

VLA News

November 2018

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Back Issues

Did you miss previous

President's Letter

by Cindy Weber

Vermont Library Association Leadership Activities

The current leaders of your Vermont Library Association are participating in creative decision-making and long-term planning that will have a lasting effect on the association's responsiveness to community issues and membership needs. The board has recognized some deficiencies in the functionality of the board structure and a need for better interaction with the association members. Thus we are in the process of creating a new and achievable strategic plan.

Strategic Plan – As mentioned in the August newsletter, the participants at the VLA Summit this past April comprised a list of concerns in the Vermont library community. Work groups were assigned the task of summarizing the issues and formalizing possible solutions regarding information access, library messaging, working together, VLA infrastructure, and excellent, well-paid staff. The summarizations will be presented to the board this month, and the VLA leadership will take the information to establish a new five-year strategic plan.

In the meantime, the executive board has begun to tackle some of the concerns that were vocalized at the VLA board retreat in June.

Financial Integrity – When our previous treasurer left, yours truly took on the task of formalizing the association's financial documentation by enlisting a local accountant to assist in the purchase of QuickBooks and the transfer of our financials to this platform. The board has a new treasurer, Susan Smolinsky, and we will both continue to get the finances in order. And not to worry, the association's funds are sufficient to carry on with the regular budgeted activities.

Association Continuity and Reenergizing the VLA Leadership Base – A common theme each year at the VLA retreat with the emergent of new board members is continuity and how to "pass the baton," so to speak. Board members are actively addressing continuity by summarizing their understanding of the roles, responsibilities, and activity timelines of each role and posting them on the board's Google drive. The executive board is proposing a change in the current VLA organizational chart from a two-level hierarchy to a multi-layered hierarchy. This new structure and a corresponding change in bylaws would allow for more mentoring, collaboration, and communication between the board members. It will

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: 43
Substitutes: 82

Libraries with access to pool:

Addison 2
Bennington 1
Caledonia 1
Chittenden 11
Essex 0
Franklin 3
Grand Isle 1
Lamoille 2
Orange 2
Orleans 1
Rutland 1
Washington 7
Windham 2
Windsor 9

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

Addison 27
Bennington 8
Caledonia 16
Chittenden 57
Essex 10
Franklin 22
Grand Isle 14
Lamoille 26
Orange 18
Orleans 7
Rutland 11
Washington 30
Windham 14
Windsor 14

Check out the [VLA Job Postings](#)

address continuity, accountability, and sustainability. It will also address the need for a formalized board voting structure. Currently, there isn't clarity regarding voting rights among the leaders on the board. A change to this structure will provide some stability with quorum requirements, as well. It is the hope of the executive board that collaboration between the VLA leaders will produce a better understanding of each of their roles and in turn increase the interest in serving in several different leadership capacities throughout one's library career.

Increase Membership Benefits and Association Communication –

Overcoming some of the organizational concerns of this association will allow for a more consistent effort in communicating with its members and providing services and resources that are helpful to all. The board has established a membership software committee that is tasked to research different association membership platforms and to suggest one that will address the need for a drop-of-the-hat communication system and a streamlined membership renewal/event registration program. This technology will assist the board with improved collaboration, marketing, and advocacy.

Revitalizing the Government Relations Committee – The board would like to become more proactive regarding advocacy and government relations. It is being considered to rename this committee an advocacy committee, which would take on all advocacy concerns including advocacy training as well as legislative and funding issues. Margaret Woodruff, Amy McMullen, and I took part in NELA's Advocacy Bootcamp this past month and are anxious to train other librarians what we learned. Stay tuned for announcements regarding this initiative.

Collaboration – Once the above projects are in place, it is the hope that this association will be better positioned to collaborate more fully with the Department of Libraries and other professional associations, such as VCAL and VSLA.

Sharing Resources – And as more collaboration takes place, the board will be able to provide richer resources and services to its members. These could include a "Good Ideas" exchange, a list of librarians willing to mentor others, more continuing education and financial assistance opportunities, and so on...

I strongly believe that the above initiatives are attainable. We just need to organize VLA's structure for success. Once we get our ducks in a row, the sky is the limit!

