



# Nevada Libraries

December 2005 Volume 42 Number 4

## President's Message

Ian Campbell



### From The Heart

I am truly amazed and very much touched by the dedication, compassion and hard work of NLA members.

I would like to thank Dan Walters (LVCCLD). As NLA Government Relations Chair, Dan and his committee with Bob Crowell, our lobbyist, were successful in persuading members of the 2005 Legislative Session to vote for and pass very important bills beneficial to Nevada's libraries and people they serve. We had a legislative clean sweep for library bills.

I would like to thank Vicki Nozero (UNLV). As our American Library Association Representative, Vicki did a great job in organizing NLA's part in National Legislative Day in Washington D.C.

I would like to thank Laura Golod (LVCCLD) and Debbie McGuire (LVCCLD). Debbie and Laura conducted a very good workshop in Southern Nevada and brought their presentation to Northern Nevada as the first of what I hope will be many NLA Traveling Knowledge presentations.

I would like to thank Susie Skarl(UNLV). Susie hosted a very informative govdocs training day at Lied Library. Thank you Susie.

Thanks to the Henderson Super Six. In setting a new Guinness World Record for continuous reading aloud, they brought excitement and joy to Nevada library workers in the week of their achievement.

I would like to thank Jennifer Church (UNLV). With the aid of Holly Van Valkenburgh (NSLA) and Mona Reno (NSLA), Jennifer puts together and publishes our newsletter quarter in and quarter out. No easy task. Thank you, Jennifer.

I would like to thank Barbara Kaufman (WCLS) and Arnie Maurins (WCLS). Barbara and Arnie and the 2005 NLA Conference Committee developed programs and activities that appealed to all areas of library work.

A special thank you to all NLA members and I hope to see you at the 2006 NLA Conference in North Las Vegas.

*"If you aren't nervous, you aren't paying attention."* Miles Davis

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## News from MPLA

**Website Move:**

MPLA is relocating its website to [www.mpla.us](http://www.mpla.us) beginning December 2005!

**No MPLA Conference in 2006:**

2006 will be a transition year for MPLA conferences. Beginning in 2007 in Albuquerque, New Mexico – all MPLA conferences will be held in the spring of each year instead of the fall.

**Professional Development Grant**

**Applications:** The next deadline for applications for grants is December 6, 2005. For application materials and criteria, please go to <http://www.usd.edu/mpla/committees/profdev/grantapp.doc>

**WLA/MPLA Conference Highlights:**

This joint conference was held Oct. 12 – 15 in Jackson Hole, Wyoming. For more information on speakers and events from the conference, please go to: <http://wyla.org/2005conference/>

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## Upcoming Events

### 2006

Jan. 20-25 **AMERICAN LIBRARY ASSOCIATION** (Midwinter Meeting), San Antonio, TX

February 3, 2006: **Soaring to Excellence 2006** — "Always a River, Sometimes a Library: Rick Anderson Reexamines Library Practice and Patron Service"

March 10, 2006: **Library Challenges & Opportunities 2006** – "Library Hot Topics: Manager's Forum. "A Roundtable Discussion with Experienced Library Managers."

March 20-25: **PLA NATIONAL CONFERENCE**, Boston, MA

April 7, 2006: **Soaring to Excellence 2006** — "Serving Immigrant Populations: A Library Prototype for Diversity"

April 28, 2006: **Library Challenges & Opportunities 2006** – "Google Print: Its Impact on Scholarship and Libraries"

June 22-28: **AMERICAN LIBRARY ASSOCIATION** (Annual Conference), New Orleans, LA



## NLA Strategic Plan 2005-2008

The Strategic Planning committee: Holly Van Valkenburgh, Chair, Felton Thomas, Ian Campbell and Kim Clanton-Green, met August 8, 2005, to propose for adoption by the General Membership of the Nevada Library Association the following:

### A. Adopt the following Strategic Plan:

#### VISION STATEMENT

NLA will invite and encourage staff working in all types of libraries and interested library supporters throughout the state to become members for the purpose of promoting libraries, increasing understanding of library issues and providing opportunities for professional development.

NLA will seek to provide a structure that is efficient and well run to promote the continuation of the organization.

NLA will raise awareness of library issues both within the library community and to legislators and other relevant parties in the general population.

#### GOALS

##### **NLA Membership**

GOAL 1 - All library staff will be made aware of NLA and its activities and invited to join in order to strengthen the library community.

OBJECTIVE 1: NLA Divisions/Interest Groups will recruit new members through periodic campaigns.

ACTIVITY: Identify individual members in a variety of libraries to act as membership recruiters.

