, for the first few winners, the award was more of a "lifetime achievement" honor. Such was the case with Downs and Metcalf, who were already long retired.¹⁷ Later winners were typically in the peak of their careers. The early winners were prolific writers; seven authored more than 30 publications, and Robert Downs authored over 100.¹⁸ Because they won the award at much older age than average, their presence in our analysis tends to slightly skew some of the indicators such as number of publications. An exception could be Richard Dougherty, who was among the youngest awardees but had already compiled a sizeable body of publications. Among the second cohort, only two authored more than 30 publications. In addition, there is a noticeable shift in the type of publications being authored. In the earlier years, winners such as Keyes Metcalf, Robert Downs, and Frederick Kilgour had works of a more theoretical nature. As the award progressed, particularly as more winners came from instruction backgrounds, the tone of the articles shifted more toward practice than theory.

We also examined where the ARLY winners published their articles. Four scholarly publications were selected and analyzed: *College and Research Libraries*, *Journal of Academic Librarianship*, *Library Trends*, and *Library Quarterly*. *College and Research Libraries*, with 92 articles, is the journal in which winners published most frequently. *Journal of Academic Librarianship* and *Library Trends* are the source of 38 and 40 articles, respectively; and *Library Quarterly* contained the least number (11 articles) written by ARLY winners. Cohort one winners wrote the overwhelming majority of articles, with a total of 150 articles in these publications. Keyes Metcalf and Robert Downs alone authored a combined 41 articles in *College and Research Libraries*.¹⁹ It should be noted that, in an earlier era, *Library Journal* was considerably different than today. One winner, Richard DeGenarro, published some of his finest scholarly thought pieces in *Library Journal*.

Although the number of articles in these publications declined among the second cohort of ARLY winners, a surprising finding is that the three most recent winners, Lizabeth Wilson, Ray English, and R. N. Sharma, authored no articles in any of the "significant publications." It can be argued that this trend is an outcome of the growth in scholarly publications in academic librarianship, and we suspect that award committees are more apt now to recognize the value of publication in journals outside these traditional "big four." What is clear, however, is that ARLY winners publish and publish often to gain recognition as scholars, wise practitioners, and respected academic librarianship thought leaders.

Does Having Awards Help You Get This Award?

Each ARLY winner's curriculum vitae was examined for any significant professional awards that he or she won in their career up to the point when the ARLY was received.²⁰



Table 5
Publications in Selected Major Library Science Journals

Year	ARLY Winner	College and Research Libraries	Journal of Academic Librarianship	Library Trends	Library Quarterly
1978	Metcalf	20	0	3	3
1978	Downs	21	0	10	4
1979	Avram	0	0	1	1
1979	Kilgour	8	0	1	0
1980	Farber	1	1	1	0
1981	Lynch	4	1	2	1
1982	Budington	2	0	3	1
1983	Dougherty	8	8	1	0
1984	Johnson	0	0	0	0
1985	Smith	2	0	0	0
1986	Beckman	0	1	0	0
1987	Webster	1	2	1	0
1988	Holley	4	0	2	0
1989	McGowan	1	0	0	0
1990	Battin	1	1	0	0
1991	DeGennaro	4	1	1	0
1992	Stoffle	0	2	0	0
1993	Moffett	1	0	0	0
1994	Hoadley	3	4	0	0
1995	Boisse	0	2	1	0
1996	Russell	1	0	0	0
1997	Neal	1	2	1	0
1998	Veaner	0	2	0	0
1999	Rader	0	2	0	0
2000	Hogan	0	0	1	0
2001	Hardesty	4	5	1	0
2002	Phipps	0	1	2	0
2003	Atkinson	3	2	0	1
2004	Kirk	2	1	1	0
2005	Sharma	0	0	0	0
2006	English	0	0	0	0
2007	Wilson	0	0	0	0

Note:

Totals are based only on what the awardees published before winning the ARLY.



