

LAMA news section

LAMA News and Committee Reports

Education Committee

Are you preparing for your next job? In the fall of 2004, members of the Education Committee surveyed new library managers about the skills they had found necessary in their supervisory work and how they acquired those skills. At the ALA 2005 Annual Conference in Chicago, the committee sponsored a program to present preliminary results from the survey and responses from a panel of experts. Tracy Bicknell-Holmes (University of Nebraska, Lincoln), committee chair, presented preliminary findings of the survey on behalf of Jennifer Arns and Carol Price (both of the University of South Carolina, Columbia), the project investigators. Those offering comments and insights were Gretel Stock-Kupperman (Benedictine University, Lisle, Illinois), Jose-Marie Griffiths (University of North Carolina, Chapel Hill), Joan R. Giesecke (University of Nebraska, Lincoln), and R. Todd Stephens (Spartanburg [S.C.] County Public Libraries).

The top competencies identified by the group of new managers were problem solving, decision making, planning and goal setting, and communicating/ interpersonal skills. Survey participants and panel members had the general feeling that master's degree programs for librarians focus less on teaching higher-level management skills than the basics of library work. Many noted that students do not always take management classes, even when they are offered. Stock-Kupperman, a relatively new library manager, commented that technical expertise is vital to a library supervisor and the expectation is that necessary skills will be acquired in formal education. She observed that management skills represent a next level, where skills are built over time and through continuing education. From her perspective as dean of a library school, Griffiths spoke of the difficult balance between offering electives and requirements based upon student demand and costs. She commented that despite common resistance to doing internships, students find field experience invaluable. She noted that management courses for librarians can be improved by incorporating new methods and case studies. Giesecke, director of a large academic library, echoed the theme that all librarians are managers when she stated: "You manage your own career if nothing else." She encouraged librarians to study management theory but to remember that it is an art and not a science. Stephens, director of a large public library system, told his own story of moving immediately from library school into top man-

agement, then facing tragedy on the staff in his earliest days as director. He echoed the need to go beyond formal training and use all available resources to lead. Finally, he encouraged audience members to cultivate broad staff diversity in order to strengthen the total staff knowledge, perspective, and experience.

At the end of the 2005 Annual Conference, the Education Committee per se ceased to exist but re-emerged instead as an interest group. Those interested in education for administration and management and in being part of the new LAMA Education Interest Group are asked to contact Tracy Bicknell-Holmes at tbicknel@unlnotes.unl.edu.—*Larayne Dallas*

Membership Committee

The Membership Committee is calling on its greatest resource for help—*its members*. We are asking each LAMA member to recruit a new member to the association. Members have told the committee that they belong to LAMA because of its value to them and their activities. Look around in your organization, and identify other colleagues who would also benefit from LAMA's activities and programmatic goals. LAMA will benefit from their expertise and fresh perspectives! Invite prospective LAMA's to the Midwinter Meetings, and introduce them to LAMA members with similar interests. Growing this organization is what keeps it vital for both long-time and newer members. For more information, visit: www.ala.org/ala/lama/aboutlama/joinlama.htm. Registration is easy. If new recruits are currently ALA members, they may easily add LAMA as a division at the bargain of \$35.—*Carol Lee Anderson*

LAMA Section and Committee Reports

Building and Equipment Section (BES)

Functional Space Requirements

At the January 2005 Midwinter Meeting in Boston, work started on the revision of *Building Blocks*. Everyone involved would like to continue working on the Functional Space Requirement Committee until the completion of *Building Blocks*. Daria Pizzetta will contact Drew Harrington to ensure that all committee members are reappointed. Daria is also in possession of an electronic copy of the second edition. She will distribute this to the committee members for their use in editing. Ellen Kardy and

Judy Myers will translate the electronic copy back into an editable format, such as Microsoft Word.