Confidentially,

Cindy Weber
VLA President
Director, [Stowe Free Library](#)
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Vermont Library Association
PO Box 803
Burlington, VT 05402

Connect With Us:

Meet Your Leaders

VLA is here to help you. The people who make up the Executive Board, Section & Committee 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:
[Cindy Weber](#)

Vice President/President Elect:
[Amy Olsen](#)

Past President:
[Margaret Woodruff](#)

Secretary:
[Kelly McCagg](#)

Treasurer:
[Susan Smolinsky](#)

Section Representatives

College & Special Libraries Section President:
[Emily Crist](#)

Organizes workshops and assists college and special librarians.

Public Libraries

Website: www.vermontlibraries.org
Facebook: www.facebook.com/VTLibraryAssociation
Twitter: [twitter.com/@VLALib](https://twitter.com/VLALib)
Instagram: [instagram.com/vlalib](https://www.instagram.com/vlalib)
LinkedIn: www.linkedin.com

Vice President's Letter

by Amy Olsen

The VLA board is looking to strengthen our organization by filling a very important and exciting position: conference committee chairperson.

The Vermont library community looks forward to the Vermont library conference every year as a way to connect, learn, and discover new initiatives that help us continue the work we do.

The chairperson of the conference committee is the leader of a fun, energetic, and willing group of VLA members that include the VLA past president, the vice presidents of the VLA committees, and others. This particular board position may seem daunting, but is an important and rewarding job. Our board is currently researching software that will make it much easier for the conference chairperson. I'm new to the VLA board this year and have found everyone to be welcoming, friendly, helpful, open and enthusiastic. I hope you will consider jumping in and joining us by filling one of these key roles. If you are interested, or know someone who is, please share this information with them.

A full job description can be found on the VLA website. Conference Committee Chairperson: <http://www.vermontlibraries.org/board-position-descriptions/#con>

Amy Olsen
VLA Vice President
Director, [Lanpher Memorial Library](#)
vermontlibrariesvicepresident@gmail.com

Public Libraries Section

by Almy Landauer

Update on Public Library Section Projects

Your section president and vice president are working on several projects to serve the public librarians in Vermont. Here is an update.

• **Multiple copy lending & borrowing spreadsheet.** This listing of libraries' book sets available for loan will be a robust resource for anyone running book groups. We are currently in a final data gathering phase (although new data can be added at any point in the future as well, as libraries add multiple copy sets to their collections). We plan to have a link to this resource on the VLA website before the end of the year. Books will

Section President:

[Almy Landauer](#)

Organizes workshops and assists public librarians.

Technical Services

Section President:

[Dennise Post](#)

Organizes workshops & assists technical services librarians.

Trustees & Friends

President:

[Nancy Mark](#)

Organizes workshops and assists library trustees.

Youth Librarians

President:

[Adele West-Fisher](#)

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:

Assists libraries with connections to legislators.

Inclusion Chair:

[Jessica Mattera](#)

Supports libraries in providing better service to diverse populations

Intellectual

Freedom Chair:

[Angele Mott Nickerson](#)

Assists librarians with

be borrowed via Clover by using the blank ILL request form. So far, the list is mostly adult books, with a smaller selection of YA and juvenile titles. (Note that VTLIB has a large collection of multiple copy sets for youth.) If you have books to add to this spreadsheet, please contact Almy by emailing almy@waterburypubliclibrary.com.

· **Informal get-togethers around the state.** Some areas/counties already meet regularly to discuss library issues and share ideas. We are helping to organize a few more informal gatherings to talk, network, and socialize outside of work hours. Two or three are in the works, thanks to "local" librarians interested in the idea and willing to help find a local spot – restaurant, bar, etc. and help with the on-the-ground planning. If you'd like to do this in your area, contact Loona by emailing loona.brogan@cutlerlibrary.org.

· During the public library section meeting at the 2018 VLA conference, an attendee suggested creating a statewide **resource for finding and recommending speakers**, authors, programs, presenters, etc. that libraries can bring in to enrich their community. The need for this type of resource seems evident as well from discussions on our listservs. We hope to get this underway after the new year.

Almy Landauer

VLA Public Libraries Section President

Director, [Waterbury Public Library](#)

almy@waterburypubliclibrary.com

Friends & Trustees Section

Working with Friends

by Dana Rozycki

Members of Friends of the Library groups have the potential to become valuable allies and advocates for your library throughout the community. Since many tend to be "joiners," working with other nonprofits or taking on prominent roles throughout the town, they can have an impact far beyond the actual tasks they do for the library.

Librarians can maximize the effectiveness of Friends by ensuring that they possess an adequate level of knowledge about how libraries work and about how other Friends groups have worked to support their own libraries. Getting Friends going down the right path is as easy as introducing them to basic resources and encouraging them to pursue further research on their own.

