



VLA News - February 2012

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Librarian Relief Fund Application

The Vermont Library Association is now accepting applications for the Librarian Relief Fund. The deadline to apply

President's Letter

In 1987, Sony introduced digital audio tape, or DAT. As with earlier recording media, music company representatives claimed they would be put out of business by this technology unless tough legislation was enacted to curtail its use. Despite a preponderance of evidence that suggested otherwise, congress passed the [Audio Home Recording Act](#) in 1992. Its aim was to reduce piracy by imposing “royalty” taxes on digital audio tape recorders and blank DAT media. It also established a complicated, almost unworkable, reimbursement procedure for copyright holders. What record companies and congress didn't notice was DAT wasn't catching on with the public. The format was discontinued in 1997.

Technological change has always evoked apocalyptic language from movie studios, recording companies, and book publishers. The cassette would doom records, because people could supply free copies of a disc to their friends. Television meant the end of movies, because people could watch them for free in their living rooms. The photocopier would kill books, because, well, it just would.

As we all know, none of this happened. Still, we needed legislation to prevent any possibility that intellectual property might be pirated. In 1998, a peak year for record and movie industry profits, the [Digital Millennium Copyright Act](#) (DMCA) was signed into law.

is **February 15th, 2012**. Please contact VLA President [Joe Farara](#) with any questions.

[Librarian Relief Fund Application](#) (PDF)

[Librarian Relief Fund Application](#) (DOC)

Library Leadership

VLA/NHLA is offering a one-day workshop

LIBRARY LEADERSHIP

This participatory workshop with ALA president-elect Maureen Sullivan will focus on the future of libraries and the best practices that will help librarians improve access and services for their patrons.

[Library Leadership Flyer & Registration](#) (PDF)

[Library Leadership Flyer & Registration](#) (DOC)

TOEC Includes Library Trustees

Library Trustees have a day of programs just for us at the Town Officers' Education Conferences.

- 21st Century Library Service in Vermont: Looking Ahead (2 sessions in the morning on this topic)

- Emergency Planning: Is Your Library Prepared

- Advocacy 101 and Beyond: Building Community Support and Creating New Partnerships

- Technology Trends in Libraries

2012 Sessions will be held at the following locations:

As someone who has had to address DMCA violations by disconnecting students from a college network and certifying that the offending material has been removed from their devices, I can attest that the DMCA is effective, and aggressively so, when it comes to protecting the rights of "content creators."

This history was hard to forget as the [Vermont Library Association](#) expressed its concerns over the latest descendants of the Audio Home Recording Act, the [Stop Online Privacy Act](#) (SOPA) and [Protect Intellectual Property Act](#) (PIPA). While these legislative initiatives are dormant for now, history tells us they'll be back. And as we have in the past, the Vermont Library Association will be ready to contribute to the conversation, fighting for the interests of copyright holders without compromising fair use or free speech, stifling technical innovation, or substituting broad legal provisions for a lack of prudent corporate planning.

Sincerely,



Joe Farara
VLA President
Faculty Librarian, [Johnson State College](#)

Vice President's Letter

Librarians are constantly striving to meet the needs of their community. Whether a public, school, or academic venue, we all need to plan library services for people with disabilities. This began for me years back as a public librarian in an historical building applying for a cultural facilities grant with the [Vermont Arts Council](#) to supply an accessible entrance in our newly renovated carriage barn. Every community is different and where large print books gather dust at my library, it has become apparent that our upcoming generation is a growing population needing a variety of new technologies and services.

My current venture into educating myself further to meet these needs really received a shot in the arm when I read

- Hilton Hotel, Burlington - April 4

- Lake Morey Resort, Fairlee - April 10

- Holiday Inn & Conference Center, Rutland - April 18

Online registration will begin March 5, 2012.

More detailed information will be in the TOEC program announcement.

Librarian Learning Lunches

On November 18th over 20 academic librarians got together at UVM's Davis Center for a Library Learning Lunch. This informal networking event drew librarians from St. Michael's, UVM, Champlain College, Norwich, and Middlebury. Topics ranged from instruction and reference to new initiatives going on in the library to the upcoming NELIG event that was held at UVM. Another Library Learning Lunch is currently being planned so keep your eyes open for details! For more information or questions please email [Andy Burkhardt](mailto:Andy.Burkhardt@uvm.edu).

