

VLA News

February 2017

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President's Letter

by Margaret Woodruff

As we head into a new year and new administrations at the state and federal level, there have already been a number of changes on the landscape. The first news, Marty Reid, our intrepid State Librarian for the past eight years, has not been re-appointed to the position. Governor Scott's Secretary of Administration will appoint a new State Librarian with approval from the Governor's office. I spoke with Susanne Young, the Secretary of Administration, and sent a letter to both the Secretary and the Governor, outlining the key role that libraries play in Vermont communities. I hope to meet with Secretary Young in the coming weeks to further discuss the importance of the State Librarian position. Please feel free to contact me if you'd like any more information or if you have suggestions regarding VLA input.

From the ALA offices in Chicago to our own circulation desks, we've all been mindful of how the new U.S. President's agenda may affect our work. ALA's Office of Intellectual Freedom recently issued the following statement, "OIF Condemns Government Agency Censorship." Jamie LaRue, the head of the OIF office states:

The American Library Association (ALA) has as one of its officially stated goals that it is the leading advocate for the public's right to a free and open information society (Policy A.1.3). ALA opposes any use of governmental power to suppress the free and open exchange of knowledge and information (Policy B.8.5.1). Indeed, the principle of intellectual freedom – unfettered access to knowledge – is a core belief of our profession, as captured in the Library Bill of Rights.

In addition, the ALA Sustainability Roundtable sent a letter to the entire library community stating, "Now more than ever, the American Library Association's Sustainability Round Table stands firmly in our profession's core values, many of which serve to protect our planet. The Sustainability Round Table (SustainRT) was established for the exchange of sustainability ideas and opportunities in order to move toward a more equitable, healthy and economically viable society." These statements (see full OIF statement here: <http://www.oif.ala.org/oif/?p=8410>) provide opportunities for conversation and for action.

As we move forward with work at VLA, we invite you to join us as we craft our next strategic plan and develop a Vermont-specific statement on sustainable libraries. We plan to continue to chronicle bulletins and other posts from the American Library Association and you can find those on the VLA website at <http://www.vermontlibraries.org>.

Margaret Woodruff
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Connect With Us:
Website: www.vermontlibraries.org
Facebook: www.facebook.com/VTLibraryAssociation
Twitter: twitter.com/VLAlib
Instagram: [instagram.com/vlalib](https://www.instagram.com/vlalib)
LinkedIn: www.linkedin.com/groups/Vermont-Library-Association-5172256

Back Issues

Did you miss previous issues of the *VLA News*? Don't despair! You can read them on the VLA website!

[VLA News back issues](#)

Substitute Pool

Check out what's happening with the [Vermont Library Substitute Pool!](#)

Employers: 32
Substitutes: 53

Types of Employers:

Public: 28
Community: 1
Academic: 1
School: 1

Volunteers may be able to work in more than one county. Availability in pool by county:

Addison: 13
Bennington: 7
Caledonia: 9
Chittenden: 29
Essex: 5
Franklin: 12
Grand Isle: 6
Lamoille: 15
Orange: 9
Orleans: 6
Rutland: 11
Washington: 16
Windham: 11
Windsor: 12

Check out the [VLA Job Postings](#)

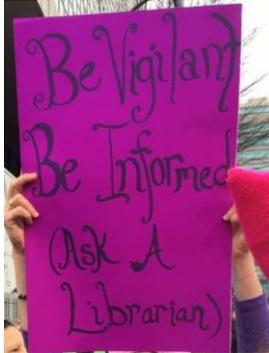
Meet Your Leaders

VLA is here to help you. The people who make up the Executive Board, Section & Committee

Vice President's Letter

by Joy Worland

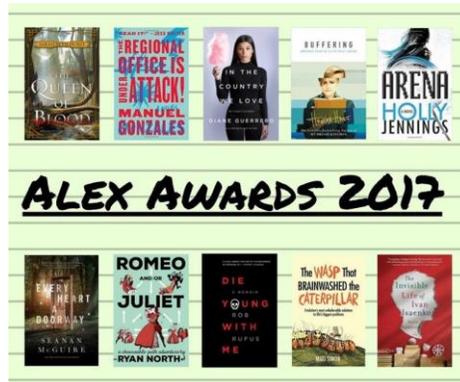
Librarians are often fierce and passionate advocates for free speech, social justice, and equality. ALA, the largest and oldest library association in the world, has Round Tables dedicated to social responsibility, intellectual freedom, and GLBT issues, to name just a few.