Since the Midwinter Meeting and Annual Conference, the following was accomplished. Ellen Kardy and Karen Kinney gathered information from past users of this publication. The information has been distributed via e-mail to the committee members for their review. Pertinent information and suggestions will be incorporated into the new edition. Form I for the LAMA Publishing Committee has been completed, signed by LAMA Building and Equipment Section (BES) Committee Chair Phil Tramdack, and submitted. It is the committee's understanding that approval to proceed has been granted by the LAMA Publishing Committee. Judy Myers has begun work on the text. This was distributed to committee members for their input. Gail Kennedy brought the Connecticut Public Libraries space planning guidelines to the meeting for review. Ellen Kardy brought Nolan Lushington's book on library design, which should also be examined. Gail Kennedy has begun work on the bibliography but would like to add additional references. The committee confirmed that the Architecture for Public Libraries Committee is not organizing a preconference for the next Annual Conference that would use *Building Blocks*.

The following outlines the sequence of tasks to update the edition:

- Provide master list of drawings and associated square footages (specialized requirements for academic libraries, for periodical shelving and media, for children's departments, for display space, group studies and booths, for power and data, etc.).
- Redraw all existing and new sketches in plan. Provide ideal and minimum requirements.
- Provide revised and updated text, photographs, room data sheet, symbols, furniture, planning for a wireless network, acoustical issues, all designed to create the library as place.
- Provide a bibliography.

Task assignments were detailed: Judy Myers will compile the text outline for the committee members. Margaret Sullivan will design the page layout for the sketches. Daria Pizzetta will reformat and update the list of square footage requirements. Gail Kennedy and Tracy Englert will compile the bibliography. Jean Pec will continue to correspond with the LAMA Publishing Committee. Margaret Sullivan, Jim Richard, and Daria Pizzetta will update sketches, providing PDF format of drawings to committee members for comments. The editors will be Ellen Kardy, Kent Miller, Jean Pec, and James Lutz. Other issues include developing cover art, choosing a binding type, adding a post-occupancy survey, and putting graph paper and scaled symbols into this edition.

All committee members will have input on content and format. The goal is to send the edition to LAMA Publishing

Committee by spring 2006, for release in spring 2007. The committee also discussed plans for a full-day preconference to be held at Annual Conference 2007 in Washington D.C. This preconference would provide a half-day of review and application of the newly published *Building Blocks*, 3rd edition, using case studies to highlight planning techniques and issues. During the second half of the preconference, participants would travel to new or newly renovated libraries in the D.C. area, to view the applications of *Building Blocks*. Jean Pec and Ellen Kardy, librarians in Washington D.C., will be instrumental in the planning of this preconference.

Interiors Discussion Group

Seventeen people attended this session at the Annual Conference. The participants posed several questions, which are listed along with summaries of their responses.

1. *Is your library experiencing a need to loan more laptops? Have students begun to rely on the computers provided by a library, or do they bring their own?* Many universities need to provide more loaner laptops for student use. Princeton's library currently has fifty; California State University at Fresno's library has seventy-five but will soon raise the number to two hundred. Laptops are checked out through the circulation or reserve desks, and documents generated by students are stored on the university server. The reason that students prefer to use the loaner laptops is that they have the most updated software, virus protection and wireless capabilities, whereas the student's own laptop may not.

Problems encountered with providing loaner laptops include security and policy issues. Check-out times vary from place to place. But as group projects and presentations gain popularity, the check out periods are being extended. TCU has a twenty-four-hour check-out period. Providing laptops also creates computing space in areas zoned for other activities.

Many librarians noted that as their buildings become prime study space on campus, it is inevitable that more desktops and laptops will be needed. The loaner laptops are sometimes provided by the university, but in other instances may come out of the library's budget.