It may be tempting to allow the head of your Friends group to do all of the orientation of new Friends, but a brief visit with a librarian can allow Friends to understand the larger mission of libraries, as well as the unique funding and governance challenges that libraries face in the state of Vermont.

The most basic step is to encourage all Friends to become VLA members. With current annual dues at \$15.00, the financial hurdle to becoming a VLA member is negligible, and Friends can be reminded that each additional VLA member adds credibility to VLA's mission to promote the interests of

challenges to library materials and issues related to patron privacy.

Membership & Outreach Chair:

[Christine Porter](#)
Maintains membership roster.

VLA Sub Pool Coordinator

[Nancy Tusinski](#)

Personnel Chair:

[Sarah Snow](#)
Assists librarians with questions related to personnel issues.

Scholarship Chair:

[Jami Yazdani](#)
Oversees VLA scholarships.

Vermont Library Conference Chair:

Vacant

VLA News Editor:

[Janet Clapp](#)

Webmasters:

[Sarah Costa](#)
[Randall Szott](#)
[Eric Toole](#)
[Jessamyn West](#)

Representatives

ALA Councilor:

[Marti Fiske](#)
Represents Vermont in the national organization.

NELA

Representative:

[Steve Picazio](#)
Represents Vermont in the New England Library Assoc.

all Vermont libraries.

Friends can find some resources at libraries.vermont.gov/services/public-libraries/trustees, including instructions for signing up for the Trustees and Friends listserv.

Showing Friends ALA's United for Libraries site (<http://www.ala.org/united>) introduces them to a wealth of resources even if one does not choose to become a full ALA member.

A surprising number of resources can even be found on Facebook, Pinterest, and Instagram. Typing a phrase such as Friends of Libraries into the Facebook search box and selecting the pages tab yields roughly 100 Friends accounts, and clicking on the groups tab yields an additional 100. Each of these 200 Friends accounts can be perused for great ideas that can be used locally.

If each new library Friend can be guided through these four basic steps, they can begin to visualize how to grow their own role and become informed, articulate advocates for your library.

Some Friends may even end up as trustees as their interest and commitment deepens. By providing a basic orientation to the field, you can maximize the likelihood of having a great set of advocates in your community.

Dana Rozycki
VLA Friends and Trustees Section Vice President
drozycki@rocketmail.com
Member, Friends of the [John G. McCullough Free Library](#)

Historical and Archival Treasures

by Howard Burrows

Better together. Of the many things that libraries do, one thing is to serve as a local, public cultural center. And in this role, libraries are not alone. A significant portion of the federal funding for the Vermont Department of Libraries comes through the Library Services and Technology Act (LSTA) Grants to States program. The federal agency that administers the LSTA program is the Institute of Museum and Library Services (IMLS). The IMLS vision (www.ims.gov/about) is "A nation where museums and libraries work together to transform the lives of individuals and communities."

This "better together" idea is extended in the Wikipedia GLAM initiative where galleries, libraries, archives, and museums are all to collaborate in "an unparalleled opportunity for the custodians of our cultural heritage to present their collections." (en.wikipedia.org/wiki/Wikipedia:GLAM/About)

Vermont is a rural state with a rich history. Libraries are often quite small, but together we have a great opportunity to become the powerful cultural center worthy of the people of this state (one-library initiative). An example of this: Brattleboro Brooks Memorial Library has joined Marlboro College, Brattleboro Literary Festival, Brattleboro Historical Society, and Write Action in an NEH-funded project to help document the history of writing and publishing in the Brattleboro area. In a recent roundtable (brattleborowords.org/project/historical-archival-treasures), Mary Ide, past chair of the Brooks library Friends group, discovered that Windham county

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has more than 45 historical societies, libraries, and museums. Who knew?

As a library, you have the opportunity to increase impact by accepting the role of regional cultural center. To help with this the Vermont secretary of state has within the Vermont State Archives & Records Administration established the Vermont Historical Records Program (VHRP), and hired Rachel Onuf, who has taught archiving and preservation at Simmons West for the past 14 years. She will coordinate the program (www.sec.state.vt.us/archives-records/vhrab/vermont-historical-records-program.aspx) reaching out to groups across the state. As part of this initiative, Rachel spoke at the Brattleboro Words roundtable, and spent a day and a half assessing documents and pamphlets in the Brooks Memorial Library collection.