Never was this spirit more evident than at the recent Midwinter Conference. Librarian participation in the January 21st Atlanta March for Social Justice and Women was high in numbers and emotion. There was an association "Town Hall" held to discuss Library Advocacy and Core Values in Uncertain Times. Librarian of Congress Carla Hayden was a visible and powerful presence.



As presenters referenced the new political climate in their introductions and meetings were suspended in order for people to attend the march, library work continued: Dr. Hayden spoke of the power of librarians working together and also chatted about books at the hotel bar; Congressman John Lewis's book *March: Book 3* won award after award and he quietly signed autographs. Emma Donoghue was charmingly eccentric introducing her children's book (yay!), Paula Poundstone was hilarious, and the days were packed with shared ideas about how to improve librarianship. And of course there were the youth media awards (<http://www.ala.org/news/press-releases/2017/01/american-library-association-announces-2017-youth-media-award-winners>), one of which, the Alex Awards, I had the good fortune to be involved with.



leaders and Representatives volunteer their time for VLA because they feel that it is important to be involved in an organization that benefits their fellow Vermont librarians and their profession as a whole. Below is a list of your VLA Leaders (for more contact information, see the [VLA Leadership Directory](#). Let them know if you would like to be involved in VLA, too!

Executive Board

President:
[Margaret Woodruff](#)

Vice President/President Elect:
[Joy Worland](#)

Past President:
[Virgil Fuller](#)

Secretary:
[Kelly McCagg](#)

Treasurer:
[Angela Bernard](#)

Section Representatives

College & Special Libraries Section

President:
[Beth Dietrich](#)
Organizes workshops and assists college and special librarians.

Included are a few photos that capture some of these moments: John Lewis, Emma Donoghue, the others are self-explanatory.



Joy Worland
VLA Vice President
Library Director
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802-496-4205
Twitter: [@JoyWorland](#)

Vermont Library Conference

by Toni Josey

Save the Date for VLC 2017!

Thursday, May 18, 2017

Killington Grand Resort and Hotel

Registration opens late February

www.vermontlibraries.org/conference2017

Toni Fortini Josey
VLA Conference Committee Interim Chair
Trustee, [Burnham Memorial Library](#), Colchester
vermontlibraryconference@gmail.com

College & Special Libraries Section

by Beth Dietrich

Many Networking and Professional Development Opportunities for Vermont Academic Librarians in 2017

It seems that 2017 will be an extremely fortunate year for Vermont academic librarians to network. Not only will we hopefully be seeing each other at ACRL in Baltimore, we also have a plethora of conferences (or unconferences) in our area. Here are some of the opportunities we can look forward to:

**Public
Libraries
Section**

President:
[Christine Porter](#)
Organizes
workshops and
assists public
librarians.

**Technical
Services
Section**

President:
[Stacey Knight](#)
Organizes
workshops &
assists technical
services
librarians.

**Trustees &
Friends**

President:
[Nancy Mark](#)
Organizes
workshops and
assists library
trustees.

**Youth
Librarians**

President:
[Ian Gauthier](#)
Organizes
workshops and
assists youth
librarians.

Committees

Archivist:
[Paul Carnahan](#)

Awards Chair:
[Lisa Milchman](#)

**VT Dept. of
Libraries
Representative
to the Board:**
[Tom McMurdo](#)

**Government
Relations
Chair:**
[Selene Colburn](#)
Assists libraries
with connections
to legislators.

Inclusion

ACRL NEC Annual Conference (<http://conference2017.acrlnec.org>)
Reframing Librarianship in the 21st Century
Friday, May 12, 2017 at the University of Vermont Conference Center, Burlington, VT

VLA UnConference (<http://www.vermontlibraries.org/conference2017>)
Let Your Voice Be Heard
Thursday, May 18, 2017 at the Killington Grand Resort and Hotel, Killington, VT

NELA Annual Conference (<http://conference2017.nelib.org>)
October 22nd – 24th, 2017 at the Sheraton Burlington, Burlington, VT
Currently accepting program proposals

Dartmouth Library October Conference
(<http://www.dartmouth.edu/~library/home/about/october.html?mswitch-redir=classic>)
October 2017
Date and Location TBA

College & Special Libraries Event
November 2017
Date and Location TBA

I look forward to seeing you all many times in the coming year!