Receiving an ALA or ACRL award is a great honor; however, our analysis indicates that such awards add no major advantage for winning the ARLY. Slightly fewer than 50 percent of the awardees had received some significant award prior to the ARLY Award. Only four of them had received more than one award. The awardees' age at the time of the award is a factor. Two of the oldest awardees, Metcalf and Downs, had the most awards, including ALA Honorary Lifetime Membership for both. In addition to the membership award, both also won the Lippincott Award. Downs also held the Melvil Dewey Award. One trend among the awards of these ARLY winners is worth noting. The award most frequently won by ARLY winners is the Miriam Dudley Instruction Librarian Award. This suggests that excelling as an instruction librarian or information literacy advocate carries significant weight with award committees. Among all the award winners, seven received the Dudley award as well; and, more recently between 1993 and 2007, five received the Dudley award. In addition, one ARLY winner, Larry Hardesty, while not winning the Dudley award, did receive the ACRL Instruction Section's award for Publication of the Year, perhaps another indicator that, in more recent years, public service in academic librarianship, particularly in the area of instruction, is highly valued.

Nebulous Influence of Leadership

All awards have their intangible factors, and the ARLY is no exception. In order to gain entry to academic librarianship's "hall of fame," one would be expected to excel as an author, presenter, influential thought leader, and innovator. However, we believe it is a unique or significant career leadership achievement that propels individuals to win this award. Identifying a significant career leadership accomplishment for the ARLY winners is difficult because many of them have multiple significant accomplishments as leaders. To identify the most prominent accomplishment that demonstrates award-winning leadership, we examined the press releases issued by ACRL to announce the award winners. In these press releases, the chair of the selection committee usually identifies the significant accomplishment that defined that individual or encouraged the committee to make its choice.

For example, Karen S. Seibert, associate university librarian for public services, University of North Carolina, Chapel Hill, and chair of the 1990 award jury, said, "Whether the issue is a national preservation initiative [*sic*], the politics of the library-computer center interaction, or the development of library networks, Pat Battin brings clarity, intelligence, and vision to the discussion. Her contributions to academic and research librarianship are substantial and serve as a model for the profession."²¹ In 2004, Award Committee Chair Susan K. Nutter, vice provost and director of the libraries, North Carolina State University, indicated that "Tom Kirk's leadership and guidance in information literacy both on his campus and nationally has been transformative. He has been a model for many academic librarians in the area of information literacy, its role in higher education, and its importance in learning outcomes. Tom's generosity of time and spirit has also earned him the appreciation, respect, and admiration of many of his colleagues."²² It is noteworthy that the level of clarity in these press releases is inconsistent over 30 years. Some are highly specific about accomplishments by naming the programs and innovations; yet, in other years, they simply refer to "an impressive body of literature."



Table 7
Significant Career Leadership Achievement

Year	Name	Leadership Area	Description
1978	Keyes D. Metcalf	Scholarship	Metcalf "has been an indefatigable leader on national and international library scenes... his career touched virtually all areas of the library profession."
1978	Robert B. Downs	Scholarship	Downs was known for his writing and activities to improve the status of academic librarians.
1979	Henriette Avram	Library Technology	Avram created MARC.
1979	Frederick G. Kilgour	Library Technology	Kilgour founded OCLC.
1980	Evan Farber	Instruction/ Information Literacy	Farber was an early implementer of the concept of the <i>teaching library</i> .
1981	Beverly Lynch	Scholarship	Lynch "produced an extensive body of research, noteworthy of its rigor and sound methodology, and has been frequently drafted as lecturer, panelist, and consultant." ¹
1982	William Stone Budington	Professional Service	Budington was one of the "few leaders in the library profession to have found it possible to comprehend the diverse and often conflicting demands made upon the librarian and work toward a unity of purpose."
1983	Richard Dougherty	Scholarship	Dougherty held multiple leadership positions, published extensively and was the founder and first editor of the <i>Journal of Academic Librarianship</i> .
1984	Richard D. Johnson	Professional Service	Johnson's energetic effort as chair of the Conference Program Committee was a major factor for the success of ACRL's first national conference.
1985	Jessie C. Smith	Diversity	Smith was noted for her work toward the improvement of academic library services, resources, and opportunities for African-Americans.
1986	Margaret Beckman	Library Technology	Beckmann developed CODOC, an automated system for organizing government documents.

Table 7, continued.

