

Wyoming Library Association
Executive Board Minutes
November 9, 2021

Call to order

President Jeff Collins called the meeting to order at 4:01 pm.

Roll Call

Board members present:

Jeff Collins, President
Conrado Saldivar, Vice President
Jacob Mickelsen, Past President
Elizabeth Thorson, Communications Advisor
Jamie Markus, State Librarian
Johanna Tuttle, Interest Groups Representative
Susan Parkins, Member-at-Large
Michelle Boule, Member-at-Large
Caitlin White, Legislative Committee Chair
Lisa Scroggins, ALA Coordinator
Judi Boyce, MPLA Representative

Absent:

Kristin Evans, Amigos Library Management Group

Also present:

Melissa Snider, SLIG
Jennisen Lucas, AASL

A quorum was determined to be present.

Agenda

Lisa motioned to approve the agenda, with the addition of approval of August 12, 2021 minutes and discussion of a baby gift for Kristin. Second by Michelle. Motion passed.

Approval of Minutes

Minutes for August 12, 2021 - Johanna motioned to approve, Michelle seconded. Motion passed.
Minutes for September 9, 2021 - Johanna motioned to approve, Jake seconded. Motion passed.
Minutes for October 8, 2021 - Johanna pointed out WLLI report was incorrect and asked that it be removed. She also noted a change in wording to "Office of Intellectual Freedom." Judi will make the changes to the minutes and get them to Jeff. Johanna motioned to approve the amended minutes, Lisa second. Motion passed.

President Report

Jeff provided a written report to the board prior to the meeting, and mentioned a couple of highlights. He reported that he had been contacted by a reporter concerning the letter of support to the Campbell County Commissioners and answered a couple of questions. The tax return that

was mentioned in the report has been finalized. Jeff also noted that there are a lot of board vacancies to fill, which will be discussed later in the meeting. He added that he was excited to see interest in the formation of a new interest group for programming.

Judi thanked Jeff for sending his report ahead of the meeting and asked about having everyone do that in the interest of having shorter meetings. Jeff agreed but didn't want it to be a burden. He suggested that anyone interested should email reports to him a week in advance of the meeting so he can compile and send out a single packet. He emphasized that reports at the meeting are fine as well. Michelle suggested using an editable Google doc, but for now, emailing to Jeff was preferred.

Amigos Report

Amigos sent their reports but didn't have a representative present as Kristin is out on maternity leave. Jeff reviewed the reports.

Vice President Report

Conrado provided his personal contact information as he will be transitioning to the state library and his Natrona County contact information will no longer be valid.

Executive Board Member Reports

Past President –

Jake spoke to the company engraving this year's awards. The awards will be engraved this week and arrangements will be made to give them out. He reported that he had a follow-up meeting with Whova, which was mostly a sales pitch for next year's conference. They wanted a commitment by end of October, but it didn't seem necessary or worth it given the high cost of the contract, and that next year's conference will likely be in-person. He added that we were supposed to have a Whova assistant assigned for the conference but they forgot. Susan mentioned that she has worked with Whova quite a bit for ABOS conferences and ABOS was offered a deal with a longer date to decide. The recorded sessions for the conference have been up for a month and it was discussed when to end access to the recordings to save money on Zoom. They will be taken down on Monday, November 15, and a notice to members will go out ahead of time. Jeff asked Jake about collecting stats from each session, which Jake said he will do. Jake also noted that Whova was impressed with the level of engagement by attendees during the conference.

Jake commented on the proposal for the new Programming Interest Group. His employee Amanda Gilbert proposed the new group, concerned that every library does programming but many of the people hired for that position do not have experience. Jake said Amelia got a lot out of conferences in the past so she suggested the interest group. Jake helped her through bylaws requirements. He thinks it will be a great addition.

ALA Councilor's Report –

Lisa has been included in some discussions regarding the Campbell County issue. She has received some training from Brian Greene for her position. Jeff suggested that Lisa reach out to Janice for additional information.

MPLA Representative –

Judi was able to attend her first MPLA board meeting on October 13. The board is working on a leadership training that will take place in 2023. They will honor the cohort that was selected prior to the pandemic. They are also working on gathering information from each state on trainings that are accredited. If anyone knows of accredited trainings in Wyoming, please let Judi know. The board will not meet again until January, but they do offer a monthly “Chew and Chat” session. The next one is scheduled for Wednesday, November 24 at noon. Members bring up topics or issues and the group discusses what each library system does to handle the topic. They will also be having some specific trainings after the holidays. This is a benefit of MPLA membership.

Interest Groups –

Johanna – LEAD’s mentorship program deadline is approaching. Applications need to be in by December 17. She encouraged people to apply and to pass the word to coworkers. She said there will be a reminder coming out before the deadline. YSIG didn’t have anything new to report.