VLA Seeks Retirees!

If you are retiring this year (or know of any Vermont librarians who are), please let us know, because we want to recognize the years of service you have given to your libraries and communities. Anyone who is a VLA member and has worked in Vermont libraries for ten or more years will be awarded a custom made ornament designed by Danforth Pewter. The awards will be given at the

the article "Beyond Barriers: Creating Storytimes for Families of Children with ASD" ([Children & Libraries](#), Winter 2011). I immediately contacted article author Anne Leon, Executive Director of Public Library Services at the [Alvin Sherman Library Research and Information Technology Center](#). She replied that even in small libraries that do not have the staff to support a full program, there are things that can be done right away. Begin with creating a statement of inclusion: All children are welcome at storytimes and other programs, appropriate to their age level (or however you group your programs). If your child has special needs, please make an appointment or call us to speak with the Youth Services Librarian prior to coming to the program so we can collaborate in creating a truly positive library experience for your child.

She then suggested that bulletin boards be purchased for signs. Make a nice sign for the top: *For Special Parents or Autism Awareness*, whatever the issues are for your community. Contact agencies in your surrounding area for flyers. Don't forget fun, social activities that may be available through formal or informal parent organizations. She said she could not stress what an impact this bulletin board has had in her branches.

I then contacted some friends of mine who would have ideas for programming and books. I received great suggestions, especially books for those affected by autism spectrum disorder (ASD). The American Library Association (ALA) has a great [library accessibility tip sheet for people with ASD](#).

In 2008, two libraries in NJ, [Scotch Plains Public Library](#) and [Fanwood Memorial Library](#), along with partners, created [Libraries and Autism: We're Connected](#). This website is host to a [customer service training video](#) that I used with my staff to heighten awareness of issues related to the autism community. Empower yourself and your staff with this wonderful video and website!

During a conversation about inclusion programming for my library, I was introduced to Kathie Snow's [Disability is Natural](#) and [People First Language](#). She states, "to ensure inclusion, freedom, and respect for all, it's time to embrace People First Language." She asks, "Did you know that people with disabilities constitute our nation's largest minority group (one in five Americans has a disability)?"

Vermont Library Association Conference in May, and will honor anyone who has already retired in 2012, or who plans to do so. Please send names to [Grace Greene](#) or call 828-6954. Don't be shy- you deserve it! If you can't attend the conference, that's fine-we will mail you the award.

Back Issues

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

[VLA News Back Issues](#)

Substitute Pool

The [Vermont Library Substitute Pool](#) underwent some clean up. The numbers here reflect members from within the 1 year expiration only.

Subs/Temps/Volunteers
Signed Up: **66**

Potential Employers Accessing
It: **34**

Availability of Pool by County:

Addison - 20
Bennington - 6
Caledonia - 13
Chittenden - 41
Essex - 4
Franklin - 13
Grand Isle - 12
Lamoille - 17
Orange - 11
Orleans - 4
Rutland - 12
Washington - 21
Windham - 11
Windsor - 12

Check out all the [VLA Employment Resources](#)

Meet Your Leaders

My quest for knowledge on this subject continues. I began an ALA Online Learning course this week, [Children with Disabilities in the Library](#). In planning for library services for people with disabilities, I suggest reading "Nothing About Me without Me" ([Public Libraries 42\(1\)](#)) by Shelley Quezada. ALA has a multitude of web pages with great information and Wisconsin public libraries have two wonderful online publications: [Youth with Special Needs](#) and [Adults with Special Needs](#). I also recommend the book [Crash Course in Library Services to People with Disabilities](#) by Ann G. Roberts and Richard J. Smith.

This is a huge subject and one that can quickly overwhelm you and your library. Begin with listening to your community. Many improvements are no to low cost and organizations and agencies are eager to help. Remember, People First and a well thought out implemented plan will prove your commitment to enrich the lives of all your library users.