Better together. By collaborating in regional activities, even very small libraries can participate library-to-library, trustee-to-trustee, Friend-to-Friend, even reaching beyond the VLA community to form affiliations with other "GLAM" cultural institutions.

Howard Burrows,
VLA Friends and Trustees Section Past President
Trustee, [Brooks Memorial Library](#)
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603-630-0012

College & Special Libraries Section

by Emily Crist

We are pleased to announce our upcoming 2018 VLA College and Special Libraries fall program!

Friday, November 9th, 2018

**People at the Center: User-Focused Librarianship
2018 VLA College & Special Libraries Section Fall Program
Vermont Technical College
Randolph Center, VT**

Continually evolving landscapes and limited resources reveal new opportunities and inform new approaches. Let's take a fresh look at who we serve and how we can meet them where they are. Who are our stakeholders? How do we get to know them? How can our services, programs, collections, and systems reflect their identities and respond to their needs? The full program is available here (drive.google.com/file/d/192uUHDbAxhD6q0CNxmRQLPrNnRrG54mu/view)

We would also like to share the following announcement in academic libraries:

University of Vermont

Bailey/Howe Library underwent a construction project last summer which included relocating the collection management services department to the

ground floor, media services is now on the main floor, and a bridge was built connecting the library to the new residence hall on the main campus. The main floor of the library was also remodeled and now includes moveable seating and more space in the computer stations. If you have not stopped by in a while, please do! The students are enjoying the new space and were very positive about the changes.

Emily Crist
VLA College & Special Libraries Section President
Assistant Library Director, Champlain College Library
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802-651-5827

Awards Committee

by Lisa Milchman

Early November finds the VLA Awards Committee at midpoint in our cycle of work to recognize, through the granting of awards, those individuals (librarians, Friends, trustees, and others) who make stellar contributions to libraries and librarianship in Vermont. Perhaps it is because I find myself in the ebb of work inherent in this part of the cycle, or perhaps it is because of the generally difficult, and sometimes devastating, environment in which we find ourselves - I have been thinking about how the small actions of librarians and their supporters make the world a slightly easier and better place in which to exist. Through the countless small interactions library folk have with patrons and each other, I have noted how my colleagues - both in my library and throughout Vermont - strive to create an environment which is accepting of diverse viewpoints, is kind and forgiving, and most importantly, which seeks to make connections rather than break them.

The work of the VLA Awards Committee is really about gratitude. While it is never too early to think about acknowledging those special individuals who through progressive thinking and actions carry libraries forward (and I hope you will give thought to this, between now and when the call for nominations goes out in earnest at the turn of the year), I would also like to remind us to take a little time out of our day to say thank you to those who on a daily basis strive to provide the best service possible, who freely share knowledge and resources, who celebrate diversity through collections and programming, and who create warm and welcoming spaces for all who enter through their doors.

Lisa Milchman
VLA Awards Committee Chair
Assistant Director, Norwich Public Library
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802-649-1184

Scholarship Committee

by Jami Yazdani

The VLA Scholarship Committee is now accepting applications for the 2019 Graduate Student Scholarship. Up to \$1500 is available for VLA members pursuing an MLS or MLIS degree. The deadline for applications is November 15th, 2018, with the scholarship sent to the institution for the spring semester. Visit www.vermontlibraries.org/scholarship-committee for details and to apply.

Jami Yazdani
VLA Scholarship Committee Chair
[You Can Leadership Coaching and Facilitation](#)
jami@youcanleadership.com

ARSL 2018 Professional Developing Grant Winner

By Debbie Roderer

I had the privilege of attending the [Association for Rural and Small Libraries \(ARSL\) 2018 conference](#) (<https://arsl.info/conference-main-page>) thanks in part to a VLA professional development grant. Held in Springfield, Illinois in mid-September, I found we truly were “Linking Libraries in the Land of Lincoln,” with record-breaking attendance of 750 librarians from around the country. Small and rural describes almost all Vermont public libraries, and every keynote speaker and breakout session offered tips and insights to support and enhance our library services and celebrate our small size.

President Lincoln (a.k.a. Kevin Wood) reminded us in a keynote address that libraries give us freedom of thought and expression, and libraries give us equality. Author Elizabeth Berg observed that small libraries seem bigger and more meaningful because of a better connection with our patrons. She stressed that reading soothes our souls, educates us, and makes us want to try new things. Librarian of Congress, Dr. Carla Hayden, spoke to the group via live streaming. She was enthusiastic about her focus on outreach, including instituting a veterans’ oral history project. Watch for some new initiatives from the Library of Congress in the near future. The closing speakers compared large and small libraries in a thoughtful and humorous way, observing that “great things come in small packages.” Creativity and spontaneity make up for lack of resources, and that we “small” librarians thrive on challenge!

