

Recruitment to the profession and retention of librarians continue to be much talked about topics in the library world. This issue of *C&RL News* includes two articles that address these topics. "Recruiting students to careers in academic libraries" describes a mentoring program developed by the ACRL Delaware Valley Chapter, which links students in local library schools with librarians in academic institutions. The program opens the door to the possibility of an academic library career to new MLS students and benefits both the students and mentors.

"Practicing the golden rule: Creating a win-win new employee orientation" makes the point that a good first impression goes a long way towards making a new hire feel comfortable and increases the chance that he or she will stay with the institution. Tips about business to take care of prior to a new hire's arrival as well as important information to cover during the on-site orientation are shared here.

In this month's Creativity and Leadership article, "Rafting the rapids 2005," Shelley Phipps, assistant dean for team and organization development at the University of Arizona Libraries, addresses the challenges facing libraries today, many of which stem from competition from commercial information providers and technology vendors. She posits a number of questions, the answers to which will guide the future of academic libraries, and encourages librarians to develop a vision of their future that incorporates the changes that are happening all around us.

Statements from ACRL's two candidates for the office of vice president/president elect are also in this issue. Get to know Randy Burke Hensley and Pamela Snelson before casting your vote this spring. Ballots will be available mid-March.

—Stephanie Orphan, Editor-in-chief
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