Year	Name	Leadership Area	Description
1987	Duane Webster	Professional Service	Webster was known for "identifying the critical problems that academic and research libraries would face in the future and developed methods to help libraries adapt." ²
1988	Edward G. Holley	Scholarship	Holley was recognized as a "Renaissance Librarian" – his many talents ranged "from excellent administrator and inspiring teacher to conscientious researcher and effective speaker and writer." ³
1989	John P. McGowan	Library Technology	McGowan was a pioneer in library automation.
1990	Patricia Battin	Professional Service	Pattin was an early leader in the formation and philosophical development of the RLG.
1991	Richard De Gennaro	Library Technology	De Gennaro led three major research libraries in the integration of technology into library operations.
1992	Carla Stoffle	Instruction/ Information Literacy	Stoffle's bibliographic instruction program at the University of Wisconsin-Parkside served as a model for programs developed at many other institutions.
1993	William Moffett	Resource Sharing	Moffett organized the Oberlin Group of Liberal Arts College Libraries.
1994	Irene B. Hoadley	Development	Hoadley was one of the first library directors in a state-supported research institution to recognize the importance of private gifts to enrich holdings and services.
1995	Joseph Boisse	Instruction/ Information Literacy and Diversity	Boisse created model library programs in library instruction and library diversity.
1996	Ralph E. Russell	Resource Sharing	Russell's leadership was pivotal in convincing the academic libraries and Georgia legislature to support Project GALILEO.
1997	James G. Neal	Scholarship	Neal's visionary scholarship "explored the role of the library as key to the process of teaching, learning and conducting research and encompassed an understanding of the positive uses of technology, the importance of an empowered staff and sensitivity to the needs and concerns of library users." ⁴

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|------|-------------------------|-------------------------------------|---|
| 1998 | Allen B. Veaner | Scholarship | Veaner's seminal work served as a standard academic library textbook. |
| 1999 | Hannelore Rader | Instruction/ Information Literacy | Rader was a leader in the establishment of the Library Orientation and Instruction Exchange (LOEX). |
| 2000 | Sharon Hogan | Instruction/ Information Literacy | Hogan is recognized for her leadership in organizing and being among the founders of the ACRL BI Section. |
| 2001 | Larry Hardesty | Mentorship | Hardesty created the College Library Director's Mentor Program. |
| 2002 | Shelley E. Phipps | Professional Service | Phipps communicated the "need to transform academic libraries into organizations that would meet the challenges of the 21 st century". ⁵ |
| 2003 | Ross Atkinson | Scholarship | Atkinson was arguably "the foremost thinker in collection management in libraries" ... and his work is setting the standard for excellence." ⁶ |
| 2004 | Thomas G. Kirk | Instruction/ Information Literacy | Kirk's "work on the ACRL Committee on Bibliographic Instruction was instrumental in creating the Instruction Section," and "he is a founding member of the ACRL Institute for Information Literacy." ⁷ |
| 2005 | R. N. Sharma | International Librarianship | Sharma worked with the United Negro College Fund and USAID to establish a partnership with the National University of Benin. |
| 2006 | Ray English | Open Access/Scholarly Communication | English is the recognized leader of ACRL's Scholarly Communications Program and fostered close cooperation on scholarly communications issues among ACRL, SPARC, and ARL. |
| 2007 | Lizabeth (Betsy) Wilson | Instruction/ Information Literacy | Wilson envisioned and built a model assessment program and created strong collaboration with faculty in the classroom on information literacy. |
1. Anonymous, "1981 ALA Award Winners: ACRL Academic/Research Library of the Year Award," *College and Research Libraries News* 41, 7 (July 1981): 254.
 2. Anonymous, "1987 ALA Award Winners," *College and Research Libraries News* 48, 4 (April 1987): 201.
 3. Anonymous, "ACRL Honors 1988 Award Winners," *College and Research Libraries News* 49, 4 (April 1988): 228.
 4. Jack Briody, "James Neal Receives ACRL's Highest Honor," *College & Research Libraries News* 58, 4 (April 1997): 269.
 5. Mary Jane Petrowski and Stephanie Sherrod, "ACRL Honors 2002 Award Winners," *College & Research Libraries News* 63, 3 (March 2002): 195.
 6. Stephanie Sherrod "Atkinson Named Academic/Research Librarian of the Year," *College & Research Libraries News* 64, 4 (April 2003): 261.
 7. Megan Bielefeld, "ACRL Honors the 2004 Award Winners: A Recognition of Professional Achievement," *College & Research Library News* 65, 3 (March 2004): 141.