Deciding on which breakout sessions to attend was difficult, as all were topics applicable to a small library—yes, by national standards Williston is small! Experts discussed community partnerships, strategic planning, programming for all age groups, increasing circulation, eliminating fines, loaning non-traditional items, job descriptions, usability and workflow, staff development, and more. Following are highlights from some of the sessions I attended:

- **Size Doesn’t Matter:** Small is not the same as less. We know our people and our collections. You don’t have to be big to think big.
- **Signage:** Strive for a professional look. No handwritten signs, no scotch

tape! Invest in inexpensive clear acrylic sign holders. Conduct a sign audit inside and outside - then upgrade your image.

- **Presenting Data Effectively:** Choose the appropriate type of chart, put numbers in context, keep it simple, show rather than tell, and be consistent with colors and font.

- **The Past As the Future:** Libraries are more than just circulation. Local history collections are a key way to emphasize relevance. Look for things in your local history collections that are distinctive, newsworthy, or highlight historically under-represented populations, and share them with the public every chance you get.

- **Little Libraries, Large Leaders:** Integrity, honesty, and accountability are keys to good leadership. Inspire a shared vision and commitment, and enable employees to act.

- **Low cost/No Cost Ways to Reward Staff:** The most important aspect of any library goes home at the end of the day. It's critical to let staff know they are appreciated, and a little effort can go a long way.

The ARSL 2019 conference is in Burlington, Vermont Sept. 4-7! I urge all public librarians to

- Join ARSL
- Volunteer on the conference committee
- Request funding in your FY 2019-20 budget to attend the conference, even for one day
- Block out Sept. 4-7, 2019 on your calendar.

You'll be glad you did!

Thanks,

Debbie Roderer
Assistant Director, Dorothy Alling Memorial Library
debbie@williston.lib.vt.us
802-878-4918

New England Library Association

by Steve Picazio

The application period for NELLs 2019 begins soon.

NELLs, or the New England Library Leadership Symposium, is an intensive 4½-day course designed for emerging leaders in all areas of library practice. The purpose of the symposium is to foster the mentoring and development of tomorrow's leaders, who are not only pursuing leadership in their communities and institutions, but are also interested in working with library associations (state, regional, and national). Library professionals, paraprofessionals, and volunteers (trustees, Friends) in mid-career (3-15 years' experience in or with libraries) are eligible to participate in NELLs. Those with more than 15 years experience are urged to apply for NELLs II in 2020. All candidates are required to be members of their state association or NELA in order to apply.

NELLS 2019 will be held August 12th-16th at the Rolling Ridge Conference & Retreat Center in North Andover, MA. Applications for NELLS 2019 will be available on the NELA website (nelib.org) beginning on December 1, 2018. Applications, along with three letters of recommendation must be completed by **March 15th, 2019**.

Scholarships are available for attending VLA members.

To learn more about NELLS visit nelib.org/connect/committees/new-england-library-leadership-symposium-nells.

Steve Picazio
VLA Representative to NELA
Head Circulation Librarian, [Kellogg-Hubbard Library](#)
spicazio@nelib.org
802-223-3338

Sharing Shelf

What question would you like to ask VLA membership? Email vermontlibrariesnews@gmail.com, and your question may be featured in a future newsletter.

Janet Clapp, MLS
VLA News editor
Adult Services Librarian, [Rutland Free Library](#)
vermontlibrariesnews@gmail.com

The People of Vermont Libraries

UVM

Wendy Gunther retired in January 2018 and had 34 years of service at Bailey/Howe Library.

Megan Allison resigned from her position as library support senior and is now working at Brownell Library in Essex Junction as the youth services librarian.

Maria Avery is the department's new library support senior. She was previously the library/media specialist at the Concord School in the Northeast Kingdom.

Dan DeSanto, the liaison librarian to the UVM College of Education and Social Services, has been promoted to library associate professor.

Castleton University

Jami Yazdani left the directorship of Calvin Coolidge Library for life in the southern climes.

Waterbury Public Library

Almy Landauer, formerly director of Fairfax Community Library, is the new director in Waterbury.

If there are staffing changes in your library (hires, retires, etc.) send this information to vermontlibrariesnews@gmail.com and we'll put it in the next issue of the VLA News.

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