ACTIVITY: Designate a specific time for membership recruitment.

OBJECTIVE 2: Library and school personnel offices or key contacts will be asked to distribute NLA membership information to all new library staff.

ACTIVITY: Identify the key contacts by name and/or position.

ACTIVITY: Develop a brochure describing the benefits of NLA membership

ACTIVITY: Draft letter requesting that NLA membership information be included in their new employee orientation information and that the names of new employees be passed on to NLA for recruitment purposes.

GOAL 2 - Existing NLA members will be motivated to actively participate and regularly informed when to renew in order to keep membership current.

OBJECTIVE 1: Library organizations throughout the state will value and reward NLA membership and encourage participation by their employees.

ACTIVITY: Ask library organizations to include NLA membership/participation on employee evaluation forms.

ACTIVITY: Allow employees to use work time for NLA activities, especially the performance of NLA officer roles.

OBJECTIVE 2: Members will receive membership renewal information annually.

ACTIVITY: An official renewal form will be designed and mailed to members in the last six weeks of the calendar year.

GOAL 3 - Special members such as institutional members, library school students, retirees, trustees and other library supporters will receive information about NLA and its activities and be invited to join in order to strengthen the library community.

OBJECTIVE 1: Annually, potential members will receive information about NLA and be invited to join.

ACTIVITY: Assign responsibility for contacting potential members to an NLA officer

OBJECTIVE 2: Annually prepare a letter and possibly an annual report to be mailed to all potential members.

ACTIVITY: NLA will offer an incentive that will make institutional membership attractive to the broad spectrum of Nevada libraries.

##### **NLA Organizational Structure**

GOAL 1 - Every library employee will be made aware of the purpose of NLA organizational structure and its benefits in order to participate and /or become member of the Association.

OBJECTIVE 1: The number of library employees joining sections / divisions will increase by 10% each year.

ACTIVITY: Brochures describing the functions and roles of the sections/divisions of NLA will be produced.

ACTIVITY: Library and school personnel offices and other key contacts will be asked to distribute NLA informational brochures to all new staff.

GOAL 2 - Every NLA District, Section, and Interest Group will be evaluated to discern its effectiveness.

OBJECTIVE 1: By May 2006, the Planning Committee will provide to the NLA Board, the percentage of participants in each District, Section, and Interest Group.

OBJECTIVE 2: By October 2006, the Planning Committee will recommend to the membership and board a restructuring plan.

GOAL 3 – NLA will develop the organizational capacity to provide library advocates with a wide range of resources.

OBJECTIVE 1: By 2007, NLA's Board will develop an Implementation Plan for the restructuring of the organization.

OBJECTIVE 2: Annually, NLA will review the goals, objectives and implementation progress of the Strategic Plan.

**NLA Marketing**

GOAL 1: Libraries of all types in Nevada will receive support and assistance from NLA in developing educational campaigns in order to increase awareness of the value of libraries to their community.

OBJECTIVE 1: By September 30 of each calendar year, NLA will develop a general educational campaign for the next calendar year, which is capable of being customized to fit the individual promotional needs of all types of libraries in Nevada.

ACTIVITY: The NLA Publicity Committee will solicit input from NLA members and library directors to develop the statewide campaign. A choice of two or more possible campaigns will be presented to the NLA Board of Trustees for final selection at the Board meeting held in conjunction with the NLA Annual Meeting.

ACTIVITY: The NLA Publicity Committee will contact all library directors in Nevada with details about the campaign, and ways it can be customized to fit their individual needs.

ACTIVITY: The NLA Publicity Committee will work with the public library districts, school districts, academic libraries and special libraries in Nevada to develop a web site to highlight the facilities, resources and services of the libraries in Nevada. Press releases and other publicity efforts will bring attention to the contents of the website.

GOAL 2: State legislators will receive information from NLA regarding the issues and problems of public, school, special and academic libraries in Nevada in order to increase support for funding needs for libraries.

OBJECTIVE 1: To increase the number of legislators who support increased funding for Nevada libraries to a majority of both the Senate and Assembly.

ACTIVITY: In conjunction with the Government Affairs Committee, the NLA Publicity Committee will develop a document to be disseminated to each member of the Senate and Assembly by members of NLA who reside in their district. This document will be distributed to the members of the legislature in January prior to the regularly scheduled meeting of the Nevada legislature.

ACTIVITY: The NLA Publicity Committee will create a list of NLA members by Senate and Assembly district to be used when contacting the State Legislature on issues of importance to Nevada's libraries.