Deborah Gadwah-Lambert
VLA Vice President / President Elect
Director, [Alice M. Ward Memorial Library](#)

Past President's Letter

Connecting with patrons is what librarians want to do. What if you don't speak the language? I was faced with this when a deaf teacher from the nearby school became a regular library visitor for a semester. She came to the library after school with a hearing teacher who was fluent in [American Sign Language](#) (ASL). Luckily I had taught myself the ASL alphabet in high school and had taken four classes on basic communication with the deaf in an after-hours program at the local high school. We also keep a poster behind the desk with a few basic signs. When I greeted the deaf teacher with the sign for "hello," she nearly fell over with excitement and started feverishly signing to her hearing companion. After that she visited every few days. Sometimes I manage to spell out a few words, but most often her friend had to translate for us. It was slow and sometimes frustrating to go through a translator. I was hooked. I wanted to learn ASL.

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:

[Joseph Farara](#)

Vice President/President Elect:

[Deborah Gadwah-Lambert](#)

Past President:

[Marti Fiske](#)

Secretary:

[Heidi Steiner](#)

Treasurer:

[Wynne Browne](#)

Section Representatives

Youth Librarians President:

Organizes workshops and assists youth librarians.

[Kat Redniss](#)

College & Special Libraries President:

Organizes workshops and assists college and special librarians.

[Andy Burkhardt](#)

Public Libraries President:

Organizes workshops and assists public librarians.

[Lucinda Walker](#)

Vermont Library Trustees Association Convenor from DOL:

Finding a class wasn't easy. It took a couple of years. I contacted the [Vermont Center for the Deaf and Hard of Hearing](#) at their Burlington office. At the time they only had classes for educators and family of the deaf. Then two years ago they contacted me at the library. They were looking for a place to hold ASL classes, taught by a deaf teacher, for the general public. It took a little wrangling to make it work, but the library did become their meeting place for several weeks of classes. I signed up immediately! Having "natural aptitude" for languages matters less than having an extensive vocabulary which allows you to recognize common root words and make connections between words in any language, even if they are not related. Learning ASL isn't any different. With many of the signs you can easily tell what is being conveyed once you've been told its translation. Here are some examples. The sign for "Italian" is the sign for "i" (fist closed with pinkie finger extended), then make the Catholic sign of the cross over yourself with the "i", palm facing yourself. The sign for "deaf" is from the now unused term "deaf mute." Make a fist with your index finger extended. Point to your ear, then point to corner of your mouth. An understanding of history and a foreign language can come in handy. ASL was adapted from French Sign Language so signs that don't "make sense" in English, may when it's in French. The most difficult thing for many in my class was to not try to translate English directly into ASL. The grammar and syntax are completely different. For example you don't sign, "Give me that apple please." Instead you must sign, "You that apple give me please."

I have now taken three series of classes. Since we only met once a week it would be a college equivalent of one and half semesters. It is enough to have the basics of greeting someone and asking basic questions, giving directions and generally discerning the subject of the conversation. I have had two opportunities the use ASL with library patrons since I completed the classes. Both worked out wonderfully and the patrons expressed pleasure that I was able to have basic ASL communications with them.

The first experience was when I had to make an announcement to a group of parents at a pre-school program. As I finished the announcement I noticed a deaf mother who regularly brings her hearing son to the program. She is an excellent lip reader and vocalizer, but I knew she was too far away to be able to understand me. After the program I was able to ask her in ASL if she

Organizes workshops and assists library trustees.

[Michael Roche](#)

Vermont Library Trustees Association representative to the VLA Board:

Organizes workshops and assists library trustees.

[Laurel Stanley](#)

Awards Committee Chair:

[Grace Greene](#)

Archivist:

[Paul Carnahan](#)

Department of Libraries Representative to the VLA Board:

[Christine Friese](#)

Committees

Editorial Committee:

VLA News editor and VLA website co-webmaster.

[Helen Linda](#)

Government Relations Committee Chair:

Assists libraries with connections to legislators.

[Debra Bullock Spackman](#)

Intellectual Freedom Committee Chair:

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

[Gail Weymouth](#)

Membership Committee Chair:

Maintains membership roster.

[Cindy Weber](#)

Personnel Committee Chair:

Assists librarians with questions related to personnel issues.

