

VLA News

November 2019

President's Letter

by Amy Olsen

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As many of you have heard, Macmillan Publishers announced it would become the only major (Big 5) publisher to limit e-book lending for U.S. libraries. Under its new licensing model, scheduled to begin November 1, 2019, a library may purchase one copy upon release of a new title in e-book format, after which the publisher will impose an eight-week embargo on additional copies of that title sold to libraries. Additionally, e-book titles from Amazon Publishing are not available to libraries for lending at any price or terms.

In October, the American Library Association issued a report upon request from the U.S. House of Representatives Committee on the Judiciary Subcommittee on Antitrust, Commercial and Administrative Law. The report and the ALA denouncement can be found by visiting this link: www.ala.org/news/press-releases/2019/10/ala-denounces-amazon-macmillan-response-congressional-inquiry-competition

Locally, VLA sent a letter to Macmillan's CEO John Sargent calling to reverse the library e-book buying embargo. At the New England Library Association (NELA) conference in Mystic, Connecticut, the Rhode Island Library Association reported that they are working to get their attorney general to take legal action against Macmillan Publishers. I have contacted the Vermont attorney general's office to let them know about these issues and urged them to join Rhode Island, if action is taken. The Connecticut State Library is not purchasing any books published by Macmillan at this time.

Please remember that January is VLA membership renewal month. Amy McMullen, the VLA membership chair has more information in this newsletter about becoming a member and renewing membership. We are a membership organization, so we count on membership to not only sustain us, but to inform the direction of our goals and initiatives.

We welcome Amy Williams from the Rutland Free Library as our new NELA representative. Amy attended the New England Library Leadership Symposium (NELLS) this summer, and we look forward to working with her more. We also thank Steve Picazio, outgoing NELA representative from the Kellogg-Hubbard Library for his excellent representation over his two-year term.

I am also pleased to announce that Bridget Stone-Allard is our new VLA Inclusion Committee Chair. Bridget is the director of the Georgia Public Library. Jessica Mattera of the Champlain College Library stepped down from the inclusion committee earlier this year, and we are grateful to Jessica for all of the work she contributed to the VLA board.

There are more VLA openings! With the change in the organizational structure, we have vacancies in the leadership of special interest groups. These groups meet as roundtables and are instrumental in making sure that the VLA board is kept informed about the needs, issues, and interests of our members. We are currently looking for people to lead committees in health information, technical services, sustainability, and Comic Con. If you are interested in becoming involved in VLA in this way, please contact me: vermontlibrariespresident@gmail.com.

Amy Olsen
VLA President
Director, [Lanpher Memorial Library](#)

Planning a purchase on Amazon.com? Consider using the Amazon Smile program and select the Vermont Library Association to receive 0.5% of eligible purchases. Visit smile.amazon.com for more details.

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: 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](#)

Meet Your Leaders

vermontlibrariespresident@gmail.com

Vermont Library Association
PO Box 803
Burlington, VT 05402

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

Membership

by Amy McMullen

This past spring I became the membership chair. When I'm not doing VLA duties, I am the children's librarian at the Hartland Public Library. It's been a sharp learning curve as I try to interpret the spreadsheet that represents the membership of our organization, and I want to thank everyone for your patience. I am very excited to share that the Vermont Library Association is upgrading membership software and by January, just in time for 2020 renewals, we will use Wild Apricot for all membership data. Members will have the capability to join VLA as well as update records and renew their membership through the online database. With the capable, steady guidance of member Jessamyn West and the determination of our organization's leadership, the membership chair and treasurer will be able to access and provide membership statistics in a matter of minutes. We will notify all membership as we go live with the new database.

Another change coming in 2020 is an increase in membership fees as shown below:

The really great news: anyone joining VLA in January for the first time will have the dues for 2020 waived! It's an excellent time to join your professional library association!
<https://www.vermontlibraries.org/membership/join>

Amy McMullen
VLA Membership Section Chair
Children's Librarian, [Hartland Public Library](#)

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College & Special Libraries Section

by Christie Silkotch

The fall semester is well underway. I hope everyone is surviving! (Maybe even thriving?)