This degree of ambiguity contributes to the difficulty in making clear distinctions about why individuals win this award but does confirm that intangibles and nebulous factors such as leadership play a role.

After compiling one major accomplishment for each winner (see table 7), several major areas of accomplishment were identified: scholarship, library automation, professional service, instruction/information literacy, resource sharing, diversity, technology, mentorship, international librarianship, and open access. The two categories that stand out are scholarship and professional service. Early winners, in particular, such as Keyes Metcalf, Robert Downs, and Beverly Lynch, were noted for their extensive contributions to the profession's body of research. Henriette Avram, credited as creator of MARC, and Frederick Kilgour, the innovative genius behind OCLC, are good examples of individuals who, looking back, might be observed as individuals who either had intermittent or rather limited careers in academic librarianship. Frederick Kilgour, for example, held different positions at both Harvard and Yale universities for a number of years but eventually transitioned entirely out of academic librarianship. Rather, it appears that their leadership and innovations—contributions to the daily work of academic librarians—were the significant factors in winning the award.

Although Evan Farber won in 1980 for leading the advancement of the teaching academic library concept, that was somewhat of an aberration. It was not until the second 15 years that the primary work and innovations of the winners began to diversify. Winners such as Carla Stoffle, Hannelore Rader, and Sharon Hogan were recognized for the leadership they demonstrated in creating model instruction and library programs at their institutions. Irene Hoadley and Joseph Boisse were recognized for accomplishments in new areas such as development and diversity. Although both Larry Hardesty and Shelley Phipps had significant scholarly accomplishments, they broke new ground in being recognized for their contributions as mentors and innovating mentoring programs. More recently, R. N. Sharma and Ray English were honored for entirely new areas of accomplishment—international librarianship and scholarly communications, respectively. We expect this trend to continue as the leadership and innovations of future winners will represent many different expressions of what it means to be an academic or research librarian.

What Gets You Into the Hall of Fame?

The criteria for nomination for the ARLY seem intentionally ambiguous. There are only four areas suggested:

- Service to the organized profession through the Association of College and Research Libraries and related organizations
- Significant and influential research concerning academic or research library service
- Publication of a body of scholarly and/or theoretical writing contributing to academic or research library development
- Planning and implementing a library program of such exemplary quality that it has served as a model for others²³



Beyond that, there exists no formula for selecting an award winner. This leads the authors to ask if the award is intended to honor a well-rounded individual in terms of accomplishments in all four areas or if the honor can go to someone who is stellar in one area but far weaker in the other three? For example, one may assume that only those who serve as ACRL president would demonstrate the level of service needed to win the award. That is not the case. Owing to the ambiguity of the award criteria, we conclude the answer to our question ultimately depends on the interpretation of each annual award committee. However, can a case be made one way or the other, based on the qualities of past winners?

To better understand if the award is based more on a singular accomplishment or diversified contributions to the profession, we examined the awardees on four dimensions to determine if they represent the “well-rounded, balanced award” or the “single, stellar accomplishment award.” We based these four dimensions less on the four actual criteria of the award, which as stated above are somewhat ambiguous, and placed more emphasis on our examination of the major contribution areas we identified. These four categories are service, scholarship, innovation, and instruction. We then examined the curriculum vita and major contributions of each winner to determine if they were cross-represented among the categories or if they excelled in just a single category.

An analysis of the data presented in table 8 indicated that the vast majority of the ARLY winners (59 percent) achieved significant levels of accomplishment in two of four dimensions. Of the winners, 41 percent managed to achieve significant levels of accomplishment in three dimensions. No one was able to win the ARLY based on just one significant area of accomplishment, and no one was recognized for signifi-

No one was able to win the ARLY based on just one significant area of accomplishment, and no one was recognized for significant accomplishments in all four dimensions.

cant accomplishments in all four dimensions. Based on this analysis, which is subjective and founded on information derived from a combination of award announcements and resumes, achieving highly recognizable accomplishments in just two dimensions is sufficient to win the award. We further suggest that the award committees tend to look for at least two significant areas of accomplishment.

