



VLA News

February 2015

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Membership forms:
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Contact:
vermontlibrariesmembers@gmail.com

President's Letter

by Toni Josey

Happy New Year! I was driving to volunteer at the Burnham Memorial Library in Colchester the other night, and I noticed a strange glow in the sky that I hadn't noticed the week before. It took me more than a minute to realize it was the fading light of sunset. The days are getting longer and spring is practically around the corner. I look forward to planning a springtime social gathering for our members. How about a trivia night? If there's one at a restaurant or bar in your area, let me know if you'd be interested in hosting a team.

I'm happy to say that the Scholarship Committee is reformed. I joined them in January for their first meeting as they planned for the 2015 MLS/MLIS Scholarship, which is now accepting applications. Please encourage library school students you know who live or work in Vermont to apply. (For more, see article further on in this newsletter.) The Scholarship Committee is also responsible for distributing a grant for professional development. Look for news about that scholarship's application process later in the year.

I also sat in on a recent Conference Committee meeting and read through all the great proposals submitted for the May conference. I'll be coordinating with a team of local lawyers for one session by gathering your questions about legal issues in libraries. In the interest of anonymity and discretion, we'll collect questions in advance of the conference. What subjects or specific questions are most pressing for you?

Wishing all of our members a happy and healthy new year filled with good books, good company, laughter, and learning!

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Website: www.vermontlibraries.org
Facebook: www.facebook.com/VTLibraryAssociation
Twitter: [twitter.com/@VLALib](https://twitter.com/VLALib)
Instagram: [instagram.com/vlplib](https://www.instagram.com/vlplib)
LinkedIn: www.linkedin.com/groups/Vermont-Library-Association-5172256

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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: 18
Substitutes: 43

Availability in pool by county:

Addison: 16
Bennington: 1
Caledonia: 5
Chittenden: 25
Essex: 2
Franklin: 15
Grand Isle: 9
Lamoille: 10
Orange: 6
Orleans: 2
Rutland: 7
Washington: 19
Windham: 5
Windsor: 7

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 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](#)

Vice President's Letter

by Virgil Fuller

Koha Users Group Conference

Despite everyone's best efforts, Vermont was not selected for the 2015 Koha Users Group Conference. However, on the bright side, this showed how well VLA, VTLIB, VOKAL and Catamount can work together and I think we should encourage more collaboration of these groups in the future. Erie, Pennsylvania was selected to be the site.

Library Passport Update

The Library Passport was something I originally heard about at the NELA conference and was done by Connecticut libraries. The idea is that patrons bring their library cards from their hometown library to other libraries in the state. Each library stamps the visiting passport and give a small gift to the patron. The Top Traveler prize is given to the patron who has visited the most eligible libraries. There is more info about the program in this link:

www.goshenpublib.org/fliers/Passport_CT_Booklet.pdf

Here in VT we would like to start something similar and so far we have six members on the committee but are on the look out for more. If you are interested, please feel free to contact me at vermontlibrariesvicepresident@gmail.com. I expect us to meet sometime in February, probably in person.

VLA Seeks Inclusion Committee Chair

If you are interested in filling this position please contact me. To see some of what this committee does, go to: <http://www.vermontlibraries.org/inclusion/> for more information.

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VLA's Commitment to Career Development

by Cindy Weber

As you may know, I have been appointed by the Vermont Library Association Board to be your representative at the upcoming Career Development Facilitator training. My official education, sponsored by VLA, ALA, and the National Career Development Association, will begin with orientation in Chicago on January 29th and 30th, span a 14-week online course, and conclude in May. In truth, that will be just the beginning of my career development training and hopefully yours!

I will keep the VLA Board and its members informed throughout the process, devise a plan of action through the efforts of a coordinated

[Directory](#). Let them know if you would like to be involved in VLA, too!

Executive Board

President:

[Toni Josey](#)

Vice President/President Elect:

[Virgil Fuller](#)

Past President:

[Amber Billey](#)

Secretary:

[Sarah Costa](#)

Treasurer:

[James Allen](#)

Section Representatives

College & Special Libraries

Section President:

[Prudence Doherty](#)

Organizes workshops and assists college and special librarians.

Public Libraries Section

President:

[Amy Wisehart](#)

Organizes workshops and assists public librarians.