2. *Some library patrons are physically larger in size. What manufacturers make chairs to accommodate larger body sizes?* Chairs made by major manufacturers generally come in three sizes—small, medium, and large. It was suggested that, when purchasing new chairs, libraries should buy a variety of sizes. Some manufacturers provide chairs with adjustable or "flipper" arms. To accommodate larger patrons, armless chairs provide more flexibility, and most libraries fare better with chairs that have fewer adjustable parts.
3. *Are service points (desks) getting smaller or are libraries getting larger?* A lively discussion on

staffing requirements, types of services offered, and the symbolism of service desks took place. Some issues raised include perceptions that the library is intimidating space, in part due to the dimensions of service points, and that desk size needs to be based upon functionality and desired service outcomes. Even when service logistics change, reconfiguring existing desks can be costly. A public librarian stated that people need some point of destination, a visible place to go for help, and desks provide that frame of reference. A librarian and library design consultant noted how airlines now serve customers with kiosks instead of staffed desks, and the comparable library service might be self-checkout. However, a public library director noted the need of a "place" for the librarians, which is provided by the desk.

4. *Are there any suggestions for a good midpriced furniture manufacturer?* Some suggestions for midpriced furniture manufacturers were offered, but it was noted that prices and discounts are based upon quantity of product being purchased.
5. *What is the appropriate height of shelving in a library building project?* An 84" high, seven-shelf stack unit is considered the standard for library shelving in a university setting. Some public libraries no longer use the top and bottom shelves of their 84" units, since these are inaccessible to some portions of the population. The age of the user group will also affect the appropriate height of the shelves.
6. *Are periodical reading rooms going away?* Some universities want to eliminate their periodical reading rooms. It was noted that the impetus toward this decision depends on the students' majors. Special art, music, and medical libraries that heavily depend upon journal literature will not be eliminating their periodical reading rooms.

Marcia Stevenson from University of Notre Dame will lead the next discussion group. James Lutz from Texas Christian University in Fort Worth will be the co-moderator.—*Daria Pizzetta*.

Fund Raising and Financial Development Section (FRFDS)

Fund Fare Committee

The Fund Fare Committee met on Saturday, June 25 at the Hyatt Regency Chicago Hotel. Final plans for the upcoming Fund Fare program were discussed. More than two hundred people attended the Fund Fare, sponsored by FRFDS Committee, on Monday, June 27, at the ALA Annual Conference in Chicago. The theme was "A Gift is More Than Just a Gift—Best Practices in Fund-raising." Keynote speaker was Eric Friedenwald-Fishman, creative director of Metropolitan Group, who gave an overview of fund-raising practices. Two round table discussions

were held. Topics included: donor expectations, gift policies, deeds of gift and gift in-kind tax information, and fund-raising best practices. Discussions were led by Sam Huang, Beth Titus, Stei Sarnoff and Eric Friedenwald-Fishman. The chair of Fund Fare was Gena Scott. For a copy of the keynote presentation by Eric Fishman, go to www.metgroup.com/libraries.

The group, along with members of the FRFDS Program Committee, made plans for the Fund Fare program in 2006. It was decided that the program would be held on Monday, June 28, from 10:30–NOON, pending approval by the LAMA Program Committee. The theme of Fund Fare 2006 will be "Expanding the Donor Base Horizontally and Vertically." A general session, followed by roundtable format will be used. The program will be finalized at ALA Midwinter.—*Gena Scott*

Human Resources Section (HRS)

Member-at-Large Reports

Mary Catherine (Kitty) Little reported on her observations of the LAMA Membership meetings. It was suggested that the committee could make clearer task assignments and tie activities to the LAMA Strategic Plan. To make the best use of time and staff, tasks must be delegated. Kitty will continue to be the membership liaison for 2005–2006. Laine Stambaugh (outgoing), will prepare and distribute the final HRS report, and communicate to Annie Marie Ford, incoming member-at-large, that the responsibility for submitting reports will be hers beginning with the 2006 Midwinter Meeting in San Antonio.

Nominating Committee

Jeanne Voyles reported that all appointments for 2005 have been made. Carlette Washington-Hoagland is incoming chair. Other members are Ken Hood and ssJane Williams.

Publications Committee

Ruth Kinnersley reported that the new "Critical Path" to LAMA publication is on the Web. She currently has a long list of proposals from many LAMA sections. Also, next year will be the sixtieth anniversary of the John Cotton Dana Awards (www.hwwilson.com/jcdawards/nw_jcd.htm), and there is interest in developing a publication recognizing the history of the award.

