

LAMA news section

LAMA News, Committee, and Discussion Group Reports

2005–2006 LAMA Election Results*

LAMA Vice-President: Andrea Lapsley
Director-at-Large: Cathy Miesse
Councilor: Susanne MacTavish
BES Vice-Chair: Gail Kennedy
BES Member-at-Large: Evelyn Walker
BES Secretary: Sharon Lasoff
FRFDS Vice-Chair: Gena Scott
FRFDS Member-at-Large: Susan Gregory
HRS Vice-Chair: Patsy Hawthorne
HRS Member-at-Large: Annie Marie Ford
HRS Secretary: Dianne Smith
LOMS Vice-Chair: Virginia O'Herron
LOMS Member-at-Large: Diana Graff
LOMS Secretary: Beth McNeil
MAES Vice-Chair: Desider Viktor
MAES Member-at-Large: Kathlin Lee Ray
PRMS Vice-Chair: Marsha Iverson
PRMS Member-at-Large: Tom Diamond
SASS Vice-Chair: Sharon Castleberry
SASS Member-at-Large: Andrea Kappler

* BES: Building and Equipment Section
FRFDS: Fund Raising and Financial Development Section
HRS: Human Resources Section
LOMS: Library Organization and Management Section
MAES: Measurement Assessment and Evaluation
PRMS: Public Relations and Marketing Section
SASS: Systems and Services Section

Dialog with Directors Discussion Group

At the 2005 ALA Annual Conference in Chicago, the Dialog with Directors Discussion Group provided an opportunity for people at various levels of professional development to direct specific questions at managers, directors, and other administrators. About thirty people shared in a discussion, with the major focus being communication in the workplace. Also, several people asked current managers about their recommendations on preparing to take on leadership roles in the profession. Some of the key tips from discussion include:

- Always be able to give a five-minute speech about your library or current project.

- Do not assume everyone knows everything; repeat important information.
- Record meeting minutes and share with everyone.
- Utilize technologies such as e-mail to communicate quickly; however, beware that once an e-mail is sent, it can never be recalled.
- If coming into a new organization or position, learn the perspectives of each person or department; many misunderstandings can be avoided by knowing existing agendas.
- Considering the ideas of an outside person or consultant with a fresh perspective may be the best means for improving communication problems within an organization.

Dialog with Directors will provide an open forum for anyone interested in an administrator's day-to-day duties, education, career paths, or expectations, and to share with and ask questions of retired and current directors. Dialog with Directors is open to everyone, and would benefit anybody with the desire to understand the people in charge and to improve his or her professional relationships and communication skills. For the next year, Brian Gray will continue as moderator. If you want to join the electronic discussion list for continued discussion and announcements, or receive a detailed summary of the most recent meeting, please contact him at brian.c.gray@case.edu with your request.—*Brian C. Gray*

Diversity Officers Discussion Group

Luisa Paster (Princeton) and Laura Blessing (NC State) led a discussion focused on dialog groups and study circles that seek to promote understanding and appreciation of diverse colleagues. The study circles as formed at NC State were led by trained facilitators who invited participants of the small, highly diverse groups to share their stories so that others could listen and gain greater understanding.

In 2002, the Princeton Library implemented diversity programming for library staff called "Mosaics: Appreciating Our Diversity." The next year, the library created an alliance with a university initiative and named the project, "Dialogue @ the Library." The technique that they used is "sustained dialogue in small group discussions, led by volunteer facilitators from the library staff." Facilitators selected topics for discussion during the first round of groups. During round two, socio-economic differences were selected as the topic for a lecture, workshop, and facilitator training sessions. A video and discussion series called "Lunchtime Substance"

was launched. In round three (spring 2005) there was a video discussion series using "Race: the Power of an Illusion," a three-part documentary about race in society, science, and history. Some lessons were:

- Planning and organizing the groups should involve staff.
- Library management needs to be actively involved.
- Advertising is necessary to increase awareness.
- Facilitators need training and support.
- Groups need a structure based upon specific topics and carefully chosen discussion questions.
- It is helpful to meet outside the library.
- It takes time to achieve more than superficial discussions to gain full benefits.