Beth Dietrich
VLA Colleges & Special Libraries Section President
Reference & Instruction Librarian
[Durick Library](#), Saint Michael's College
bdietrich@smcvt.edu
[802-654-2410](tel:802-654-2410)

Friends & Trustees Section

by Nancy Mark

The Friends and Trustees Section is pleased to announce that we have a new vice president. Welcome Adam Bortz, a Friend of the South Burlington Library, who will "retire" as president of that group in June. Adam attended our January VLA board meeting at St. Michael's College and was enthusiastically endorsed by the officers and section leaders. Adam has already pitched in to help with the conference planning teams! With his experience working on the successful plan for a new library in South Burlington, and past service as a trustee for the Waters Memorial Library in Underhill Flats, Adam has a great deal to offer our organization.

One of the projects for Adam and me will be to find ways to increase the membership of our fellow Friends and trustees. We all know, now more than ever, the importance of being engaged in our local communities and their organizations. Our libraries are vital to the strength of our democracy. We urge all trustees and Friends to join the Vermont Library Association as we advocate for intellectual freedom within a civil society.

Thank you to Adam and to all of you who have expressed your dedication by joining VLA and sustaining your local library.

We look forward to your continued support and participation in the Vermont Library Association.

Nancy Mark
VLA Friends & Trustees Section President
Trustee, [Castleton Free Library](#)
nmark@brsu.org
[802-468-5479](tel:802-468-5479)

Chair:[Amanda Perry](#)

Supports libraries in providing better service to diverse populations

Intellectual Freedom Chair:[Ray Brior](#)

Assists librarians with challenges to library materials and issues related to patron privacy.

Membership & Outreach Chair:[Kelly McElligott](#)

Maintains membership roster.

Personnel Chair:[Shara McCaffrey](#)

Assists librarians with questions related to personnel issues.

Scholarship Chair:[April Shaw](#)

Oversees VLA scholarships.

Vermont Library Conference Chair:[Toni Josey](#)**VLA News Editor:**[Janet Clapp](#)**Webmasters:**[Sarah Costa](#)
[Jessamyn West](#)**Representatives****ALA Councilor:**[Amy Wisehart](#) (outgoing)
[Charlotte Gerstein](#)

Technical Services Section

by Stacey Knight

Wendy Sharkey, cataloger at Bennington Free Library and the first recipient of the biennial Birdie Award, has graciously volunteered to serve as co-president of the Technical Services Section. We will be looking to fill the position of vice president this May for the 2017-2018 term so please consider this opportunity.

Don't forget to save the date for the 123rd Vermont Library Association Conference on May 18, 2017 in Killington, VT entitled "Let Your Voice Be Heard." This participant driven forum will be a great venue for discussing technical services issues and successes with colleagues at other libraries. Wendy and I hope that anyone who wears a technical services hat in their library will consider attending this conference and bring their expertise.

Stacey Knight
VLA Technical Services Section Co-President
Associate Director for Systems & Metadata
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Personnel Committee

by Shara McCaffrey

Even though the reports from the 2015 Public Libraries Salary and Benefits Survey have been available by request they have not been posted to the website. Be on the lookout for that to finally happen in February. If any questions arise about the survey, the results, or resources available, please continue to feel free to contact me.

It is important to note that the salary survey is just one reference in the process of determining compensation for your library new hires and staff. The salary survey will also include a toolkit page linking library boards and directors to links providing current cost of living compensation guidelines and comparable base wages in Vermont and New Hampshire.

Just as important in determining a starting wage for new librarians, paraprofessionals, and technology specialists is the implementation of a compensation plan or pay structure. Including a compensation plan into the strategic plan of the institution will help to guide future compensation decisions with new hires and raises with regard to the strategic goals and budget requirements. Two publications are available that may be helpful. Follow the link below to: *The Library Compensation Handbook: A Guide for Administrators, Librarians and Staff* by David A. Baldwin. In this book library directors can find important information about how to plan and maintain a compensation system that follows the staffing requirements of the library and meets the needs of library employees. It is currently available for viewing on Google Books.

https://books.google.com/books?id=dNrZ1JatyMMC&pg=PA9&source=qbs_toc_r&cad=4#v=onepage&q&f=false.

The other publication will soon be available through a loan from this committee. It is titled *Developing a Compensation Plan for Your Library* (second edition) by Paula M. Singer and Laura L. Francisco and published by ALA editions.