[Shara McCaffery](#)

Vermont Library Conference Chair:

[Jane Napier](#)

Representatives

understood what I had told the other parents. She responded vocally that she had not. I then signed out what I had told the parents and she understood me without a problem.

The second experience was with a patron who does not vocalize and I am unsure of her level of lip reading. I was at the main desk when she came in to use our computers and came back from the computer room distressed. I used ASL to determine what she needed, tell her why we couldn't help her that day (our scanner which was out of order) and give her directions to another library that could help her. There were other complicated details about the level of service available at the other library that I had to write for her, but the majority of our conversation was successful in ASL.

A little knowledge goes a long way. Like anything, without practice you forget pieces. The most important result of the ASL classes is that I now feel more comfortable approaching a deaf person and assisting them. I also feel more comfortable making up a sign, a la charades, if I don't know it in ASL. When I travel abroad I have found that any effort, no matter how poorly you manage it, to communicate with someone in their native language goes very far in increasing the other person's comfort and willingness to engage with you. Perhaps you have patrons who are recent arrivals from Africa or Asia. Learn a few words in their language. Simply learning how to say "hello," "goodbye," "thank you," "help?" and "my name is" can open up doors and make connections with your patrons.

My teacher, Rachel Loftus, will be teaching level one ASL in Williston from March 6 through May 29. If you are interested in taking the class, you may contact her at Rachel@venividicorp.com. She also may be able to direct you to other ASL classes if Williston is too far afield for you.*

Marti Fiske
VLA Past President
Director, [Dorothy Alling Memorial Library](#)

Editorial

**American Library
Association Councilor:**
Represents Vermont for the
national organization.
[Nancy Wilson](#)

**New England Library
Association Representative:**
Represents Vermont for the
regional organization.
[Kip Roberson](#)

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receive VLA News in its
entirety, but if not, please [let
us know](#).

The VLA News reboot has been running for one year and I couldn't be happier to provide this benefit to our members again. In the first year, we released the News to between 250 and 300 members quarterly. It provided a venue for the VLA board to communicate with members about what they've been thinking about, what kinds of projects they've been working on, what programs they're hosting, and much more. It's been a unique opportunity for the board to be closer to the membership and I think we needed that.

In year two I'd like to see the VLA News be not only for the members but by the members. Those of us that remember the previous incarnations of the VLA News remember a greater variety of authors and topics. While a print newsletter is naturally limited by the considerations of space, the previous editors of the VLA News did an amazing job of representing a wider swath of issues important to the membership. That is something that I'll be striving for this year. I believe it's important for the VLA Board to have an intimate relationship with the membership through the News, but I also know that we are only a very small part of VLA. There is room for everyone in the online environment.

So, that's where you come in! Tell me what you think of VLA News. What do you like? What's missing? Have you seen eNewsletters that you like better and why (send them to me)? How much of it do you read and if only a small portion, why? Are you interested in becoming involved and in what way? Folks tell me all the time that they are happy that the VLA News is back, but that's where the feedback ends. Remember, this is for you, and if you don't find it useful/fun/helpful/etc. then something needs to change. [Please don't hesitate to contact me with anything that's on your mind.](#)

Helen Linda
VLA News Editor/Editorial Committee Chair
[NETSL](#) President
Systems & Tech Services Librarian, [Goddard College](#)

Youth Librarians

Icy, dangerous weather postponed our Youth Section gathering, but president Kat Redniss is looking forward to the make-up day on Feb. 3rd from 9:30-am to 4:00

pm at Barre's Aldrich Library. Luckily, most of our participants and all of our presenters are able to make the new date. Here's the plan for the VLA Youth Section Mid-Winter Magic Conference: Our focus...FRESH, EASY, & CHEAP! Kat and Amy (McMullen, VP) have a really fun, informative, interactive day planned. After welcomes and intros, art teacher and library supporter extraordinaire, Tina Logan, will share a wide variety of crafts and art projects for all ages. She'll use almost all recycled materials to keep the cost super low, and the amazement super high! Next up, Rachel Hershberger, UVM student and long-time library volunteer, will share her experience creating engaging displays utilizing the energy and enthusiasm of middle school helpers. After that, Kat and Amy are bringing in Abhi Dodgson, a poet, author, dancer and home-schooled 4th grader; Jim DuVal, tattoo artist and storyteller of wonder; and a video appearance from Aaron Masi, bearded nerd master and Star Wars guru. Then, Amy's going to take us through the process of creating exciting and easy video book trailers. In the afternoon, Kat takes a brief tour of what's working with teens before a group of real Vermont teens open up about what libraries mean to them. It's going to be a truly great day filled with lots of dialogue, imagination, and ideas! Here's hoping for good weather and a fabulous day!