The VLA College and Special Libraries Section's focus has been entirely on our upcoming Association of College and Research Libraries (ACRL) framework workshop, sponsored by Vermont Consortium of Academic Libraries (VCAL): <https://www.eventbrite.com/e/2019-vcavla-workshop-acrl-framework-for-information-literacy-for-higher-education-tickets-70912993673>

Friday, November 8th, 2019

**Engaging with the ACRL Framework:
A Catalyst for Exploring and Expanding Our Teaching Practices**

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 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:
[Amy Olsen](#)

Vice President/President Elect:
[Amanda Merk](#)

Past President:
[Cindy Weber](#)

Secretary:
[Marie Schmukal](#)

Treasurer:
[Susan Smolinsky](#)

Section Representatives

College & Special Libraries Section President:
[Christie Silkotch](#)
Organizes workshops and assists college and special librarians.

Membership Chair:

Vermont Consortium of Academic Libraries (VCAL)
and VLA College & Special Libraries Section
Judd Hall at Vermont Technical College
Randolph Center, VT

Thinking ahead to next year, VLA C&SL Section will be looking for a new co-chair (vice president); this is a manageable time commitment with impactful and tangible reward. Core responsibilities include conference planning, but there is plenty of room to make it whatever you'd like. The position begins in May 2020. Please reach out to me and/or Chenfang for details – we'd love to have you involved.

Some of you have expressed the desire to meet in a setting other than the annual fall program. Please let us know if this is something that interests you. We are all extremely busy, but personally I always find it very rewarding to spend time with other colleagues in the state (and it usually takes an out-of-state conference to make it happen!). If there is enough response we can organize another reason to get together.

While you're at it, if you have any changes, initiatives, or programming going on, we want to know about it! If you are feeling excited to share now, please submit updates to christie.silkotch@uvm.edu. Otherwise, look out for email reminders this upcoming quarter.

Best wishes for the rest of the semester. Hope to see you at the workshop this month!

Warmly,

Christie Silkotch
VLA College & Special Libraries Section President
Science and Data Librarian
[David W. Howe Memorial Library, University of Vermont](#)
csilkotc@uvm.edu
802-656-8130

Friends & Trustees Section

Your opinion wanted *by Dana Rozycki*

The VLA Friends and Trustees Section would like feedback from all Vermont library trustees and members of Friends groups. We'd like to know how we can better serve these groups in their roles.

We have created a quick 5-question survey where we are looking for their thoughts on VLA:
<https://www.surveymonkey.com/r/JWB78XX>

Friends and trustees: We want to hear from you, even if you are not currently a VLA member!

Librarians: Please forward this request to your board and to your Friends.

There's no login required, and no names or library affiliations are collected. Your participation is GREATLY appreciated, and will help us better serve all Vermont libraries.

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

An Incomplete Education *by Howard Burrows*

This summer I participated in a variety of library conferences and training opportunities: American Library Association (ALA), New England Library Leadership Symposium (NELLS), Association for Rural and Small Libraries (ARSL), New England Library Association (NELA). Here are a few of my

[Amy McMullen](#)

Maintains membership roster.

Public Libraries

Section President:

[Loona Brogan](#)

Organizes workshops and assists public librarians.

Trustees &

Friends

President:

[Dana Rozycki](#)

Organizes workshops and assists library trustees.

Committees

Government

Relations Chair:

Vacant

Assists libraries with connections to legislators.

Intellectual

Freedom Chair:

[Mary Danko](#)

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

Scholarship &

Awards Chair:

[Lisa Milchman](#)

Oversees VLA awards and scholarships.

Vermont Library

Conference

Chair:

[Cory Stephenson](#)

Roundtables

Inclusion Chair:

[Bridget Stone-](#)

[Allard](#)

Supports libraries in providing better service to diverse populations.