ACTIVITY: In the year when the legislature is not scheduled to meet, the NLA Publicity Committee will schedule events in both Southern and Northern Nevada to which all members of the legislature will be invited by members of NLA who are their constituents. This event will celebrate the accomplishments of local libraries and librarians. Information will be provided to the legislators regarding the issues of concern to Nevada's libraries.

**B. Year One: Promote the Sale of the Nevada Libraries "Licensed to Read" plates**

**C. Year Two: Promote the "Junior License to Read" for Summer Reading Program**



## Nevada Young Readers' Awards Presentation

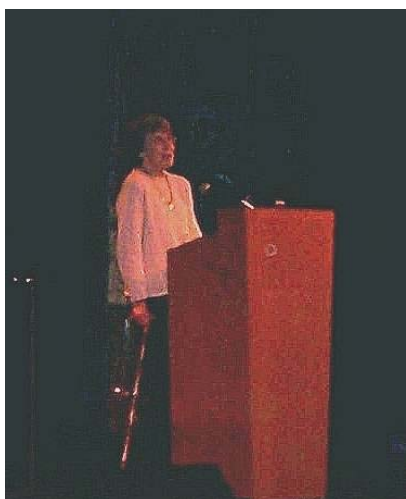
Did you know that Ben Mikaelson has a pet bear named "Buffy?" Or, that Peg Kehret has a cat named "Pete" who helps her write her books? If you attended the NYRA Breakfast at the NLA Conference in Reno, you would have learned about some of their escapades. **Wow**, did they have some!

Over 200 people attended the breakfast including 47 students from all over the state. After the breakfast they had opportunities to ask the authors questions and receive an autographed copy of one of their award winning books.

Thank you to Perma-Bound Books for the tenth year of sponsoring the authors coming to Nevada and donating copies of the award winning books to each person in attendance. Also, a special thanks to Garrett Books and Follett Books who sponsored students to attend this breakfast so they could have the opportunity to meet these authors.

If you are interested in becoming involved with NYRA please contact Debbie Jacobs at [djacobs@washoe.k12.nv.us](mailto:djacobs@washoe.k12.nv.us) or 775-746-5860.

You can also find more information about NYRA at <http://www.nevadalibraries.org/Divisions/NYRA/index.html>



*Peg Kehret*

## Las Vegas Clark County Library District Grants

### 2005 Partnership for a Nation of Learners Community Collaboration Grants

Partnership for a Nation of Learners is a Corporation for Public Broadcasting and Institute of Museum and Library Services leadership initiative. Our shared mission is to serve America's communities by encouraging and enabling museums, public broadcasters, and libraries to work together to address locally-identified lifelong learning needs and opportunities.

The Las Vegas-Clark County Library District was awarded \$221,197 for the following project.

"The Open Doors project addresses the literacy needs of adults, including young adults ages 18-24 seeking the GED; parents and caregivers of preschoolers; and native Spanish speakers - a population with the highest rates of poverty, unemployment and school dropout in southern Nevada. The project builds on the existing and highly successful literacy outreach programs of the Library District's CALL (Computer-Assisted Literacy in Libraries) program and of KLVX Communications, the top-rated station for Hispanic family viewing in Las Vegas. The CALL program will extend its one-on-one contact with students in the classroom and computer labs through DVD, CD, and VHS programs, as well as broadcasts, which will enable students to continue the program via interactive video at home. The project will demonstrate how the unique resources of public libraries and public television can be combined to provide new, cost-effective methods for supporting critical literacy learning among adults and children."

All 7 grants which were awarded are at

<http://www.imls.gov/results.asp?year=10&program=1067&description=on&sort=year>

## Recap of NLA 2005 Conference

More than 500 people attended this year's NLA conference in Reno, Nevada. Conference headquarters were located at Harrah's. With that many attendees, a number of presentations were standing room only. Word through the grapevine was that some folks elected to attend their "second choice" and were still pleased with those



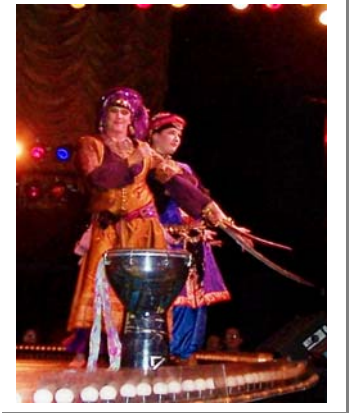
presentations. The pre-conference was all day Wednesday. Cindy Wigen from Whitman County Library in Washington shared a number of her experiences marketing the small library branches that make up their system.

A number of "locals" to the Reno area made presentations throughout the afternoon sessions. A buffet dinner in the Prospectors' Club was a lot of fun. For those with a lot of energy, there was bowling in the National Bowling Stadium, just two blocks from Harrah's. Tom Fay & Felton Thomas bowled five games while most of the rest of us settled for two or three games for the evening.