Committee publications are making progress. A publication based upon the Orlando programs is nearing completion; members are still working with the authors. The target date for publication is 2006. The Library Organization and Management Section (LOMS) has a proposal for a book called "Shift Happens."

LAMA Publications requests members to look at the literature to identify if there are any gaps. In particular, textbooks to be used in library science classes would have a market; for example, books that include

case studies and problem scenarios that draw on theory and current practice.

Staff Development Committee

Jeanne Voyles and Andrea Stewart reported that their pre-conference for the 2006 Annual Conference has received approval. It is called "Cultivating the Future: Growing the Staff You Need," and will include four speakers. The following text describes the preconference:

Learn innovative approaches that can be used in any organization to develop staff for the future. Participants will explore and practice strategies that provide opportunities to learn, grow and lead from any position. Strategies include developing organization specific core competencies including cultural competencies; using appreciative inquiry techniques; creating assessment tools; and developing a succession management plan. As a result, cohorts will be created and follow-up activities are planned. Each participant will receive a practical toolkit.

Sections covered will include: 1) core competencies (Beth McNeil), with a cultural competency component (Ghada El-Turk), 2) "Appreciative Inquiry" and "Positive Organizational Scholarship" (Maureen Sullivan), and 3) "Leading from Any Position" (Shelley Phipps). A possible fourth speaker is being queried.

The committee also plans to update its "Staff Development Guide," which may include contributions from some of the above authors, as well a chapter on incoming LAMA President Catherine Murray-Rust's theme of "succession planning."

Supervisory Skills Committee

Laine Stambaugh reported that the committee had been having difficulty finalizing a program focus for 2006. Finally, the committee decided to take a nuts-and-bolts approach to a workshop that deals with the topic "Overcoming Your Fear of the Difficult Workplace Conversation." The committee is still in the process of identifying speakers; this program is scheduled for Washington, D.C. in 2007. Lila Fredenburg is the incoming chair and will assume leadership.

The committee also met during the section's All Committee Meeting. At it, Kerry Ransel asked the members to consider making a revision to the HRS charge. The proposed draft reads:

The Human Resources Section focuses on management and leadership topics in all types of libraries including recruitment, performance management, equal employment opportunities, supervisory issues and training and development.

This section provides information, education, techniques, theories, practices, guidance materi-

als and research through programs, publications, discussion groups and workshops.

Discussion on any changes will continue at the Midwinter Meeting.

Union Relations Discussion Group

The committee received a program proposal via George Lupone from the LAMA Program Committee for New Orleans 2006. It came from John Bushman at Rider University and is focused on union relations for managers and employees. Lila Fredenburg will forward it for consideration.—*Contributions from Laine Stambaugh, Andrea Stewart*

Library Organization and Management Section (LOMS)

Comparative Library Organization Committee

CLOC presented a panel discussion, moderated by Beverly Lynch, entitled, "Theory and Practice II: Organizational Development." CLOC has proposed changing its name to the Organizational Theory and Practice Committee to better describe its mission: "to collect information regarding organizations and structures as they relate to libraries; to conduct or sponsor educational programs regarding organization trends, developments, and theories; and to conduct or recommend research related to this concern."

The focus of the next program is on leadership in libraries as technology-rich organizations. If speakers can be confirmed by Midwinter, this program will be held in 2006; otherwise in 2007. To improve attendance, the committee will make fuller use of e-mail distribution lists for publicity and promotions. After the third program in this theory and practice series, the committee will consider assembling a theory and practice anthology as a LAMA publication.

Organizational Development Discussion Group

Jo Bessler, organizational development librarian at University of Notre Dame, was appointed to take the place of Kathryn Deiss, who is rotating off. Jo will be the discussion group co-chair along with Janice Kragness, University of St. Thomas (Minneapolis, Minn.).