Kat Redniss
VLA Youth Librarians Section President
Young Adult Librarian, [Brownell Library](#)

Amy McMullen
VLA Youth Librarians Section Vice President
Youth Librarian, [Hartland Public Library](#)

Public Libraries

The [Vermont Public Librarian's Compensation Survey and Toolkit](#) was last revised in 2009. The VLA Personnel Committee is working on an update, including a new public library survey. This time, library paraprofessionals will be surveyed as well. I will be sending out a message via VALS and the VLA listserv requesting library directors send me staff email addresses. The addresses will be used to invite participants to complete the new survey using SurveyMonkey.

Thanks for all your program suggestions. Not surprisingly, the topic that came up most often was e-books. The program description is below.

E-books 101: From How? To Wow!

Are you inundated with questions about e-books and e-readers? Do you want to know the difference between a Nook and a Kindle Fire? Most importantly, are you ready to get comfortable downloading digital content? If so, please join me on Thursday, March 29th at Midstate for a class on everything e-book. You'll learn how to download e-books from Overdrive and transfer them to e-readers, iPads, and MP3 Players. There will be two sessions with a limit of 15 participants per session. If possible, please bring a laptop and/or e-reader device. There will be a tech petting zoo for you to explore as well.

Thursday, March 29

Midstate Library Service Center (Berlin)

Two sessions : 10:00 am-12:00 pm or 1:00 pm-3:00 pm

[Please email me if you would like to attend.](#)

Have you heard about the new addition to the VLA conference? A book cart drill team competition! If you are interested in fielding a team, please contact the VLA by March 1st. This will surely be a fun time.

Lucinda Walker

VLA Public Libraries Section President

Director, [Norwich Public Library](#)

VLA Conference

Mark your calendars for the VLA Annual Conference! It's scheduled for Tuesday, May 22, at St. Michael's College. This year's theme is "**It Ain't Your Mama's Library!**" and our keynote is [Michele Gorman](#), who is currently the Teen Services Coordinator for the [Charlotte Mecklenburg Library](#) in Charlotte, NC. She oversees teen services at twenty branch libraries and manages [The Loft](#), a teen only library located within [ImaginOn](#), a collaborative venture of the Charlotte Mecklenburg Library and the [Children's Theater of Charlotte](#). Michele is also a freelance writer and national speaker, certified by the [Young Adult Library Services](#)

[Association](#). Registration for the conference will begin March 1 and we are working on setting up the website so that you will be able to register online. Lunches will be staggered a bit this year to keep things moving along and we promise there will be plenty of morning snacks during registration. There's also an added bonus this year. A reception will be held on campus after the final workshop that will include local music, drinks, and a book cart drill team competition! If your library would like to sponsor a team, it's not too late! Contact [Jane Napier](#). So save the date and we'll see you at conference!

Jane Napier
Chair, Conference Committee
Children's Librarian, [Kellogg-Hubbard Library](#)

VLA Awards

Call for Nominations for VLA Awards for 2012

There are so many excellent librarians and trustees in Vermont that it is hard to single out just one of each annually, but there are always ones who are extraordinary and deserved to be recognized statewide. Now is the time for you to think about who VLA should recognize this year at the Vermont Library Association Conference, and nominate those deserving colleagues. VLA is now accepting nominations for:

- 1) The 2012 **Sarah C. Hagar Award** which is for outstanding service in or significant contribution to the field of librarianship in Vermont. Nominees must be working in a Vermont library and a member of VLA.
- 2) The 2012 **Trustee of the Year Award** for achievement by a trustee on behalf of his or her library, either during the previous year or during his/her years of service.