Thursday morning had Matt Bowles from the ACLU as the keynote speaker. While his address was not particularly neutral, it did get some conversations flowing! Matt Bowles was preceded by the *Asha Belly Dancers* who had a rather unique way of introducing him. Watch those swords! Then the dancers led a parade of librarians from

Sammy's Showroom to the third floor convention center. It was quite a show! More programs and the vendors' reception completed the day.



Friday was filled with more programs for attendees. There was a tour of one of the newest branches of the Washoe County Library System, the Spanish Springs Branch. It is 30,000 square feet, has a drive-up window, a story time area that can muffle noise, a teen room, a snack bar and a fireplace! There are computers and library materials, too.

The President's Reception was held in the garden area of the Downtown Reno Branch of the Washoe County Library System. As it is located just a few blocks from Harrah's, many attendees chose to walk instead of taking the shuttle. Entertainment was provided by the *Mariachi de la Plata* band. The play "A Single Woman" was presented by the *Nevada Shakespeare Company* in the theatre area after the reception.

The following NLA awards were presented:



*Librarian of the Year: Robb Morss*

## NLA Pre-Conference: Marketing Your Library

Cindy Wigen presented her experiences with marketing at Whitman County Library in Colfax, WA.

Included in her handouts was the "Library Marketing SURVIVOR Kit:"

1. A PENNY - for good luck and the successes we strive for each day.
2. An ERASER - to erase any of our mistakes!
3. A RUBBER BAND - to help you stretch yourself beyond your limits.
4. A BAND-AID - for the occasional boo-boo!
5. A LIFESAVER - in case you start to feel a little down.
6. A STRING - when things begin to fall apart, you can tie things back together!
7. A HUG & KISS - to let you know the support team really cares about you (Hershey's).

Luise Davis presented her marketing video of the Douglas County Library, explaining how it was created and what changes she anticipates making.

Maranne Thieme's presentation with Cindy Wigen was highlighted by giving the participants bandanas created for her Lyon County Library marketing project for the "Between Fences" exhibit.

Bob Harmon described the Media and how to work with them. Pershing County's Jeanne Munk described a co-operative marketing project that did not work out as planned. Pat Wright presented a marketing project developed for the Esmeralda County Libraries.

The day's events concluded with Sharon Honig-Bear's presentation on organizing Friend and Fund Raising events, culminated with the creation of four baskets for the Silent Auction at the dinner that evening. The baskets raised \$192.00 for the NLA Scholarship Fund!



*Trustee of the Year: Verlia Davis-Hoggard*



*Dorothy McAlinden Award: Paddy Harrigian*

Special Citations were awarded to Susan Williams, Ann Jarrell, W. Reed Scull, Bob Crowell, Bob Harmon, Martha Gould, Frankie Lukasko, Millie Syring, and Joan Zenan.

NYRA breakfast was on Saturday morning in Sammy's Showroom at Harrah's. Authors Peg Kehret and Ben Mikaelson were able to receive their awards in person. They answered questions from the audience as well as signed copies of their books.

Other Saturday activities included the post-conference on Marketing Your School Library with keynote speaker Jackie Simintus. State Librarian Sara Jones sponsored an all day workshop for the IMLS Scholars.



The conference theme "Free Minds, Free People" was thought provoking and the colors of red and yellow were fun and original.

## NLA Post-Conference: Marketing Your School Library

School Librarians, public librarians and a public library trustee spent Saturday afternoon in sessions involving marketing school libraries.

Dawn Vaughn, Immediate past-president of AASL, presented a spirited presentation of the newly adopted AASL Strategic Plan and how Nevada school libraries can utilize it along with Nevada's Information Literacy Plan discussed by Ellen Fockler.



Jackie Simintus, SBC Library Advocate, discussed the K-20 agenda for core library competencies.

Following these serious discussions, by Phil Fickes, magician and puppeteer from Ely, performed magic tricks school librarians could do with their pupils and then presented two version of a "Magic of Reading"



show - one with puppets and one with a dragon reading the story.

Jeanne Munk presented Pershing County's cooperative project that did not go as planned. The afternoon ended with a presentation by Reno author Terri Farley. Terri brought along copies of her Phantom Stallion series books in foreign languages, as it is now published in 22 different countries, and participants selected titles to take to their libraries. She also offered an author visit by herself as a raffle prize, and will bring a set of the Phantom Stallion books to the visit.

Every participant received a copy of Terri Farley's newest book *Seven Tears from the Sea* and one lucky participant won a box of books from BWI's Christina Nelson.