The group discussed different methods and technologies for becoming a community of practice; that is, a group continuously sharing and learning experience that enables better understanding of practice. Several technologies were discussed, including Weblogs and Yahoo! groups. The group decided to test Yahoo! groups as a way of getting acquainted with these technologies. Interested parties can go to: <http://finance.groups.yahoo.com/group/LibraryOD/> to join this group.

Planning and Evaluation of Library Services Committee (PELS)

PELS cosponsored the MAES/ Using Measurement Data for Library Planning & Assessment Committee program, "Got Data. Now What? Analyzing Focus Groups & Usability Studies Results." PELS is teaming up with MAES again to present a program in 2006 on using the "Balanced Scorecard" method to evaluate progress towards goals and objectives. PELS is also collecting survey instruments designed to assess services. The Library Service Assessment Clearinghouse has been created to fill a need for sharing and refining survey instruments. All are invited to browse the instruments and accompanying documentation, and to adapt the instruments for local use. All are also encouraged to submit surveys used or adapted at their institutions. Please submit surveys online at www.hollins.edu/academics/library/lsc.htm.

Risk Management and Insurance Committee

The Risk Management and Insurance Committee published a new book: *Risk and Insurance Management Manual for Libraries* (ALA, 2005). "Users will gain an essential understanding of the importance of risk management in preventing loss due from actions ranging from natural disasters to vandalism and terrorism. The *Manual* contains sample policies and checklists that can be use to craft the best protection for all types of libraries" (book jacket). The authors presented at a program titled, "The Big Library Gamble: Risk Analysis for Libraries."—*Contributions from Kathryn Deiss, Chris Filstrup, Jamie Redwine*

Measurement, Assessment and Evaluation Section (MAES)

The Measurement, Assessment and Evaluation Section met on Sunday, June 25, 2005, from 8:30 A.M.–NOON. For the first part of the meeting, members attended the MAES program entitled "Got Data. Now What? Analyzing Results of Focus Groups and Usability Studies." The program schedule created a time conflict. The membership decided it would be informative to attend the program as part of the regular section meeting. Due to the shortened meeting time, however, discussions were not as in depth as typical. MAES Committees met from 11:00 A.M.–NOON. A summary of the meeting follows:

Support to LAMA's Financial Strategic Plan: MAES sponsored two very successful programs at ALA Annual Conference. The programs indirectly generated revenues for LAMA by interesting several people in joining. In addition, program evaluations include suggestions for future programs that will draw additional potential members. The programs were:

- "Making Data Come Alive: Crafting a Strategic Message to Transform Your Library." Saturday, June 25, 2005, 1:30–3:30 P.M. Attendance exceeded the anticipated two hundred people.

- "Got Data. Now What? Analyzing Results of Focus Groups and Usability Studies." Attendance exceeded the anticipated two hundred people.

Creation of Discussion Group: MAES signed and submitted to Committee on Organization (COO) a request to establish a Measurement, Assessment, and Evaluation Discussion Group (MAE DG) that will provide an informal forum for sharing ideas and information about measurement, assessment and evaluation of libraries. This request was approved by the COO, accepted by the LAMA board of directors, and will be implemented immediately. The MAE DG will be co-chaired by the two MAES Executive Committee members-at-large.

Section Webmaster: Trevor Dawes, outgoing MAES member-at-large, has been appointed MAES Webmaster and section representative to the LAMA Web site Advisory Board.

Programs for 2006 Annual Conference: Two programs were proposed to the LAMA Program Committee. Both were accepted with some suggestions and minor revisions.

- "The Silent Majority?: Identifying Non-users, Hidden Users and the Underserved." Scheduled for Saturday, 8:00–10:00 A.M.
- "Balancing Your Scorecard." Scheduled for Saturday, 1:30–3:30 P.M.

LAMA Strategic Plan: Each MAES committee discussed and generated some ideas for the LAMA Strategic Plan. The ideas will be forwarded to the task force.—*Deborah A. Nolan*

Public Relations and Marketing Section (PRMS)

Education and Training Committee

Approximately forty people attended the morning's program "The Purple Cow Theory: Recruiting Remarkable People." The program was well received by those attending, with more than 50 percent of evaluations turned in, and there was much discussion afterward. Sherrill Smith is working on an article about the program for *LA&M*. The presentations from the speakers will soon be posted to the LAMA Web site.