Personnel Chair:

[Sarah Snow](#)

Assists librarians with questions related to personnel issues.

takeaways.

Summary: Three somewhat urgent issues could benefit from immediate attention: census preparation, teen voter registration, and climate preparation. But first I wanted to reflect on some more general thoughts that might help generate more compassion for trustees.

First timers: Trustees everywhere share strong interest in helping libraries. They are in most cases "local" to the library they serve. And for the most part, they have little understanding of how libraries actually work. Beyond these similarities, though, trustees are awesomely diverse. We come from all sorts of roles in the community with all sorts of prior knowledge and expectations of what a library should/could become. Some trustees are old, a few are young; some use the library for recreation, some for business development; some have, or have had, careers -- often outside the scope of the public library they came to serve.

Fresh eyes: In most cases, the first trustee board meeting for newly elected trustees is fraught. Even basic accounting necessary for library health is immediately confusing. Some libraries receive annual allotments (always too little) from their towns and/or from an endowment. Some libraries have material assets: a building, books and computers, a collection of contributed "realia" (fine arts objects or local historical documents and memorabilia). Most libraries have some history of annual fundraising -- often with a "Friends" group or a foundation. Whatever, these are always rate-limiting: salaries for library staff are too low, the number of staff is too few, hours that libraries stay open and the programs offered by the library are less than what would be useful to the community, time and expense of library promotion and advocacy is always less than the market could bear.

Sophomore year: Eventually, trustees experience enough to turn to the bigger task: how to evaluate your library, its staff, its holdings, its coverage of community expectations and needs (not always a match)...Holy moly!?! This is beyond our "raising." It is time to seek local and regional planning boards for demographics. Who do we serve? Who could we serve? Which population stands to benefit the most from our library?

Strategic plan: OK, when the time comes for the strategic plan, it grows obvious: it is time for trustees to begin an education in "library science." For me, probably the last time I had stepped in a public library before becoming a trustee was when I was in grade school -- or maybe later, when my kids were in grade school. Then, the library was in loco parentis. As a child, I sought librarians for fledgling insight into an adult world outside home and school. In this era, everybody needs the library! And after my travels this summer and as a fifth-term trustee, I begin to see the reality: nobody really knows (or agrees) what a library's job should/could be as the future unfolds.

Essentials: Libraries, unfortunately, have become increasingly essential. These are troubled times: jobs are changing; medical and health needs are often unserved; emerging technology is overwhelming, increasingly empowering, and dangerous with dangers to privacy, to trust, to democracy. Parents are increasingly overwhelmed and libraries need to serve, and need help, from the entire family and extended family.

Active hope: Libraries are key! The role of libraries had long extended beyond the traditional book repository and a "place" for reference and lending transactions. Increasingly, libraries have become the local forum, the community living room, in which to motivate, empower, and engage local and regional action. The next three items suggest three issues of immediate concern.

2020 Census: Future federal funding allocations and redistricting decisions expect that we count every citizen. Libraries can help the census takers locate people in your community, people who are hard to find, particularly children -- even homeless children; it is not important that they be current citizens. Good places to begin are <http://census.gov/2020completecount>, <http://census.gov/partners>, and <http://2020census.gov>. ALA has released a new guide: <http://www.ala.org/advocacy/sites/ala.org/advocacy/files/content/govinfo/LibrariesGuide2020Census.pdf>.

Teen civic engagement: 22 million teens will be eligible to vote in their first presidential election in 2020. Most do not know that they can register to vote as early as age 16, or how to register, or how to vote once they have registered. Now is the time to alert teens; one of the talks at NELA 2019 described the Young Adult Library Services Association (YALSA) partnership with the 22x20 campaign targeting this population: http://www.ala.org/yalsa/sites/ala.org.yalsa/files/content/Item%20%2311_22x20%20National%20Campaign.pdf. To get up-to-date on current efforts, visit <https://www.22x20.org>.