[Check out the VLA Website for more information about the awards.](#)

To nominate someone, please send the nominee's name, the name of his/her library, and a letter explaining why this person should receive the award, along with your name, library telephone number and email address by March 16, 2012 to the committee. If more than one person signs a nominating letter, please designate one signatory as the contact person. Letters of support from

community members or colleagues are extremely important as they are very helpful to the committee.

Don't delay-write that letter today! Questions? Please ask [Grace Greene](#) at 828-6954 or email. Electronic submissions are preferred.

Grace Green
Chair, VLA Awards Committee
Youth Services Consultant, [VT Department of Libraries](#)

Report: ALA Midwinter

The [American Library Association](#) (ALA) works to protect access to information for all. The work done at Midwinter, 2012 illustrates this focus perfectly. [ALA council](#), the governing body of the organization, passed many resolutions designed to communicate our ongoing fight against censorship. A resolution urging legislators to act against the adoption of the [Protect Intellectual Property Act](#) (PIPA) and [Stop Online Privacy Act](#) (SOPA) was passed unanimously by ALA Council. Council also unanimously passed a resolution requesting the continued distribution of government information and government documents through libraries.

I believe the most important resolution that council passed was modeled on a [resolution first crafted and passed in New Jersey](#). New Jersey Councilor Cindy Csezak brought a resolution to ALA Council that requested that publishers of e-content not discriminate in the distribution of these materials to libraries. As we all know, publishers have placed rigid restrictions on the dissemination of e-books and audio. Warner Brothers is now also considering not allowing libraries to [purchase new DVDS](#). Not only did the resolution pass, after much careful discussion and editing, but the timing was perfect. Executive director of ALA Keith Michael Fiels, and ALA President Molly Stevens, along with other ALA staff have a meeting scheduled with executives from three major [publishers](#). Armed with a strongly worded resolution which states that libraries expect fair and equal treatment when purchasing content, our library leaders will start negotiations with publishers. I will let you know the outcome of this meeting.

Finally, my term as ALA Councilor draws to a close

following the annual meeting this June. If you are interested in running for the councilor position you will be elected in May, at the VLA annual meeting, and serve three years, beginning with next Midwinter, January, 2013 in Seattle. Please [talk to me](#) or any other VLA board member if you are curious about the position.

Respectfully Submitted,
Nancy Wilson
Vermont ALA Councilor
Director, [Lawrence Memorial Library](#)

NELA Conference

Successful NELA Conference in Burlington

Despite days of clouds and drizzle, hundreds of librarians from all over New England began arriving in Burlington on Saturday, October 1st for three days filled with learning, networking, and a little Vermont flavor. [R. David Lankes](#) kicked off the conference with an invigorate keynote on Sunday afternoon titled: *Killing Librarianship*. The [video](#) is available online and well worth a watch!

There were presentations throughout the day to meet everyone's interests. From tips for leading change, to using comics to promote visual literacy and storytelling, to learning about the social media presence of the New York Public Library, and much more: ideas abounded! Throughout the conference, roundtable discussions were held in convenient lobby spaces and everyone converged on the Exhibit Hall during breaks for hot drinks and snacks. On Monday night, the group descended on downtown Burlington for the NELA Games and Reception held at [Burlington City Arts](#) in the heart of Church Street, followed by dine-arounds throughout the city.

If you were not able to attend or forgot your clone and did not get to all the sessions you had hoped, presentations and handouts are available on the [NELA Conference site](#).

Heidi Steiner
VLA Secretary
Distance Learning Librarian, [Kreitzberg Library](#)

Membership Drive

A heartfelt thank you to all who have renewed their memberships! We have had a great response to those bright orange reminder postcards. At the end of 2011, we had 360 members. As of now, we have 148 current members who have received their shocking pink 2012 membership cards in the mail. Thanks to all who have taken the time to renew. For those who have yet to do so, we have an easy [fill-in form on our website](#). Just complete the form, print it out and send it along with your appropriate dues to our post office box number. If you have any questions, [please contact me](#). Your support is greatly appreciated!

Cindy Weber
VLA Membership Committee Chair
Tech Services Librarian, [Dorothy Alling Mem. Library](#)

Don't Forget to Visit Us on the Web!

<http://www.vermontlibraries.org/>

Vermont Library Association, PO Box 803, Burlington, VT 05402