Technical Services Section

President:

[Tom McMurdo](#)

Organizes workshops & assists technical services librarians.

Trustees President:

[Howard Burrows](#)

Organizes workshops and assists library trustees.

Youth Librarians President:

[Amy McMullen](#)

Organizes workshops and assists youth librarians.

Committees

Archivist:

[Paul Carnahan](#)

Awards Chair:

[Amy Grasmick](#)

VT Dept. of Libraries

Representative to the Board:

[Tom McMurdo](#)

Council on Career Development, and implement the plan through trainings and resource aggregation. VLA will provide a space on its website devoted to Career Development.

I have been and will be reaching out to many of you, but any interested parties willing to volunteer time on this Council can contact me. Those of you with limited time, who have ideas, concerns, and suggestions, can contact me, too. I appreciate any and all participation!

I am excited to represent the fair state of Vermont and the many hardworking librarians and community members that strive to improve lives each and every day.

Sincerely,

Cindy Weber
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Youth Services Section

by Amy McMullen

Have you had a time in your life when everything just seems to be great? Well, that's how things are feeling with the Youth Section. Yes, I know it's only early February and it's really cold and driveways and parking lots are covered in several inches of ice. Forget about that. Instead, think about Summer Reading! Dept. of Libraries sent out the binders/dvds and now is the time to schedule programs, book performers, and think about all the ways your library can promote summer reading.

And just in time for summer planning, I am excited to announce a VLA Youth Section sponsored workshop: Teen Volunteers! Put those teens to work in the children's room! Sharon Colvin, our new Youth Services Consultant, is the workshop facilitator and will give ideas, tools and tips to set up a teen volunteer training program tailored to your specific library and community needs. I'm not sure which is more exciting: the workshop itself or the fact that we have scheduled two sessions. For library personnel in the northern part of the state the workshop is scheduled for February 9th at the Cobleigh Public Library in Lyndonville. For those who work farther south, another session is scheduled for February 23rd at the Dover Free Library in Dover. Both sessions are from 9:00 am – 12 noon. Feel free to bring your lunch and stay for continued conversation. Anyone interested please contact Amy McMullen at kids@hartlandlibraryvt.org. You are welcome to call me as well at [802-436-2473](tel:802-436-2473).

Other exciting news: I just returned from a two-day workshop entitled "Essentials of Asset Building." Developmental Assets is a research-based approach to helping young people make healthy choices and to assist them in making a positive contribution to their communities. Altogether there are 40 assets grouped in categories such as support, boundaries and expectations, constructive use of time, and social competencies. Anyone interested in hearing more or attending a 4-hour workshop entitled "Everyone's an Asset Builder," please call me. I'd love to share the message!

Government Relations Chair:

[Selene Colburn](#)

Assists libraries with connections to legislators.

Intellectual Freedom Chair:

[Ray Brior](#)

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

Membership & Outreach Chair:

[Helen Linda](#)

Maintains membership roster.

Personnel Chair:

[Shara McCaffery](#)

Assists librarians with questions related to personnel issues.

Vermont Library Conference Chair:

[Jessica Summer](#)

VLA News Editors:

[Debbie Landauer](#)

[Janet Clapp](#)

Webmasters:

[Helen Linda](#)

[Jessamyn West](#)

Representatives

ALA Councilor:

[Charlotte Gerstein](#)

Represents Vermont in the national organization.

NELA Representative:

[Karson Kiesinger](#)

Represents Vermont in the New England Library Assoc.

ATTN: Gmail Users

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[Message Clipped] [View Entire Message](#)

Other mail clients should receive VLA News in its entirety, but if not,

In the meantime, enjoy kids, books and life! Oh, and stay warm!

Amy McMullen

VLA Youth Librarians Section President

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More from the Youth Services Section!

by Nicole Westborn



In my humble opinion, one of the best things about our field is the sharing of enthusiasm and ideas. In this vein, I wanted to touch on a few things that have inspired me, and that I'm looking forward to in the next few months.

I love reading about and hearing about other programs. I recently discovered the "[Good Ideas](#)" blog that is linked from the VTLIB website. From there I hungrily read about Minecraft IRL as presented by Sam Maskell. My young patrons are just bursting to make their fuse bead keychains and poster board swords at the end of the month!