Co-chairs Laura Blessing and Laura Bayard (Notre Dame) stepped down. The leaders for 2005-2006 are Jerome Offord, ARL's Program Officer for Training and Diversity, and Susan Marks, Head of Library HR, University of Iowa.—*Laura Bayard*

Editorial Advisory Board

At the Editorial Advisory Board's meeting in Chicago, Marta Deyrup began by giving the editor's report. *LA&M*'s winter 2005 issue will be a theme issue on fund-raising, guest edited by Janice Simmons-Wellburn. In addition to the material for the winter 2005 issue, four articles have been accepted for future publication, and there are three article proposals on the table. The editors are trying to attract new writers to the journal by making it known that they will work with them, or will find more experienced writers to assist them with developing their ideas and get articles ready for publication.

Gregg Sapp has put out a call for case studies. He would like to see writing from the frontiers of librarianship—new challenges, reorganization, technological change, and so on—that draw upon practical experience. The case studies would be approximately 3,000 to 5,000 words. They would serve as a complement to the theoretical articles that have featured heavily in the magazine in the past. The first call went out to the LAMA electronic discussion list, and there will be a notice in upcoming issues. Contact Gregg at gsapp@uamail.albany.edu for more information.

LAMA is hoping to increase its publishing revenues. There are currently a number of book ideas under consideration. A book featuring the "Change Masters" series from *LA&M* has been proposed. The book would feature fourteen to fifteen profiles, some of which would be reprints from the magazine, with several original pieces also included. There would be an introduction that would attempt to discuss unifying themes and experiences. The book might additionally include selected reprints of articles by the persons interviewed. It is hoped that the book could come out in time for LAMA's fiftieth

anniversary in 2007. Ideas and contributions are being actively solicited.

Comments on the advertisement for a new associate editor were due by July 5, 2005. The interviews for the associate editor will take place in New Orleans in 2006.

The Editorial Advisory Board is pleased that the tables of content for *LA&M* have been fully updated and made available on the Web. Next, it has been suggested that "teaser" articles be added, one from each issue, to attract attention to the complete magazine. Simultaneously, a task force has been formed by LAMA to investigate the pros and cons of full online publication; members include Gregg Sapp, Diane Bisom, Paul Anderson, Joan Giesecke, and Jennifer Wright.

Web updating is currently done by ALA Production Services. It is hoped that the LAMA Web Manager can take over this task. Concern was expressed that there be a clear line of responsibility for keeping the *LA&M* site up to date. Diane Bisom, who also serves on the Web Advisory Board, has agreed to give the Editorial Advisory Board an update on progress and priorities for the LAMA Web page.

For some time, the issue of increasing advertising revenue for the magazine has been discussed. It is hoped that a dialog can be developed in the future, and it was suggested that the topic of advertising be added to the Editorial Advisory Board agenda for the Midwinter Meeting.—*Amy K. Weiss*

Governmental Affairs

As of July 1, the Governmental Affairs Committee will become an interest group to allow greater flexibility in covering the variety of issues facing managers and supervisors as local, state, and federal legislation affects the work and goals of libraries.—*Elena Rosenfeld*

Membership Committee

The committee is calling on each LAMA member personally to recruit a new member to LAMA. You belong to LAMA because of its value to you and your activities—look around in your organization and identify colleagues who would benefit from LAMA's activities and programmatic goals. LAMA will benefit from their expertise and fresh perspectives. Invite prospective LAMA's to Midwinter Meetings, and introduce them to LAMA members with similar interests. Growing our organization is what keeps it vital for both long-time and newer members.

As of May 2005 (the most recent figures), we have 4,282 personal members (including 203 students and 6 support staff), 600 organizational members, and 22 corporate members for a total of 4,906. That's a 1 percent increase over May 2004.