**VLA Sub Pool
Coordinator:**
[Nancy Tusinski](#)

**Technical
Services Chair:**
(inactive)
Organizes
workshops &
assists technical
services librarians.

**Youth Librarians
President:**
[Caitlin Corless](#)
Organizes
workshops and
assists youth
librarians.

Archivist:
[Paul Carnahan](#)

VLA News Editor:
[Janet Clapp](#)

Webmasters:
[Tessa Johnson](#)
[Jessamyn West](#)

**Representative
S**

ALA Councilor:
Marti Fiske
Represents
Vermont in the
national
organization.

**NELA
Representative:**
[Amy Williams](#)
Represents
Vermont in the
New England
Library Assoc.

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

Climate change: One current issue is how to react to climate change. Start with the preparation for increasingly violent weather -- weather on the order of Hurricane Irene. Libraries can participate as a "Community Organization Active in Disasters" (COAD) under FEMA, see for example: <https://vem.vermont.gov/sites/demhs/files/documents/VEPC/Vermont%20Needs%20COADS.pdf>. Once motivated, libraries can recruit members of the community to help establish information centers to help and spread information about local climate impacts and effective interventions: how soon can we expect decreases in maple syrup or skiing? When should we change what we plant in our gardens? How should our towns increase resilience to flooding and power outages? Massachusetts has taken a lead here: <https://climatechangeconversationsinlibraries.umasscreate.net>. Also, see the ALA Sustainability Round Table: <http://www.ala.org/rt/sustainrt>.

Trustees may be most effective by teaming across districts in a regional response: team up with neighboring libraries and other organizations to identify trustees with special knowledge or passions. Friends groups may find regional appeal to coordinate larger, more lucrative fundraising. Take a lead or join in with such efforts.

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

Scholarship & Awards Committee

by Lisa Milchman

It's fall, and that means that next up on the scholarship and awards calendar is the graduate student scholarship. In the interest of promoting professional development and librarianship in our state, the Vermont Library Association provides an opportunity for those VLA members who are enrolled in a graduate library degree program to apply for scholarship funds. The winner receives up to \$1500, paid to their school, for their spring semester of study. Complete guidelines and the scholarship application can be found at <https://www.vermontlibraries.org/vla-graduate-student-scholarship>. The deadline to apply is November 15 (postmark or email date stamp).

In other news – the VLA Scholarship & Awards Committee is looking for one more person to round out our newly combined committee. In order to have a committee membership that is representative of all aspects of librarianship and libraries in our state, we are looking for a member who provides youth services in any capacity. We are a dedicated crew who enjoy rewarding and acknowledging our colleagues. If you would like to join us, or would like to know more about what membership in this committee entails, I would love to hear from you.

Hope you are all enjoying this spectacular fall in our beautiful state!

Lisa Milchman
VLA Scholarship & Awards Committee Chair
Assistant Director, [Norwich Public Library](#)
lisa.milchman@norwichlibrary.org
802-649-1184

New England Library Association

by Amy Williams

Greetings, all! I'm your new VLA representative to the New England Library Association (NELA), taking over for Steve Picazio. A giant thank you to Steve for the training session and availability. I can be reached at vt@nelib.org with any questions, comments, guidance, cat memes as I learn this position.

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To finish reading the issue, scroll to the bottom of the message and click the link:

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The NELA conference was an entirely different experience this year than previously. This is because since the last NELA conference, I've been fortunate to attend the New England Library Leadership Symposium (NELLS) 2019, and frankly that has changed everything. For those who haven't heard about it, or haven't felt amazed and intrigued, NELLS is very much a week-long version of a semester course they "should have" included in library school. How to deal with tense board relationships, overzealous volunteers, budget cuts, communicating effectively with staff to create meaningful change, where's the meaning in all of it, what is leadership — a broad and deep list of topics. For every one of these topics, there's likely over 86 webinars available and a bunch of dryly worded (as well as very well written!) how-to books. The difference — which makes ALL the difference — with NELLS is being in one room with a group of other caring, harried, candid library professionals having exactly the same questions. I left NELLS, like many, knowing my place in librarianship had permanently shifted.