In addition to this resource, I had the pleasure of attending a webinar presented by Megan Emery this week. More than anything, I left the webinar feeling bolstered and inspired to try some new, simple ideas for Teen Tech Week in March.

In the near future, the Youth Services Section section is hosting two workshops with the new Youth Consultant for VTLIB, Sharon Colvin. Sharon is going to talk about a topic that is near and dear to my heart -- teen volunteering. Should be fun- February 9th and 23rd, if you are interested.

And before we know it, it will be MAY! Believe me, people, it is coming!! With the warm weather comes the VLA conference, and I can promise you, as a part of the conference committee, there will be something for everyone and more opportunities to enjoy the company of your colleagues.

please [let us know](#).

Enjoy the picture of my daughter doing Minecraft post-it art on our wall, to test out a new program idea. Our work is good and our work is often fun.

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Public Libraries Section

by Amy Wisehart

Save the date for our spring workshop on Monday, April 13th, 10am until 3pm at Midstate in Berlin!

More details to come, but the focus will be on reference and reader's advisory for the 21st century – new trends, effective technology training, readers' advisory tools, and the shifting landscape of information needs in public libraries. We'll send out more information and registration details by the end of February.

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Technical Services Section

by Tom McMurdo

Would you work at your job for free? The average person would most likely say "no," but that's exactly what many library workers in Vermont do every week. According to a survey conducted by the Vermont Library Association, 65 percent of public library workers, including many directors, work additional hours at their jobs that are not compensated. Nearly three quarters of public library workers who responded to the survey work less than forty hours per week. That means that many of those who are working for free are not even paid for a full-time job. The reasons for this are numerous, but the overarching problem is that library directors are not given enough administrative hours. When a library director is on site for virtually all of the hours that a small library is open, that leaves little time for the administrative tasks required to do the job properly. Those background tasks that are invisible to many library users take time—time that cannot also be spent on the circulation desk or conducting story time.

Keeping a library open and successful requires that the director wears many hats, including facilities manager, public relations officer, head cataloger, inter-library loan chief, fundraiser, grant writer, child care worker, social worker, technology specialist and instructor, bookkeeper, budget analyst, manager, volunteer trainer and coordinator, book reviewer, purchasing agent, shipping manager, program developer, talent booking agent, and many other duties. Someone taking on these

tasks makes the difference between a building being a library and it being a reading room.

Vermonters want great libraries. With 183 public libraries for a population of just over 625,000, Vermont has more libraries per capita than any other state in the union. Vermonters take pride in their local libraries, and with good reason—many of those directors are willing to put in their own time for free to make sure that those local libraries stay great. The VLA survey shows that there is a widespread problem with library workers working unpaid hours in Vermont. What can be done about it? The first step is education: education of trustees, who should advocate for increasing administrative hours for library directors at small libraries. Education of town managers and those who hold the purse strings, who should understand that the director's job does not begin and end with the opening and closing of the library. And education of library workers to learn how to effectively make their case, and to know that there are many others like them.

It is natural to admire someone who goes the extra mile to make sure their community is well served, but in the long run it undermines the potential for progress for library workers in Vermont. Working unpaid hours creates an expectation that towns can get a first-rate library at a cost that is less than what it takes to support a first-rate library. Working for free becomes expected, even though it is a violation of labor law. This expectation transfers to successive directors and the cycle continues. The time has come to break this cycle. Let's make 2015 the year of advocating for increased administrative hours for library directors!

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Trustees Section

by Howard Burrows

First, thank you! to Helen Linda, Tom McMurdo, Amy Howlett, Amy Wisehart, Toni, and many others for helping me through my first three months. I am so glad that I offered to do this!

This quarter started at the Vermont Library Trustees and Friends Annual Conference in Killington on Saturday, November 1. The conference theme was Money Matters, and the day was filled. State Librarian Marty Reid welcomed us all, and she and her staff spent the day getting to know us and asking each of us what we need. A keynote by Andrew Roskill challenged us to think beyond the book to a real time library: no wait lists, interactive. A video of his talk is available at <http://youtu.be/L0oi0o5MI78> with a link to his PowerPoint in the details box. Time was too short to meet a full house of attendees from all over the state (and beyond). The Wait Wait trivia contest showed VTLIB's grace and talent, and amused all. Five workshops included "Events that Raise Money," Stewardship, Planned Giving, Fundraising, and a look at grants available to Vermont libraries. (Check USDA to see how your building can make you money!)