We conclude that it is unlikely to anticipate individuals who can sufficiently impress the award committee with a single major area of accomplishment. The service dimension—contributions to ACRL and other library organizations—predominates as the single most important dimension. However, table 8 shows that 81 percent of the winners, the majority, have a significant scholarship achievement, whereas 75 percent have a service achievement. Surprisingly, innovation trails both service and scholarship noticeably, with just 60 percent of winners achieving in this dimension. If innovations are often far better recognized, have greater impact on the work of practitioners, and are of greater long-lasting significance than books and journal articles, then why is the percentage of awardees who possess this characteristic so low? Consider innovations such as Patricia Battin’s contributions to the establishment of the Research Libraries Group,



Larry Hardesty's College Library Director Mentoring Program, and Ray English's work with SPARC and ACRL's Scholarly Communications Committee. These winners are more closely identified with their innovations than their body of scholarship. Looking ahead, we would expect future award committees to look more closely for innovative accomplishments. Given the flux in the world of scholarly communication, potential shifts in the importance of tenure for academic librarians, and a diminishing interest in scholarly achievement among the new generation of academic librarians (for example, taking note of greater interest in new forms of communication such as blogs and video), it is possible that the relative value of scholarship and innovation may reverse.

What Does the ARLY Tell Us About Our Profession?

Who enters this academic librarianship hall of fame is a reflection of what academic librarians value about their colleagues professionally and collegially. As we examined and compared the winners over the years, we observed a gradual shift in the nature of the ARLY awardees and their characteristics. For example, the role of instruction appears to grow more prominent over time, and this reflects that academic librarianship holds as one of its core values the role of the librarian as educator. Evan Farber was a pioneer in the field of library instruction. As the emphasis on information literacy and instruction skills grew within the profession and ACRL, so too did the value of innovation and scholarship in instruction. This is reflected in the increase in winners who made significant contributions in this area.

Although information technology skills are essential for successful academic librarians, this is another area where a values shift occurs. Early winners were acknowledged for their impressive technology accomplishments. However, in the last 10 to 15 years, that appears to have diminished. As more librarians have access to powerful technology, innovation in this domain appears less impressive. What now appears more significant is not only the ability to express a revolutionary idea but also having the fortitude and persistence to move one's vision past the idea stage to fruition and implementation. Academic librarianship respects and admires those who can create sustainable programs that benefit those within the profession and beyond.

We also see that the perception of what qualifies as a worthy body of work is adapting to the times. Academic librarianship admires innovators and those with an entrepreneurial spirit. While service to the profession and scholarship will always be important values for academic librarians, those traditional accomplishments may diminish in importance as the profession expresses a greater valuation for individuals who think big and develop solutions and programs that tackle our greatest challenges. It may be that one or two highly relevant innovations may stand taller than the slow and steady creation of a body of research publications. What we do know is that the criteria for the ARLY Award remain the same and that no changes to those guidelines are proposed. Although we cannot predict how future winners themselves will change, we believe the way future selection committees interpret the award criteria and guidelines will change as the profession and its contemporary values transform.



Table 8
Dimensions of Accomplishment

Year	ARLY Winner	Service	Scholarship	Innovation	Instruction
1978	Metcalf	■	■	■	
1978	Downs	■	■	■	
1979	Avram		■	■	
1979	Kilgour		■	■	
1980	Farber	■			■
1981	Lynch	■	■		
1982	Budington	■	■		
1983	Dougherty	■	■	■	
1984	Johnson	■	■		
1985	Smith		■	■	
1986	Beckman		■	■	
1987	Webster	■	■		
1988	Holley	■	■		
1989	McGowan		■	■	
1990	Battin	■		■	
1991	De Gennaro	■	■		
1992	Stoffle	■			■
1993	Moffett	■			
1994	Hoadley	■		■	
1995	Boisse	■		■	■
1996	Russell		■	■	
1997	Neal	■		■	
1998	Veaner		■	■	
1999	Rader	■			■
2000	Hogan	■		■	■
2001	Hardesty	■	■	■	
2002	Phipps	■			■
2003	Atkinson	■	■		
2004	Kirk	■	■		■
2005	Sharma	■	■	■	
2006	English		■	■	
2007	Wilson	■			■



Considering the Future of the ARLY Award

Our analysis of 30 years of data suggests that there is no formula for achieving the level of career success represented by the ARLY Award. It comes down to a group of peers, those members of the award selection committee, who decide what professional accomplishments are most deserving of the award. It is impossible to predict what any randomly mixed group of individuals will see as most essential in deciding who wins the award. One year the committee's interpretation might be that excellence in a single area outweighs more well-rounded achievements in multiple areas. A completely different set of judges might bring an entirely different view of what it takes to enter the hall of fame. The makeup of the candidacy pool in any given year also makes a substantial difference.