Melissa reported that SLIG had a large cohort of Wyoming librarians and paraprofessionals at AASL convention in Salt Lake City. She said Jennisen gave a great intro. Several Wyoming librarians presented at the conference, including Richard Landreth, Maggie and Megan presenting on the power of public and school librarians working together. The group is concerned about materials and curriculum challenges. Action step so far have included collecting materials reconsideration policies in a shared folder so places that don’t have them can have access to existing ones. They are hoping to present a webinar in panel form. Melissa said they are looking for help from other types of librarians from around the state on the topic of materials challenges for educators and school librarians and paraprofessionals. They want to involve WLA, WSL, WEA, and people of various backgrounds in the discussion. Librarians are expressing concerns about topics that have become flashpoints – woke literature, black lives matter, etc. She would like to see a public library director and a school administrator involved in presenting material. The purpose is to educate, support, and empower educators who have concerns.

Wyoming is in top 10 states that have lost school librarians in the past few years. Melissa said there is a need for more info showing school librarians are essential

Jeff mentioned that a lot of the concerns Melissa shared may be addressed through EveryLibrary info to come.

Jennisen mentioned AASL town hall upcoming is on challenged resources. Shared link to folder https://ala-events.zoom.us/webinar/register/WN_yGFAabFuRW6uZXrENPoJ5A

Melissa shared - <https://s3.us-east-1.amazonaws.com/WebVault/SLJ/EDIT21/PDF/School-Libraries-2021-downloadable.pdf>

Jennisen thanked the board for changing the time so that she and Melissa could attend.

Lisa offered to assist Melissa. Jennisen mentioned she will be running next year for Member at Large for ALA Councilor.

Members-at-Large –

Michelle had nothing to share

Susan had nothing to share, but said she is excited to be a part of the board.

WLLI Report –

vacant

Conference Committee Chair -

vacant

Legislative Committee –

Caitlin said they spoke with Sherilyn Kaiser. She is willing to return as lobbyist. The Legislative reception has been scheduled for Thursday, Feb. 17 at state library and there will be a celebration for the 150th anniversary of the state library at that time as well. She encouraged everyone to show up with their staff for the event. They are working on ways to get more legislators to attend.

Jeff asked if a time has been set for the Legislative reception. It will be 5:30-8:30. Jamie will provide save the date cards. Lisa asked about vacancies – two openings on legislative committee for public librarians because Lisa and Jeff moved up to WLA positions.

Awards committee –

No members of the awards committee were present.

Communications Advisor –

Elizabeth asked that information on vacancies, events, etc. be sent to her to post on the website. ethorson@lclsonline.org

Membership Ad-hoc committee –

No update

EDI ad hoc committee –

Conrado said the committee met yesterday with all 7 members present. They were able to catch up and share things they're seeing around their own counties. They set a timeline for open conversations. They are collecting prompt articles to start discussion, which they plan to have with more guided, structured opportunities to talk. They will have the meetings after school to accommodate school librarians. Conrado said the EDI committee is also willing to help with Melissa's project.

State Librarian –

Jamie reported that Carrie Dunlap has taken another position, and a new staff member will join in a couple of weeks who will get to work on the Legislative work. This brings state library staff

turnover to 47% for the year. He said there are currently four open public library director positions at the moment and he anticipates another 4 by the end of the school year, which equals a 25% director turnover in state. He added that the group Mass Resistance is forming a Laramie County chapter (they're the ones in charge of the Campbell County complaints).

Jennisen said she is seeing the things happening in CC also happening in school boards. In her role as AASL President, Jennisen is pushing how we share our stories, "not just data, but why we do what we do and why we're so important." She added, "Thank you for claiming us and making sure school libraries are included."

Other Business –

Vacancies –

- Secretary –This new position was created with the bylaws change. A nominating committee will need to form to fill this position. The past president is in charge of that. Nominees will be voted on by all WLA members, which can be done through online voting. Jeff asked if anyone has an updated copy of bylaws. Jamie will get the copy from Abby and send to the entire group. Elizabeth will post the updated copy.
- Legislative committee public library representative- opening for two public librarians
- Awards/grants committee – needs several members
- WLLI advisor
- Financial Auditing Advisor
- Annual conference committee – conference committee needs a chair, exhibits chair and members at large. They need to get started as soon as possible to work out details on location of the next conference.
- Conference Program subcommittee

Susan asked whether these positions should be filled with executive board members or others. Jeff answered any WLA members can fill the positions, but not all the same people doing everything. Some restrictions keep members from serving. For instance, Lisa and Jeff had to resign from legislative committee due to their WLA Executive Board positions. Johanna pointed out that many of the board positions are appointed by the WLA president. She knows someone interested in being conference chair and will get that info to Jeff. She said she would hit up the WLLI board to encourage members to fill some of these openings. Jeff will send out a notice on listserv. Judi suggested reaching out to directors to suggest to people. Melissa agreed that someone coming to you personally is often all you need to get involved. Jake will create an email for directors and get that info to the school libraries as well, per Lisa's suggestion.