An issue that came up at the conference, and again through a statewide survey of library staff, concerns unpaid hours. Understanding that libraries are underfunded, it is not OK for trustees to ask, or even allow, paid library staff to work extra hours at their paid job as a volunteer. According to the survey, this is happening across the state, possibly inadvertently by trustees eager to improve their library. Many employees have stories where small "hints" become unfair expectations. If anyone suspects this may be happening at their library, let us know and we can help locate information or people to clarify issues and provide solutions.

I have had a chance to meet several trustees and Friends, but not nearly enough. We seek a VP for this section and people to work on our session May 19 at the VLA conference. And, it is not too soon to work on our next Friends and Trustee Conference for November. A statewide fundraising event might be possible, perhaps around Bookart and Altered Books. In addition, many communities have low income parents (50% or more of elementary school students in Rutland, Brattleboro, Springfield, and Bennington just looking at the larger towns near me). Could trustees or Friends help support these families through library programs and coalitions?

Howard Burrows
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Government Relations Committee

by Selene Colburn

VLA's Government Relations Committee will be sharing updates in legislative breakfast packets and providing talking points concerning the 24% cut to the Department of Libraries proposed in Governor Shumlin's FY 2016 budget. We encourage libraries to join with others in your region to host a legislative breakfast for your local lawmakers, so they can better understand the contributions that libraries make to digital literacy, education, economic development and other important drivers of our economy and well-being. We'll be reaching out with encouragement, support and incentives to help interested libraries. Take a look at our website (<http://www.vermontlibraries.org/grc/>) for current materials. The committee will be meeting monthly throughout 2015. If you are interested in participating in the committee, contact Selene Colburn.

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VLA Government Relations Committee Chair
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Scholarship Committee

by April Shaw

The VLA Scholarship Committee is pleased to announce they are now accepting applications for the VLA MLS/MLIS Scholarship!

VLA will award up to \$1500 to the selected, qualified applicant pursuing an MLS or MLIS degree. The check will go directly to the recipient's educational program.

To be eligible, applicants must meet the following criteria:

- Must be enrolled in an MLS/MLIS program
- 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 2 years

To apply, please fill out the application form <http://www.vermontlibraries.org/scholarship-committee/> and provide all requested documentation listed on the application.

Applications must be received by the VLA Scholarship Committee on or before the application deadline of February 13, 2015. The recipient of the scholarship will be notified on March 1, 2015.

Please let me know if you have any questions!

April Shaw
VLA Scholarship Committee Chair
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New England Library Association

by Karson Kiesinger

It's a new year...mark your calendars now!

The New England Library Leadership Symposium (NELLS) will be held August 3-7, 2015 at the [Rolling Ridge Conference and Retreat Center](#) in North Andover, MA. NELLS fosters the mentoring and development of leaders in state and regional library associations. Created collaboratively by [NELA](#) and all six New England state library associations, NELLS began in 2003; 2015 marks the sixth year for the symposium. To learn more and apply: <http://nelib.org/advance-your-career/nells/>

The NELA 2015 Annual Conference will be a joint conference with the [New Hampshire Library Association](#) and will be held October 25-27 in Manchester, NH at the Radisson Hotel.

Karson Kiesinger
VLA New England Library Association Representative
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Awards Committee

by Amy Grasmick

Call for Nominations

Every year, VLA has the privilege of presenting awards to recognize the special achievements of Vermont librarians, library trustees, and library supporters - but VLA can only do this with your help! I am quite sure that you can name at least one colleague you “want to be when you grow up,” a library trustee who has gone above and beyond the call, or a library advocate who has made a huge difference to his or her community. Now is your chance to make sure that person gets the recognition he or she deserves. Please make nominations for the following awards:

The **Sarah C. Hagar Award** is awarded each year for outstanding 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 occasionally 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.

Nominations must be received by March 1st. Please visit <http://www.vermontlibraries.org/awards> for nomination procedures, and to find the truly inspirational list of awards recipients.

Amy C. Grasmick
VLA Awards Committee Chair
Director, [Kimball Public Library](http://www.kimballpubliclibrary.org), Randolph Amy@KimballLibrary.org
[802-728-5073](tel:802-728-5073)

Personnel Committee

by Shara McCaffrey

The near future goals for the Personnel Committee are to expand and improve the Mentor Program for VLA members. (Please remember to check the mentoring box when you sign up or renew your VLA membership.)