While the ARLY Award process works, there may be ways to improve it to reduce ambiguities. What we can offer are suggestions for how this award could evolve in the future. There are two areas in particular that ACRL may wish to examine in determining if the criteria and selection process for the ARLY Award could benefit from some re-thinking. First are the four criteria on which the award itself is based. We pointed to the ambiguity of the award criteria and also questioned whether this award recognizes well-rounded candidates or those with more singular accomplishments. We advocate that ACRL should remove some of this ambiguity by providing more specific guidelines to both those who nominate candidates and the committee that ultimately decides the award winners. Some may argue that it is better to leave the criteria in their current ambiguous state because that leaves things open to far greater possibilities and adaptability to change within the profession. Our observation is that, as this award evolves, more frequently it is going to those with well-rounded accomplishments. Why not simply recognize this and formalize it in the qualifications for future award winners? Doing so sends a message to future potential winners that gaining entrance to the profession's hall of fame requires the ability to excel in service to the profession, as a leader/innovator in the field, as a scholar and creator of new knowledge, and as an educator. That would help to motivate future academic librarians to achieve in all the areas that this profession depends upon for its long-term growth and success.

Our second recommendation is directed to the nomination process. Nominations currently come directly from members of the profession. This is certainly a democratic process that allows any librarian to submit nominations and anyone to be nominated for the award. However, its weakness is that those who might be most deserving of the award cannot be in the pool without a nomination. We advocate a dual nomination process that would add to the current open nomination method. A more formal process could be introduced in which a committee would develop a pool of candidates based on the criteria for the award. This committee would be tasked with examining the criteria for nomination and then identifying members of the academic library community that demonstrated accomplishment in each area. The profession should be realistic in its approach to this award. Members of the profession know who their most outstanding peers are and should be able to add them to the pool even if those individuals received no open nomination. The mixed pool would then give the award selection committee what we believe would be a more well rounded group of candidates from which to choose.



A third, but less significant, recommendation is for ACRL to introduce more consistency in the quality and quantity of information provided in their press releases about the award winners. The releases should offer more specifics and detail about what service, scholarship, leadership, innovation, and instruction accomplishments contributed to the winner receiving the award. With academic librarianship's emphasis on information literacy assessment and the value of rubrics, why is there no clear rubric for assessing candidates for the ARLY Award? Collecting more information about the winners would also contribute to future generations' understanding of who the winners were and why they were chosen to receive the award. As we conducted our research, we were frankly surprised by the overall lack of information available and the fact that ACRL had no centralized archive of material about the winners. We strongly recommend that ACRL should undertake a project to produce either a written or a digital work that provides a history of the award, along with substantial information about the winners. Oral histories should be collected from those who helped to create the award and who understand its origins, along with commentary from the winners themselves that offer reflections on their career accomplishments. Otherwise, some valuable history that helps to define academic librarianship is sure to be lost.

Conclusion

Of course, just as a pattern emerges among the award winners, the thirty-third winner swerves right off the road and into some new territory. Peter Herson, the 2008 winner of the award, broke new ground as the individual representing the library and information science faculty community to win the award. Until 2008, no full-time LIS faculty member received the ARLY. After years in which more well-rounded candidates, with a mixture of practitioner and scholarly accomplishments, won the award, in 2008, it appears that it was based on excellence in a more singular category of scholarship. Perhaps the award committee was seeking to send a message about the need for greater diversity in the award. Over time, Herson's achievement may be considered an example of the type of aberration that occasionally visits this award. In 2009, the award went to Gloriana St.Clair, a library leader whose career is more representative of the well-rounded ARLY recipient who achieves in multiple dimensions of accomplishment. It will be up to future generations of academic librarians to decide what the ARLY Award represents, how it reflects the values of the profession, and whether it should be left as a more ambiguous award or one with a rather well defined set of criteria.