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### ALA receives Oprah's Angel Network Book Club Award for \$50,000 to help bring books to underserved teens

CHICAGO - The American Library Association (ALA) received an Oprah's Angel Network Book Club Award for \$50,000 to support the Young Adult Library Services Association (YALSA), the fastest growing division of ALA. The award was announced on the October 26, 2005 episode of "The Oprah Winfrey Show."

The ALA Public Programs Office (PPO) will work together with YALSA to implement a national book club program to reach at-risk teens. Libraries that agree to conduct outreach programs by partnering with alternative high schools or juvenile detention centers will be eligible to apply. "We are pleased and honored to be a recipient of this grant," said YALSA President Pam Spencer Holley. "With the help of this Oprah's Angel Network Book Club Award, YALSA and PPO will be able to put books in the hands of the teens who need them most."

The funds will go toward providing books and instructional resources to the selected libraries. **Libraries may apply online beginning January 25, 2006.** Those libraries that meet the application criteria will be awarded the book sets on a first come, first served basis. These libraries must implement a book discussion program for teens based on three theme-related titles. They will be given copies of the books to share with each of the teen participants. YALSA and PPO also will create an online toolkit to support the program, including sample discussion questions, recommended titles for further reading, downloadable bookmark art and other resources.



## ALA to Hold 2006 Annual Conference in New Orleans

ALA has been following the situation in Louisiana very closely over the last two months, and has been receiving almost daily reports from local authorities on the damage and reconstruction efforts following Hurricane Katrina. It was determined that the best thing that the association and its members can do is to go to New Orleans and lead the reconstruction by example.

Our conference will help to provide the jobs and tax revenues needed if residents are to reestablish their lives and for the city to fully restore services, including library services. More information will follow.

## NLA Donated to the Louisiana Library Relief Fund

The Nevada Library Association sent \$250 to the Louisiana Library Relief Fund. The suggestion by Nancy Hutchinson, LVCCLD, lead to the NLA Board of Trustees voting approval of this expenditure.

“To all of you who are interested in helping Louisiana’s libraries affected by Hurricane Katrina and by Hurricane Rita, we thank you. The outpouring of concern and offers of assistance have been extraordinary. Louisiana’s public library directors, trustees and staff are very, very appreciative, as am I and all of us here at the State Library.”  
Rebecca Hamilton, State Librarian

This is Louisiana’s neat library logo.



The Louisiana State Library has move information about this fund at [http://www.state.lib.la.us/la\\_dyn\\_templ.cfm?doc\\_id=560](http://www.state.lib.la.us/la_dyn_templ.cfm?doc_id=560)

## ALA Hurricane Katrina Relief Fund tops \$100,000 for Gulf Coast libraries

(CHICAGO) The American Library Association (ALA) today announced it has raised more than \$100,000 through its Hurricane Katrina Library Relief Fund to help rebuild libraries in the ravaged Gulf Coast region. A recent contribution of \$10,000 from the Copyright Clearance Center helped bring the total over \$100,000.

“It is wonderful that so many have contributed. The recovery costs in the Gulf region are great, and I know that ALA members will continue to contribute to help colleagues rebuild their libraries,” said ALA Executive Director Keith Michael Fiels. More than 1,000 ALA individual and corporate members have contributed to the fund.

Beginning October 31, the main library and the Nix and Hubbel branches of the New Orleans Public Library reopened four hours a day to provide limited services. Patrons and visitors are able to access the Internet and software from designated computers, as well as return library books and use copiers and fax machines. Library employees are also working to get the other two branches that did not suffer water damage (the Children’s Resource Center and the Latter branch) in shape for reopening.

Over 100 school libraries and 25 public libraries were damaged or destroyed beyond repair, and a number of academic libraries lost major portions of their collections. To make a tax-deductible donation to the ALA Hurricane Katrina Relief Fund, or learn more about relief efforts, visit <http://www.ala.org/katrina>.

The relief fund was kicked off by ALA President Michael Gorman on September 21, and Bowker, CSA, ProQuest, RefWorks and Brodart all have contributed \$5,000 or more.