Future activities for the committee include: a potential discussion panel at ALA Midwinter on how to successfully design, implement, and promote an ALA program; how to use the latest technology to promote library use; and a traveling exhibit to complement the LAMA PRMS video.

Governmental Advocacy Skills Committee (GASC)

Bryan Carson, the chair of the committee, led the meeting. An invited guest at the GASC meeting was Diane Chen,

the librarian at Hickman Elementary School in Nashville, Tennessee. Diane is the chair-elect of the AASL Legislation Committee, a committee within the American Association of School Librarians (AASL) that serves a similar function. Diane was invited to discuss how the AASL conducts advocacy training, and to help GASC as the committee works on rebuilding itself. The AASL Legislative Committee works on legislation pertaining to school libraries. In addition, however, the AASL Legislative Committee helps to provide training to school librarians on how to perform effective advocacy. The AASL Legislative Committee uses training at the National Legislative Day, as well as tools such as discussion lists, publications, and programs to help provide necessary skills and strategies for how to work with legislators. One positive outcome of having Chen as an invited guest was that GASC has been invited to join in a program at the 2006 ALA Annual Conference, titled "Be a Nagging Cheerleader." This program will be jointly sponsored by the legislative committees of AASL, Association of Library Service to Children (ALSC), and Young Adult Library Services Association (YALSA).

The LAMA PRMS Governmental Advocacy Skills Committee's purpose, as listed in the ALA Manual of Organization, is:

To address the need for education and information in the legislative, administrative, and regulatory processes at all levels of government. To develop programs for the improvement of public relations skills needed to work effectively with legislators and regulators and to provide a forum for the exchange of information in these areas.

In order to develop this purpose, the committee came up with a draft function statement, some minimum outcomes (goals) for the next year, and a strategy for attaining these. The function statement is, at this point, only a draft; it is hoped that we will be able to further develop this statement over the next year.

Function Statement

- To teach librarians strategies for using tools to get our message out to legislative and administrative bodies.

Minimum Outcomes

- To increase membership in the committee.
- To explore how legislative and government advocacy training is being handled by other sections and associations within ALA.
- To further develop our function statement.

Following the meeting, Bryan Carson created a Yahoo! discussion group, *library-pr-marketing-advocacy-skills*. The group will be available for members of GASC, but will also be available for general membership as well. To join, go

to <http://groups.yahoo.com/group/library-pr-marketing-advocacy-skills/>. You will need to register for a Yahoo! ID and password; however, you can have your mail sent to any e-mail address you designate.

Swap and Shop

There are a number of libraries trying to improve their look in the community—often through their very own publications and publicity materials. At the 2005 ALA Annual Conference, a new element was added to one of the most popular programs, "Swap and Shop." This annual event, sponsored by the LAMA Public Relations and Marketing Section, gives libraries across the country a chance to showcase their best publicity materials in a slew of categories, from annual reports to Web site design to program announcements. Conference attendees are welcome to peruse the thousands of materials received and take home what they like.

This year, the Swap and Shop Committee determined—based on input from libraries—that many organizations would like to submit their materials, but thought that their work may not have been at a showcase level. This, coupled with the fact that many libraries are now starting to recognize the importance of promotion and services and programs as vital to their own success, gave way to the idea: the "PR Extreme Makeover."

Linda Wallace and Peggy Barber, who own and operate Library Communications Strategies, Inc. (a consulting firm dedicated to promoting libraries and librarians), agreed to serve as the "PR docs" on the project. When the call went out for entries, no one was quite sure what to expect. There was no need to worry. More than forty libraries submitted entries. In all, six libraries were selected for the makeover from various parts of America, and all shared their gratitude for the improvements.

