4-1-2012

News - Emory University

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Emory Libraries has hired Pat Hawthorne as its director of organizational development and human resources. Hawthorne will design and lead an organizational development program that will enable the Emory Libraries to fulfill its visionary strategic direction. She will also work with staff on professional development needs, oversee all human resource functions for the libraries with a focus on recruitment and retention, and serve as a strategic partner on the Libraries’ senior management team.

“We feel very fortunate to bring someone of Pat’s caliber to Emory University,” said Rick Luce, vice provost and director of the Emory Libraries. “Her extensive combination of human resources expertise and substantive senior level library experience makes her an ideal choice for us as we implement our strategic goals and develop our workforce. We believe Pat is the person who can lead and guide our organizational development processes in a manner that rises to meet the challenges we face in transforming ourselves into a model 21st century library.”

Hawthorne, who began her position in January, previously served as director of research and learning services at the Albert B. Alkek Library at Texas State University-San Marcos. Prior to that, she was the director of library human resources at UCLA for eight years and worked in academic and medical libraries at the University of Miami, the University of Texas Health Science Center at San Antonio, and Louisiana State University for more than 20 years.

Luce’s focus on working with the staff to turn Emory’s library into a model of a 21st century academic library attracted Hawthorne to Emory, she said.

“Among ARL [Association of Research Libraries] library directors, I’d say he’s probably in the top ten among the visionaries,” Hawthorne said. “Rick is among the library directors I admire for their vision and strategic thinking. The picture he painted of where he wants to take the organization made me think, ‘I want to be a part of that.’”

In July, Hawthorne will begin her term as vice-president/president elect of the ALA’s Library Leadership and Management Association (LLAMA). She previously co-chaired an Association of College and Research Libraries (ACRL) task force on recruitment and retention in academic libraries and co-wrote a white paper on the subject in 2003.

She earned a Master of Science degree in library science from the University of Kentucky and a Master of Arts degree in adult and higher education from the University of Texas at San Antonio. She was certified as a senior professional in human resources (SPHR) by the Society of Human Resource Management.