Vermont is comprised of unique communities, with varied budgets and services. Vermont libraries are also unique, comprised of municipal, incorporated, school, and university institutions, governed by various boards and limited by varying budgets. It is the work of this committee on behalf of VLA to provide the resources to ensure that librarians across the state are compensated appropriately and fairly for their level of education, experience, and position in libraries across the state.

Shara McCaffrey
VLA Personnel Committee Chair
Librarian, [St. Johnsbury Athenaeum](#)
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[802-748-8291](tel:802-748-8291)

(incoming)
Represents
Vermont in the
national
organization.

**NELA
Representative:**

[Karson Kiesinger](#)
Represents
Vermont in the
New England
Library Assoc.

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Scholarship Committee

by April Shaw

You may not know this, but VLA has some fantastic funding opportunities for members who are looking to take workshops, classes, or are enrolled in a library science graduate program! Check out current scholarship and grant options on the VLA website: <http://www.vermontlibraries.org/scholarship-committee>.

This year we have made some changes to the way that grants are awarded. Rather than being accepted throughout the year on a rolling deadline, there are now two deadlines in the spring and in the fall. The first application deadline is on March 1st, and we are currently welcoming applications! See below for more information and a link to the application.

VLA Continuing Education Grant

The Vermont Library Association Board wishes to promote professional librarianship in Vermont and to encourage involvement in professional development among its members.

VLA has created the VLA Continuing Education Grants. These grants will award the recipient up to \$250 for a continuing education program such as an educational conference or an applicable course.

Applications are accepted twice a year and priority will be given by monetary need, library involvement, and leadership and commitment to Vermont libraries. Please see below for the application and deadline information. Grant recipients will be required to write a brief account of their continuing education opportunity for the *VLA News*.

To be eligible, applicants must meet the following criteria:

- Must be an active VLA member
- Must live in Vermont and/or work in a Vermont library and
- Must not have received a scholarship from VLA in the past two years.

The application is available at <http://www.vermontlibraries.org/wp/wp-content/uploads/2016/12/VLAContinuingEdAppRevised1216.pdf>

Deadlines:

March 1st (with winners notified on April 1st). **August 1st** (with winners notified on September 1st)

Scholarship

The VLA Scholarship Committee is pleased to announce the VLA Graduate Student Scholarship has been awarded to two recipients. Abbey Pasquence, Burlington High School Library, and Sarah Paige, Bailey/Howe Library, will both receive a \$750 scholarship towards their MLIS programs.



Abbey's ambition to continue her education and develop her library into one of the best came through clearly in her application. She has displayed a remarkable ability to connect with the community at her library and has ambitious and excellent goals for the future. We look forward to seeing her accomplish them!



Sarah's dedication to the library profession and her professional growth was displayed throughout her application. We agree with her reference letters that she "has a bright future in the world of academic librarianship."

Congratulations Abbey and Sarah!

April Shaw
VLA Scholarship Committee Chair
Reference Librarian, [Hartness Library](#)
ashaw@vtc.edu
[802-879-8249](tel:802-879-8249)

Awards Committee

by Lisa Milchman

We have traveled over halfway around the sun since the last Vermont Library Conference and it is time once again to think about that most rewarding (pun intended) of VLA activities – the granting of awards and recognition which happens annually at this event. Due to the happy occasion of having the NELA conference in our fine state in October 2017, this year the VLC will be a participant-driven "unconference," and will be held on Thursday, May 18 at the Killington Resort and Hotel.

As per custom, recognition will be granted to those librarians who have attained an MLS or MLIS, received Certification of Public Librarianship, or who have retired or will retire this year. Additionally, nominations are now open for the following awards:

The Sarah C. Hagar Award acknowledges exceptional service in or significant contribution to the field of librarianship in Vermont. Nominees for the Sarah C. Hagar award must be working in a Vermont library (public, academic, school, or special) and be a member of VLA.

The Trustee of the Year Award recognizes outstanding achievement by a trustee on behalf of his or her library, either during the previous year or during his or her years of service. Nominations may be submitted by any library trustee, library board, librarian, member of a Friends group, or VLA member.

The Library Advocate of the Year Award is given when deemed warranted by the VLA Government Relations Committee to an outstanding public advocate for libraries in local, state, or national government.

The Green Mountain Award is given as the opportunity arises to individuals or organizations for distinguished service, support, or unusual contributions to a Vermont library or libraries.