During the Conference event, Wallace was on hand (in doctor attire, no less) to discuss the changes in the designs and to offer general design advice to those seeking assistance. There are some general tips that Wallace provides to help improve public relations materials:

- Keep it simple.
- Focus on the reader and what's in it for him or her.
- Write for the user's perspective, not the library's.
- Use active voice (for example, instead of "Welcome to the Library" try "It's Your Library—Use It!")
- Get away from details and inventories; give them enough substance and "sell."
- No excuse—you can make changes that are doable and affordable for your library.

Jennifer Keohane, business outreach librarian at the Simsbury (Conn.) Public Library and new chair of the LAMA PRMS Swap and Shop Committee, thinks this new program is a great enhancement.—*Contributions from Bryan Carson, Julie Elliott, Troy Rumpf*

Systems and Services Section (SASS)

Circulation/Access Services Committee

The Circulation/Access Services Committee presented a program entitled "Power to the User! Self-Service Innovations in Libraries" to a standing room only crowd estimated at 225. The committee will explore mounting the three speaker's presentations on the LAMA Web site. The committee also revised its survey instrument investigating the policy and practices of libraries using patron information for the libraries' own purposes. The results of the survey will help inform ALA as it looks at its patron privacy statement. The survey's results and case studies will be considered for a 2007 Conference program.

Circulation/Access Services Discussion Group

The **Circulation/Access Services Discussion Group** met with approximately fifty people in attendance. Anne L. Moore (Coordinator for Access Services, University of Massachusetts, Amherst) led discussion regarding the use of self-checkout workstations. Experienced users responded to questions and concerns of those new to the technology. Julia Woodard (Access Services, Anne Arundel Community College) led the audience in a series of questions concerning the impact of off-site users on access services. Foremost were issues concerning delivery and return of physical materials. Carmen Blankenship (Access Services, Cornell University) described her library's use of extended hours, leading the audience to share their experiences with services, staffing, and security. Following the guided discussions, the floor was opened to general questions and answers.

Management Practices Committee

The Management Practices Committee, working to present a program at Annual 2006 Conference, entitled "Built to Last: Managing Sustainable Collaborations," about partnerships among libraries, museums, and public broad-

casting. Janice Simpson will chair the program. This will be broadly publicized.

Program Committee

The Program Committee discussed a possible program for the 2007 Annual Conference that would address generational change.

SASS Executive Committee

The SASS Executive Committee selected a Webmaster. An Organizational Task Force created notebooks of documentation for the section's chairs and officers, making the procedures easier and creating a corporate history. The LAMA Board approved a liaison position to Reference and User Services Association Sharing and Transforming Access to Resources Section (RUSA STARS). Representatives from RUSA STARS and LAMA SASS visited each other's Executive Committee meetings to discuss collaborations. Besides the liaison positions, a joint task force was created to look at the National Circulation Interchange Protocol (NCIP). The task force will have co-chairs and three committee members from each group. SASS already has volunteers and STARS is working on the charge. A task force will be created to look into the viability of a new Reference Services Committee. A general question will be put in LAMA Leads to assess interest and to see if there are needs not being met.

Technical Services and Systems Committee

Finally, the Technical Services and Systems Committee continues work on a monographic publication, which will be a checklist for first-time supervisors in technical services. The Publishing Committee application has been accepted; the manuscript should be finished by October 1. Readers have been assigned, and a spring 2006 publication date is anticipated. A program resulting from the checklist is being planned for 2007.—*Contributions from Emily Bergman, Katie Whitson*

ALA Members— Take the ALA Demographic Survey



In May 2005, the American Library Association (ALA) launched an online demographics survey of members to help the association know itself better and be better able to describe itself to others. As of August 16th only 1,945 members have responded, less than 3% of total membership. We want to hear from you!

If you have not yet completed the survey, please take a moment to participate. To access the survey, simply visit the ALA Web site (www.ala.org) and click on the ALA Member Demographics Survey icon. The survey is quick, completely confidential and will help make ALA more effective and responsive to you, the member. As ALA moves ahead and gathers information, it will update members on the findings.

Thank you in advance for your participation!