We would also like to conduct another [Public Library Salary Survey](#) and update the [Increasing Public Library Compensation: a How-to Guide for](#)

[Vermont Libraries](#). I hope that when the survey is released all public librarians and paraprofessionals will participate. This is a tall order but the survey questions and results will help us to understand the current economic climate that is influencing Vermont libraries. The more participation we have, the more accurate the information because libraries in Vermont are unique and exist in a broad range of economic situations. Please be looking for the survey to roll out soon.

Recently added to the "[What We Do](#)" page on the VLA website is the VLA Statement on [Unpaid Hours](#) document. This statement was drafted and approved by the Vermont Library Association Board. It was motivated by an inquiry from a public librarian to define the legal parameters of hours worked, compensation and trustee expectations. This inquiry was followed by a survey sent out to all librarians. I encourage all Vermont librarians to read this statement if you have not done so. I would also like to thank the VLA Board members for such a swift response to a serious concern of one of our librarians. This is your association and it is for reasons like these that we are here for you.

Personnel Committee Members
Shara McCaffrey, Chair
Stacey Knight
Clara Bruns
Amy Howlett
Joy Worland
Jeanette Bair
Amber Billey
Tom McMurdo

Shara L. McCaffrey, Librarian
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College & Special Libraries Section

by Laura Crain

Getting Ready for VLC

Plans are well underway for the May 19 Vermont Library Conference at Champlain College and the College & Special Libraries section is happy to share with readers what's on tap for the academic library sessions.

Andy Burkhardt and Alan Carbery from Champlain College will present "Threshold Concept Secret Sauce: using inquiry-based learning to tackle ACRL's revised information literacy framework." The session will highlight inquiry-based learning as a valuable pedagogical approach to teaching the information literacy threshold concepts presented in ACRL's revised framework.

Building on the popular session from this past fall's *Let's Talk About the Web* conference, Dan DeSanto and Daisy Benson from the University of Vermont will present "What Can Guide on the Side Do for Your Library." Guide on the Side is a free software that can be implemented

and customized by academic libraries in order to lead students through interactive tutorial experiences. The University of Vermont Libraries are in their second year using Guide on the Side, which was originally developed at the University of Arizona Libraries.

Alan Carbery, Sean Leahy and Janet Cottrell from Champlain College will present "Data-driven librarianship: cultivating assessment to guide practice." The panel will bring together three separate areas of library services to illustrate the library's approach to assessment and value in teaching and learning, collection development and the user experience.

Amber Billey from the University of Vermont will present "Project Management Apps for Busy Librarians." Discover simple project management tips and explore web-based applications such as SmartSheet, BaseCamp, FreedCamp, Trello, and Asana.

Submissions are still being accepted for the fourth annual "Academic Library Show & Tell Sessions: Pecha Kucha @ the Vermont Library Conference." If you would like to present a topic in pecha kucha format please email Stacey Knight (sknight3@smcvt.edu) by February 6.

Laura Crain
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Tip of the Month

by Debbie Landauer

Month of...

Fun and interesting book displays can be based on obscure "Month of" themes! Here are some suited to library collections.

January: National Soup Month; Brain Teasers Month; Get Organized Month

February: National Bird Feeding Month; Library Lovers' Month; Women Inventors Month

March: Craft Month; Optimism Month; Deaf History Month

April: National Humor Month; Autism Awareness; Financial Literacy; Poetry; Grilled Cheese Month

May: National Mental Health Awareness; Pet Month; Zombie Awareness

June: Great Outdoors Month; LGBT Pride; Dairy Month; Audiobook Appreciation Month

July: Clean Beaches Month; Ice Cream Month; Parks and Recreation Month

August: National Sandwich Month; American Adventures Month

September: Hispanic Heritage Month; Childhood Obesity; Healthy Aging Month; Update Your Resume

October: Italian Heritage Month; Apple Month; Car Care Month; Vegetarian Month; Women Walking in Their Own Shoes Month

November: Native American Heritage; Military Family; Adoption Month; Aviation History Month

December: Impaired Driving Prevention Month; Write a Business Plan Month

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Visit Us on the Web!

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