Support staff is a new membership category for us; last May we had none, last month we had four. Student

membership is the fastest-growing category—5 percent more than May 2004.

Membership information is at www.ala.org/ala/lama/aboutlama/joinlama.htm, and online registration is easy. If the folks you recruit are currently ALA members, they may easily add LAMA as a division at a bargain \$35.—*Carol Lee Anderson*

Program Committee

The Program Committee recommends the following programs and preconferences for presentation at the American Library Association Annual Conference in June 2006 in New Orleans, pending successful further development and review of the program proposals.

Preconferences:

- HRS Staff Development Committee—Cultivating the Future: Growing the Staff You Really Need
- LAMA—Millennial Favorite Spaces and Services: Testing Your Ideas and Plans on Live Focus Groups
- PRMS John Cotton Dana Award Committee (JCD)—Get Strategic: Building Effective Advocacy through Branding, Marketing and Public Relations Programs
- BES Architecture for Public Libraries (APL)—The 3Rs: Renovation, Restoration, and Remodeling
- BES Buildings for College and University Libraries (BCUL)—Documents of Desire: Talking with Your Architect
- BES Interior Design Awards—LAMA BES Library Interior Design Awards
- BES Library Interiors, Furnishings, and Equipment (LIFE)—Developing Spaces for Early Literacy
- BES LIFE—What Have You Done for Your Adults Lately? Getting Ready for Boomers and Beyond
- BES Safety and Security of Buildings (SS)—When Bad Things Happen to Nice Libraries: Considerations on Emergency and Disaster Preparedness
- FRFDS—Fund Fare: Expanding Your Donor Base Horizontally & Vertically
- FRFDS Trends—Money Mavens, 21st Century Style: Best Practices in Library Fund Raising
- MAES—Balancing Your Scorecard
- MAES Data Collection for Library Managers—The Silent Majority?: Identifying Non-Users, Hidden Users and the Underserved
- Presidents—LAMA President's Program
- PRMS—Swap and Shop
- Research Interest Group (IG)—LAMA Outstanding Researchers

- SASS Management Practice Committee—Built to Last: Managing Sustainable Collaborations
- Hot topic—Reserved program slot for a “hot topic,” which may emerge between now and the midwinter meeting.—*George Lupone*

Strategic Plan Task Force

At the Saturday, June 25, LAMA Board meeting, all committee chairs were asked to discuss the LAMA strategic plan at their meetings and to bring back a list of strategic issues that LAMA should consider addressing in its next strategic plan. Unfortunately, the committee was not able to spend much time at Tuesday's LAMA Board meeting gathering input on those reports. If your committee had other issues that were not brought up at that meeting (or if committee members have thought of some since then), please e-mail them to Michele Russo (mrusso@iusb.edu). The Strategic Plan Task Force will use the ideas you submit as a basis for a survey that will be sent out in early fall. Thanks for your help.—*Michele C. Russo*

Women Administrators Discussion Group

The topic of this discussion was “Sandwich Generation Administrators and Managers Managing Sandwich Generation Employees.” Those in attendance were not members of the Sandwich Generation and had little experience to draw upon for the first portion of the discussion. Attendees recognized the challenges to balancing work and personal lives when an employee is faced with the care of children or elderly relatives. Everyone agreed that it is difficult to find time during the work-day to attend to the details of family care issues.

Each of the attendees had experience with managing Sandwich Generation employees, however. There are several ways the manager can assist employees in this situation. Flexible work schedules, supportive coworkers, and sensitive supervisors are very helpful. In some cases, employees may find a job-sharing program makes it easier to handle the demands of family care and work.

Employers can provide several programs to ease the burden for employees. Examples are on-site day care for children and elderly, insurance and pretax reimbursement accounts, employee assistance programs, and educational programming. Employers can also provide a library or database of elder care resources and referrals both locally and in other parts of the country for employees caring for family at a distance.—*Marilyn Mercado*

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