## *Soaring to Excellence 2006 Libraries, the Universe, and Everything*

### **Title: Google and Your Patrons**

<http://www.dupagepress.com/COD/index.php?id=981>

**Date:** November 18, 2005

**Time:** 9 am -10:30 am Pacific Time

**Presenter:** Steven Bell

**Description:** The myths and realities of Google are explored, along with its unique features and its impact on libraries. This teleconference explores the library worker's role in connecting users to high quality information in the age of "Googleization." College of DuPage [Soaring to Excellence](#) 2005 Series

**Target Audience:** Library staff

**Location:** Teleconference sites

**Number of Participants:** Unlimited

**Cost:** Paid by NSLA for statewide broadcasting

**Contact:** Holly Van Valkenburgh [hvanvalk@clan.lib.nv.us](mailto:hvanvalk@clan.lib.nv.us) (Additional information forthcoming)

### **Title: Always a River, Sometimes a Library: Rick Anderson Reexamines Library Practice and Patron Service**

<http://www.dupagepress.com/COD/index.php?id=984>

**Date:** February 3, 2006

**Time:** 9 am -10:30 am Pacific Time

**Presenter:** Rick Anderson

**Description:** Rick Anderson explores the three ways the library profession is broken, and the four ways to fix it. He uses the Mississippi River as a metaphor for patron behavior, and gives us new and useful ways to think about our patrons. College of DuPage [Soaring to Excellence](#) 2006 Series

**Target Audience:** Library staff

**Location:** Teleconference sites

**Number of Participants:** Unlimited

**Cost:** Paid by NSLA for statewide broadcasting

**Contact:** Holly Van Valkenburgh [hvanvalk@clan.lib.nv.us](mailto:hvanvalk@clan.lib.nv.us) (Additional information forthcoming)

### **Title: Serving Immigrant Populations: A Library Prototype for Diversity**

<http://www.dupagepress.com/COD/index.php?id=985>

**Date:** April 7, 2006

**Time:** 9 am -10:30 am Pacific Time

**Presenters:** Bill Erbes and panel of experts

**Description:** This teleconference begins with a look at the history of immigrants and libraries, and examines how to assess the needs of your community's immigrant population, including English as a Second Language materials, legal issues, work issues, and bi-lingual library resources. College of DuPage [Soaring to Excellence](#) 2006 Series

**Target Audience:** Library staff

**Location:** Teleconference sites

**Number of Participants:** Unlimited

**Cost:** Paid by NSLA for statewide broadcasting

**Contact:** Holly Van Valkenburgh [hvanvalk@clan.lib.nv.us](mailto:hvanvalk@clan.lib.nv.us) (Additional information forthcoming)

<http://dmla.clan.lib.nv.us/docs/nsla/lpd/calendar.htm>



## Library Challenges and Opportunities 2006

### Title: Library Hot Topics: Manager's Forum

#### A Roundtable Discussion with Experienced Library Managers

<http://www.dupagepress.com/COD/index.php?id=727>

**Date:** March 10, 2006

**Time:** 9 am -10:30 am Pacific Time

**Description:** College of DuPage [Library Challenges and Opportunities](#) 2006 Forums. Based on numerous requests and positive reaction to the Roundtable format used last spring, we will bring together experienced library managers, leaders in their field, to discuss a series of management-related issues. Both large and small academic and public libraries will be represented. Viewer-suggested topics include: roles of support staff in libraries; team-building when the director won't lead; library recruiting; keeping staff motivated; disaster planning; and strategies for working with faculty.

**Target Audience:** Library staff

**Location:** Teleconference sites

**Number of Participants:** Unlimited

**Cost:** Paid by NSLA for statewide broadcasting

**Contact:** Holly Van Valkenburgh [hvanvalk@clan.lib.nv.us](mailto:hvanvalk@clan.lib.nv.us) (Additional information forthcoming)

### Title: The Library Digitization Project: Google's Bold Vision for the Future

<http://www.dupagepress.com/COD/index.php?id=727>

**Date:** April 28, 2006

**Time:** 9 am -10:30 am Pacific Time

**Description:** College of DuPage [Library Challenges and Opportunities](#) 2006 Forums

This program will explicate Google's vision of the future. We will discuss how a successful project will impact the world of information from the perspectives of librarians, academic administrators, scholars and publishers. This project has stirred up a bundle of issues, some of them contentious, but our goal is to highlight the key issues in a constructive manner. We plan to produce a program that is consistent with the academic tradition of a "spirit of inquiry" and not a polemic.