The Birdie Award was created in March 2014 as a memorial to University of Vermont librarian Birdie MacLennan to honor outstanding service in the field of technical services. Note: This award is given biennially and will next be granted in 2018.

Nominations must be received by **March 1st**. This is our wonderful yearly opportunity to recognize a special colleague, mentor, trustee, or library supporter. Please visit <http://www.vermontlibraries.org/awards> for more information about the individual awards, nomination procedures, and/or to find the listings of previous inspirational award recipients. You can also become involved by being a part of the VLA Awards Committee. We are currently seeking one trustee and one academic librarian to read and consider award nominations.

Lisa Milchman
VLA Awards Committee Chair
Assistant Director, [Norwich Public Library](http://www.norwichpubliclibrary.org)
lisa.milchman@norwichlibrary.org
[802-649-1184](tel:802-649-1184)

Membership Committee

by Kelly McElligott

I am so happy to have had many librarians already renew their VLA membership for 2017. As a reminder, this is a two-step process. The first step is to fill out the registration form at <http://www.vermontlibraries.org/membership/join> then click the green button "Join Now." The second step would be to pay for your membership. You may opt to pay online through your PayPal account or send in a check. We cannot process your membership until payment is received.

In order to get the most accurate information, I would urge all librarians to fill this form out individually as opposed to one person filling out all the forms for the library. This would allow each librarian to give all the correct information as well as choose to volunteer for a committee, ask for a mentor, and/or note their email preferences.

I am looking for someone to take over the Membership and Outreach Committee as I have taken a new job as an educator with Bywater Solutions and feel that my spare time will be limited. This position does have voting privileges on the Vermont Library Association Board. Please email me if you are interested and I can give you more details: vermontlibrariesmembers@gmail.com.

Kelly McElligott
VLA Membership & Outreach Chair
Program and Systems Librarian, [Stowe Free Library](http://www.stowefree.org)
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[802-253-6145](tel:802-253-6145)

Vermont Library Association
Membership & Outreach Committee
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Burlington, VT 05402
vermontlibrariesmembers@gmail.com

American Library Association

by Amy Wisehart

I attended ALA Midwinter in Atlanta last month as VLA's representative on ALA Council. Below are a few highlights of significant actions ALA Council took during our sessions at the conference.

ALA hosted a town hall forum on Sunday during the conference. It was an open forum for ALA members to share thoughts and feedback about the recent presidential election and political climate, and ways that ALA should react and respond. It was a valuable conversation, and a recording is available on the American Libraries Facebook page (<https://www.facebook.com/amlibraries/videos>).

ALA has begun a search for a new executive director since the current ED will retire later this year. Currently an MLS is required for the position, and we debated a resolution to change the MLS qualification from required to preferred. After extensive debate and a very close vote, the resolution did not pass, so the MLS will continue to be required for the new ED. (Voted yes)

We passed a resolution establishing family/caregiver status as a protected class for ALA volunteer work. This means that family caregiving responsibilities can't disqualify someone from serving on an ALA committee or from doing other ALA volunteer work. (Voted yes)

ALA is reworking the annual conference model. They plan to streamline conference offerings, improve quality of sessions, consolidate meeting sites, reduce duplication of program sessions and encourage collaboration in program planning among various groups. These changes will take effect for the 2018 annual conference in New Orleans.

A working group presented a revised resolution on gun violence affecting libraries, library workers, and library patrons. This resolution was debated extensively during ALA Council sessions last June and was a response to the Orlando nightclub shootings. It went through several revisions, and this new, revised resolution passed. The revision is less overtly political than the original version and calls for gun violence research, training, and education for library workers about guns in the workplace, and encourages libraries to support community discussions about guns in society. (Voted yes)

We also passed a very timely resolution about access to accurate information. This resolution is a direct response to the proliferation of fake news and is a defense of freedom of the press. The resolution calls on librarians to provide access to accurate, authoritative information and to raise public awareness about the importance of critically analyzing information. (Voted yes)

This was my last ALA as your councilor since I recently started a new job in Maine. Charlotte Gerstein will take over as interim ALA Councilor for the next few months and will attend ALA Annual in June. I have enjoyed my time serving as your councilor and I will miss the Vermont library community!

Amy Wisheart
outgoing ALA Councilor
former Director, [Hartland Public Library](#)
awisheart@gmail.com

New England Library Association

by Karson Kiesinger

The New England Library Leadership Symposium (NELLS) will be August 14-18, 2017 at the Rolling Ridge Conference and Retreat Center in North Andover, MA. More information and an application are at <http://nelib.org/connect/committees/new-england-library-leadership-symposium-nells>. *At time of publication, this application has not been updated to 2017, but the content will remain the same; the deadline will likely be in March.