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Notes

1. Association of College and Research Libraries, "Academic/Research Librarian of the Year Award," American Library Association, <http://www.lita.org/ala/mgrps/divs/acrl/awards/acrlibrarian.cfm> (accessed March 29, 2010).
2. Robert D. Stueart and Richard D. Johnson, *New Horizons for Academic Libraries: Papers Presented at the First National Conference of the Association of College and Research Libraries, Boston, Massachusetts, November 8–11, 1978* (New York: R. G. Saur, 1979); Milo Nelson, "Boston ACRL Party," *Wilson Library Bulletin* 53, 1 (January 1979): 399–401; Nelson, "Editorial: Letter from New York," *Wilson Library Bulletin* 53, 1 (January 1979): 356; Lois Peterson, "All Programs, No Business, and the City of Boston Attract 2,650 to ACRL's First National Conference," *American Libraries* 9, 12 (December 1979): 634–7; and Richard Dougherty, e-mail message to author, November 1, 2008.
3. Association of College & Research Libraries, "Metcalf and Downs Receive First ACRL/Baker & Taylor Academic/Research Librarian of the Year Award," news release, November 9, 1978.
4. *Ibid.*
5. William Miller, "Letter to the Editor: New Academic Librarian Stalks Elusive Identity of ALA Peers," *American Libraries*, 7, 8 (September 1976): 516; Orvin Lee Shiflett, *The Origins of American Academic Librarianship* (Norwood, NJ: Ablex Publishing, 1981), 275, 277.
6. H. William Axford, "The Three Faces of Eve: or The Identity of Academic Librarianship [A Symposium]," *Journal of Academic Librarianship* 2, 6 (January, 1977): 276–85.
7. Dougherty, "ALA [is it time for an alternative?]," *College and Research Libraries* 34, 3 (May, 1973): 189–90; Dougherty, "Editorial: ACRL in Boston," *Journal of Academic Librarianship* 4, 4 (September, 1978): 19; and Dougherty, "Editorial: Learning to Live with Federation," *Journal of Academic Librarianship* 7, 2 (May 1981): 72.
8. Dougherty, e-mail message to author, November 1, 2008.
9. Keyes D. Metcalf, "Six Influential Academic and Research Librarians," *College & Research Libraries* 37, 4 (July 1976): 332–45.
10. Wayne Wiegand and Dorothy Steffen, *Members of the Club: A Look at One Hundred ALA Presidents* (Champaign, IL: Board of Trustees of the University of Illinois, 1988).
11. Committee files of the Association of College and Research Libraries Executive Secretary, 1961–2002, Series Number 22/2/51, Archives of the American Library Association, University of Illinois at Urbana-Champaign.
12. Orvin Lee Shiflett, *The Origins of American Academic Librarianship* (Norwood, NJ: Ablex Publishing, 1981), 275, 277.
13. Of the first five winners, only Robert Downs possessed an MLS from Columbia University, and Evan Farber possessed a BALS from University of North Carolina, Chapel Hill.
14. James Neal, "Raised by Wolves," *Library Journal* 131, 3 (February 2006): 42–4.
15. Henriette Avram took courses but did not complete a degree at CUNY Hunter College.
16. Richard D. Johnson is the lone University of Chicago alumnus.
17. Dougherty, e-mail message to author, November 1, 2008.
18. Since many ARLY winners only listed selected publications on their CVs, we searched *Wilson's Library Literature and Information Science Index* for the publications of each winner and then removed ancillary publications like book reviews, editorials, or conference proceedings from the total. These numbers can be misleading. If these publications were added, the figures would be significantly higher.
19. In 1967, *College and Research Libraries* split into *College and Research Libraries* and *College and Research Libraries News*. Many of the articles that Metcalf and Downs authored in the 1940s and 1950s are more news in orientation, as opposed to contemporary *College and Research Libraries* research articles.
20. Except for Allen Veaner, as we were unable to acquire his curriculum vitae.
21. Anonymous, "1990 ALA Award Winners," *College & Research Library News* 52, 4 (April 1990): 343–4.
22. Megan Bielefeld, "ACRL Honors the 2004 Award Winners: A Recognition of Professional Achievement," *College & Research Library News* 65, 3 (March 2004): 140–4.
23. Association of College and Research Libraries, "Academic/Research Librarian of the Year Award."