**Target Audience:** Library staff

**Location:** Teleconference sites

**Number of Participants:** Unlimited

**Cost:** Paid by NSLA for statewide broadcasting

**Contact:** Holly Van Valkenburgh [hvanvalk@clan.lib.nv.us](mailto:hvanvalk@clan.lib.nv.us) (Additional information forthcoming)

### 2005-2006 Teleconference Sites:

Carson City	NSLA, Classroom E	<a href="mailto:hvanvalk@clan.lib.nv.us">hvanvalk@clan.lib.nv.us</a>
Elko	Great Basin College	<a href="mailto:dannehl@gbcnv.edu">dannehl@gbcnv.edu</a>
Elko	Elko Public Library	<a href="mailto:pfduinn@clan.lib.nv.us">pfduinn@clan.lib.nv.us</a>
Fallon	WNCC, Room 309	<a href="mailto:blmathew@clan.lib.nv.us">blmathew@clan.lib.nv.us</a>
Hawthorne	Mineral County High School	<a href="mailto:adellamo@clan.lib.nv.us">adellamo@clan.lib.nv.us</a>
Henderson	Paseo Verde Library Training Room	<a href="mailto:jevaughan@hdpl.org">jevaughan@hdpl.org</a>
Las Vegas	UNLV Lied Library, Conf Rm 2281	<a href="mailto:ichurch@cmail.nevada.edu">ichurch@cmail.nevada.edu</a>
Reno	College of Education, Rm 2008	<a href="mailto:jimmc@unr.edu">jimmc@unr.edu</a>
Reno	Washoe Co Health Dept, Conf Rm B	<a href="mailto:mgreene@mail.co.washoe.nv.us">mgreene@mail.co.washoe.nv.us</a>

<http://dmla.clan.lib.nv.us/docs/nsla/lpd/calendar.htm>

## 2005 Nevada Library Leadership Institute

by Maranne Thieme, Participant  
Library Manager, Lyon County Central Branch Library

“Will this training be worth the time I am away from my library? If so, how long will it hold its value?” These are the questions I asked myself on the way to the 6<sup>th</sup> Annual Library Institute held at the University of Nevada in Reno, August 8-12, 2005—*Integrating Leadership with Management: Developing Core Competencies*.

I am delighted and relieved to say that from the moment I arrived at the University Inn until the moment I left, it was not only worth my time as a library manager, but will serve me as a human being—wife, relative, and friend—for the rest of my life. Let me explain.



First of all, the faculty was amazing. All of them had practical managerial experience as well as intellectual, and imparted that information with great clarity and heart. They were:

**Michael Haverkamp**, Ph.D., is a State Specialist in Mediation and Group Facilitation for UNR’s Cooperative Extension and an Associate Professor in the Department of Human Development and Family Studies. With over 25 years of experience, Mike has conducted over 500 training programs in conflict resolution, community building, group facilitation and leadership for agencies, community organizations, and private firms throughout the world.

**Melanie Minarik**, MPH, FACHE, is a lecturer at UNR for the Health Ecology Department, College of Human & Community Sciences and Managerial Sciences Department, and College of Business Administration. Her areas of expertise include health policy and administration, organizational behavior, and leadership development.

**Yvonne Stedham**, Ph.D. is an associate professor in Managerial Sciences at UNR and teaches undergraduate and graduate courses in human resources management and international management.

No light-weight team of instructors here! My doubts disintegrated as I quickly become their eager student along with 33 of my Nevada library colleagues. The five-day curriculum was rigorous and inspiring as we focused on eight roles managers should learn to master while developing specific competencies around each one. Throughout the week, camaraderie was instant, safety to try on new concepts was limitless, and humor wove itself through every session.

The roles are: Mentor, Facilitator, Monitor, Coordinator, Producer, Director, Broker, and Innovator. With all those management “hats” is it any wonder that we, as managers, often feel overwhelmed by the complex task of wearing them at the right time and keeping them straight on our heads?

I won’t try to cover everything I learned over that week, but I will share a few “ah-has.” If you would like to pursue any or all of these, you may purchase our text, *Becoming a Master Manager: A Competency Framework* by Robert E. Quinn, Sue R. Faerman, Michael P. Thompson, and Michael R. McGrath. In it you’ll miss the candid comments of our program instructors, but you won’t regret the time you devoted to honing your own sets of management skills.