The NELA 2017 Annual Conference will be October 22-24 at the Sheraton Burlington Hotel. Program proposals will be accepted through April 30. To submit a program proposal: <http://conference2017.nelib.org/program-proposal-form>.

*Volunteers are still needed to help with the NELA 2017 Annual Conference. Opportunities range from conference committee member to assistance with dine around venues in Burlington to on-site help at conference. If you are interested, please contact me and let me know how you'd like to help. Thank you!

Also, my term as the Vermont Library Association's representative to NELA will end in May. If you are interested in serving two dynamic organizations, I'm happy to answer questions.

Karson Kiesinger
VLA Representative to NELA
Reference and Adult Services Librarian
[Bennington Free Library](#)
kkiesinger@nelib.org
[802-442-9051](tel:802-442-9051)

Good news just in!

Another way VLA saves you money: VLA President Margaret Woodruff reports that the joint VLA/NELA conference rates for VLA members has been decided. Anyone who is a VLA member will receive the NELA member conference rate. So any Vermont librarian who is a VLA member can attend at the reduced rate. More information to follow.

The Homecard System

by Debbie Landauer

The Homecard system, located mainly in Chittenden County, is a successful collaboration with 25 years of experience under its belt, so we thought it might be helpful and worthwhile to share a bit of its history and operations as an example for other areas in Vermont that might be thinking of doing something similar. Homecard allows patrons from one "home town" library to borrow materials from any other library in the system without paying out-of-town user fees. Patrons love this benefit, especially those who commute outside of their home town, and I must say from my experience, homeschoolers too!

In 1991, after exploring and eliminating the option of a van, special cards, and an administrator as too expensive, the current model was established in Chittenden County. It was the brainchild of Susan Overfield, Library Director of the Essex Free Library who called it "hand-carried Inter-Library Loans." Susan and many other Chittenden County librarians worked hard for more than a year to write policies, address obstacles and questions, and get libraries (and trustees) on board. The success of their efforts allows public library patrons direct access to a huge collection of materials, without costing the libraries postage expense.

To ensure that each patron understands the importance of their home library, they must have a current home town library card with an account in good standing to use their Homecard privileges. Most libraries find that being able to provide this very beneficial service to patrons outweighs any small loss of revenue they might incur from fewer out-of-town memberships. (As you probably know, in many states there are county-wide or even state-wide library cards.) However, in Chittenden County, the largest library, Fletcher Free Library in Burlington, understandably chooses not to participate for two sensible reasons. First, for them, it could mean a loss of a significant revenue stream from out-of-town user fees, and second, to limit the potential loss of patrons/support for smaller area libraries.

Patrons present their current home town library card at the participating library they wish to use. That library sets up an account for the person indicating they are Homecard patrons. Each library may follow their own rules about issuing cards to youth, families, etc., and also follow their own policies about fines. Some libraries belong to VOKAL and so share a common catalog and patron records. In this case, a new account is not needed, but there is a field in the patron's account indicating they have Homecard privileges.

Over the ensuing years, more libraries in and around the edges of Chittenden County have joined Homecard. The number now stands at 22. In 2016 a meeting was held to update policies and at that meeting a Homecard Committee was formed consisting of representatives from small, large, rural, and urban libraries from four counties. It was also decided to hold an annual meeting each fall for all member libraries.

Each participating library's trustees sign an agreement which specifies governing policies such as how to handle overdues, lost books, fines, patron verification, restriction of patron privileges when necessary, delinquent patrons, and delinquent libraries. The policies ensure that each library takes responsibility for their patrons' use of Homecard materials. Member libraries send out periodic "stop" lists of patrons who are restricted due to fines or lost materials.

If you are interested in reading the full policy agreement, you can find it at <https://docs.google.com/viewer?a=v&pid=sites&srcid=ZGVmYXVsdGRvbWFpbnxob21lY2FyZHZlcm1vbnR8Z3g6NTg0ZDY5ZmUyM2YwZWU1Zg>

For further questions, you can also contact myself or Alison Pierce of the Brownell Library in Essex Junction at alison@brownelllibrary.org.

Debbie Landauer
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Visit Us on the Web!

<http://www.vermontlibraries.org>

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