Advocacy –

Jamie said he has met with the directors and provided them this information as well. The state library is asking all libraries to provide \$3000 each to fund the opportunity to work with EveryLibrary to create an advocacy network in the state. EveryLibrary does this in a lot of different states. They will create a program with advertising to build a list of library advocates. We will create a committee. EveryLibrary thinks they can get us 15,000-30,000 supporters so that when challenges such as the one in Campbell County occur, we can turn to this list of advocates to attend meetings and write letters to the editor, etc. This will create an advocacy

network which is active and ready to respond to any challenge immediately. EveryLibrary asks for a monetary donation – some advocates want to do something physical, others want to just give money and others will write letters when they can. EveryLibrary believes they will be self-sustaining to some point. Wyoming State library will cover the advocacy portion but they're working to raise a \$90k reserve to be prepared for this.

Lisa asked whether the campaign fundraising which goes directly to EveryLibrary is specifically earmarked for Wyoming issues. Jamie said that would be up to Jeff and how he negotiates the contract. Jennisen asked if the money gathered is coming from public and academic libraries, how school libraries could participate. Jamie said they recognize that school libraries don't control their budget, so they knew they can't ask for them to participate financially. He added that it's not restricted to public libraries. The advocacy network would help regardless of where the challenge occurs. The WLA executive board gets to choose what rises to the level of support. Jennisen said she is willing to put in manpower to help despite not being able to donate from school budget.

Jamie said one thing discussed at director's retreat was how to find a way to bill for an institute membership or opportunity to participate in membership training opportunity that would be billed \$3000, which would allow directors to pay a bill. Jeff said the devil is in the details on this, and he wants to move more quickly on this than not because the opposition is gaining steam. WLA membership would have to vote to get the \$3000 which would involve a bylaws change. Lisa wondered if we could institute a fee without bylaws change. Fees changes have to be approved by membership. Jamie said this would be a registration/training fee that includes an institutional membership free with registration rather than a change in the institutional fee. Lisa said we should still pursue the bylaws change to keep building the reserve. Lisa approved of making it a training fee. Jeff checked the bylaws and verified that the executive board is allowed to set registration fees for annual or special meetings without membership approval. Lisa motioned to approve up to \$3000 fee for a special meeting for the training of the association. Second by Jake. Jake pointed out that the resource would be available for everyone regardless of whether they are able to pay. The motion passed unanimously.

Jeff asked about more data from EveryLibrary to be shared. Jamie said this is not permission to enter into an agreement with EveryLibrary. He suggested we may want to approve that rather than waiting for the next meeting. Judi pointed out that it would be nice to see the document before we agree to it. After discussion, it was agreed that Jeff should negotiate and provide the document via email to the executive board before finalizing. Jake motioned to authorize Jeff to negotiate and sign an agreement. Conrado seconded. After discussion, it was agreed that we will get an opportunity to have input via email. The contract will be sent out to exec board and give 3-4 day window for feedback. \$12,500 toward the training workshop series will be paid by the Wyoming State Library. Jamie clarified that this is a sliding opportunity with the fee increasing over time. Approval of the contract does not mean we incurring a \$50k fee right away. Signing a contract will allow us to get started and we can spend more or less on this as the situation dictates. The duration is open-ended, but it would be nice to continue for future years. Motion passed unanimously.

Statement of support on WLA website and Facebook

Judi moved to approve the posting of the following statement on the WLA website and Facebook page: “The Wyoming Library Association supports Campbell County Public Library and all Wyoming library workers as they support First Amendment rights in their communities.” Conrrado seconded. Motion passed unanimously. Elizabeth clarified that the info was to be presented front and center. Jake suggested using the word “protect” in place of the second “support” in the statement. The board agreed.

WLA Strategic Plan – no update. It was determined that the board should focus on the more pressing needs at this point and save the strategic plan for later. Jeff said bylaws say we “shall” do this but it hasn’t been done in several years. Jake suggested we table it and he’ll take a more thorough look at it.

WLA 2022 Budget – Jeff is working on numbers and should have something to review in December, or definitely January. Conrrado mentioned that we’re almost through our Wild Apricot plan and pointed out that adding EveryLibrary will likely increase our Wild Apricot costs. The current subscription cost for the upcoming year \$1188.

Gift to Kristin

Jamie suggested a gift for Kristin and her new baby. Nobody is sure if she had her baby yet. Johanna said Kristin contacted her last week so if she had the baby it would have been in this past week. She had scheduled someone else to attend but they had a conflict. Lisa suggested an Amazon gift card. Jeff asked for a volunteer to take point on that. Lisa volunteered. Johanna suggested an amount of \$50. The president can approve expenditure so no vote was required. Lisa will purchase the \$50 gift card and get receipt to Jeff.

Date of Next Meeting –

The next meeting will be on December 14, 2021, at 4 pm. Please get reports to Jeff a week in advance.

Adjourned –

The meeting adjourned at 5:31 pm.

Respectfully submitted,

Judi Boyce

MPLA Representative