The NELA conference sessions were, as always, relevant, participatory, and interesting! More specifically, "Principled Negotiation: Tips for Librarians" presented by Michael Rodriguez (<https://osf.io/g4n8q>) was an insightful overview of the vendor/librarian relationship, pointing out that often the problems arising in this area are communication issues. He offered nuanced scenarios we all worked through together. Fortunately for the group, a former librarian, now vendor attended, and contributed some of her easily avoidable frustrations when trying to renew library service contracts.

Another equally as enlightening session was "Creating Diverse, Equitable, & Inclusive Communities of Practice in a Library Environment" presented by Tiffeni Fontano. Her presentation went well beyond tips for improving representation into the organic process of changing the very work culture of the organization, permanently, continuously. One strong point she made was to "keep it from being a task you check off a list." Make it an attitude, a conversation, and a continuing effort.

The icing on the conference cake was getting to talk about these new ideas with my cohorts from NELLS; it was a whole different level of insight.

NELLS and NELLS II alternate years. The upcoming 2020 session is NELLS II, a three-day leadership program for library workers with 15 years or more experience. Keep an eye out for the application and deadline on the NELA site at <http://nelib.org/connect/committees/new-england-library-leadership-symposium-nells>.

Amy Williams
VLA Representative to NELA
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amy@rutlandfree.org
802-773-1860

Association for Rural and Small Libraries

by Janet Clapp

It isn't often that a national library conference comes to Vermont, so it was an excellent opportunity for Vermonters when the Association for Rural and Small Libraries (ARSL) conference took place in Burlington this past September. Thank you to the Vermont Department of Libraries for providing grants for many Vermont library staff to attend!

Along with interesting and informative conversations with vendors and other attendees, I learned a lot from the sessions, a few of which are highlighted below.

"The E's of Libraries®: Demonstrating Your Library's Value to Everyone, Everywhere" by Jillian Wentworth & Alan Fishel suggested a memorable, organized, and persuasive message we can all use to promote awareness about how essential libraries are. Libraries aid in education, employment, entrepreneurship, engagement, and empowerment. (For more: <http://www.ala.org/advocacy/pp/e>)

"Getting down to Business: Libraries Supporting Small Businesses in Rural Communities" by

Cynthia Hughes & Stephen Boss shared numerous programming ideas and resources such as the Small Business Administration (<https://www.sba.gov>) and SCORE (<https://www.score.org>).

"Engage Community, Spark Change" by Brittany Overton explained how to hold community conversations and candidate forums (Presentation: <https://docs.google.com/presentation/d/1xkTig6JpZzwYIFHDgPTJrA7f0IVSdAqMpBGxI0aKLg/edit#slide=id.p>).

"Innovation on a Shoestring: Free & Cheap Tools" presented by Christa Porter & Louise Alcorn presented useful websites, such as unsplash.com and canva.com for graphic design (Presentation: <https://www.slideshare.net/lalcorn/innovation-on-a-shoestring-free-cheap-tools-169385540>).

Links to many conference presentations and slides can be found on the ARSL website: <https://arsl.info/2019-conference-presentations>. If you have something to share from your experience at the ARSL conference, send it to vermontlibrariesnews@gmail.com for the next VLA News.

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

The People of Vermont Libraries

Maggie Cleary is the new patron services assistant at the Waterbury Public Library.

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

Upcoming VLA Board Meetings

Thursday, November 14th: 10-12 Norwich Public Library
Thursday, January 9th: 10-12 Stowe Free Library
Thursday, March 12th: Howe Library UVM
Thursday, May 14th: Peacham Library
Thursday, June 11th: TBD

Visit Us on the Web!

<http://www.vermontlibraries.org>

Vermont Library Association
PO Box 803, Burlington, VT 05402