- MENTOR:
  - Mentors understand themselves and then others.
  - Mentors are partners, not judges.
  - Quantum Entanglement: When two particles collide, they forever carry a part of each other. Apply this to your relationships...all of them.
- FACILITATOR:
  - At meetings, set the stage, turn anger into hope; create a future-oriented shared vision; establish priorities, take action.
  - In team building, the group must be committed to a common goal or purpose.
  - In conflict transformation, reframe it by focusing on what’s wanted and what can be.
- MONITOR:
  - Do not put people under surveillance—put the system under surveillance.
  - Manage information with clear, compelling arguments and map those arguments with grounds (what leads you to say that?), claims (what is the conclusion?), and warrants (how does your claim connect to the grounds you offered?).
  - In this age of information overload remember that you don’t need to know everything and understand everything.
- COORDINATOR:
  - Lack of commitment turns into failure.
  - When employees “quit,” they quit their bosses, not their jobs.
  - Performance is a function of ability times (X) motivation.
- PRODUCER:
  - Develop “whole brain thinking”—creative and intuitive at times, systematic and logical at others.
  - Ask yourself “When am I most productive and motivated?” Then ask, what is under your direct and personal control.
- DIRECTOR:
  - Goals and objectives are smaller than your vision. Start with the vision and then go back.
  - Work from the idea that your team won’t see it until it believes it. Frame your vision, communicate with passion.
- BROKER:
  - Open the door of change and turn it into opportunity: “You get to do this.”
  - “Power is the ability to produce; the capacity to mobilize people and resources to get things done.” Kanter, 1983
  - Try to level communication upon a plane that all can understand and speak.
  - Separate the people from the problem; focus on interests, not positions.
- INNOVATOR:
  - You have to be aware of changes on the outside of the organization so you can respond to changes on the inside of the organization.
  - SWOT—Look at your organization’s strengths, weaknesses, opportunities, and threats.
  - Ask, “Why does my organization exist?” and keep asking it.

I am grateful to the Nevada State Library and Archives, with funding from the Library Services and Technology Act, and the Institute of Museums and Library Services for providing The 6<sup>th</sup> Annual Library Institute.

*The Magic Wall ...*



**NEVADA LIBRARY ASSOCIATION  
2005 AWARDS**  
Nancy Hutchinson,  
2005 NLA Awards Committee Chair

The 2005 Nevada Library Association Conference, "Free Minds, Free People" was recently held in Reno, Nevada. At the President's Reception on Friday, October 21<sup>st</sup> the 2005 Nevada Library Association Awards were given out. The following persons were honored and received these awards:

**LIBRARIAN OF THE YEAR: ROBB MORSS**

Robb is currently the Deputy Director, Chief Operating Officer for the Las Vegas-Clark County Library District. He has worked for the district for 20 plus years and was first hired as a Page at the Sunrise Library. From that time, he has steadily climbed upward. This climb has been marked both by his hard work and by the urging of his fellow staff members who have recognized his natural leadership qualities. He not only possesses great dedication but great enthusiasm, tact, integrity and practicality. Most importantly, while he motivates staff to achieve high service goals, he never loses his sense of humor or his empathy for staff. He is a talented, natural leader who has long been active in library organizations including NLA, PLA and ALA.

**TRUSTEE OF THE YEAR: VERLIA DAVIS-HOGGARD**

Trustee Verlia Davis-Hoggard currently serves as the Vice-Chair of the Las Vegas-Clark County Board of Trustees. She is a member of the Nevada Library Association and the American Library Trustees Association. She is a longtime supporter of public library services in Southern Nevada. During the 2005 legislative session, she attended Legislative Day and worked behind the scenes urging legislative support of restoration of State funding for library materials grants to Nevada's public libraries. She also advocated that funds be appropriated for a new pilot "Homework Help Center" to be developed at the West Las Vegas Library. Mrs. Davis-Hoggard is the retired Executive Director of the Clark County Social Services Department and has a distinguished career supporting the human services needs of all the residents of Clark County. Her efforts as a Trustee have only extended her dedication to help those in need.

**DOROTHY McALINDEN AWARD: PADDY HARRIGIAN**

From her days working in the Young People's Department at the Green Valley Library to her current position in the Laughlin Public Library, everyone who has worked with her, agrees that

Paddy is one of the finest individuals in library services worldwide! She's a wonderful leader; mentor; fair and compassionate manager; amazingly skilled Youth Services expert; caring and empathetic community member- a truly extraordinary person! Paddy has been influential to countless people over the years . Her mark of professionalism has set the standard for creativity, positive attitude and tireless energy! Some highlights of her accomplishments over the years are these: the "Every Picture Tells a Story" original children's picture book art exhibitions; service on the Las Vegas -Clark County Library District's many Summer Reading Program Committees; elected 2001 Chair of the Nevada Library Association's ACTION paraprofessional Interest Group and the list goes on and on. Her enthusiasm and dedication is unequalled!

**SPECIAL CITATIONS:**

**SUSAN WILLIAMS:** Las Vegas-Clark County Library District

Susan has been the key in implementing the statewide reference service- "Ask a Librarian". She works hard to provide an excellent standard of virtual reference service by working with library staff throughout the state, training and promoting the service. She has traveled to all areas of the state - teaching library staff about the service and has trained them how to provide high quality reference service and database training. Her training sessions are both fun and informative. Without her tireless work, statewide virtual reference service in Nevada would not exist today.

**ANN JARRELL:** U.S. Courts Law Library, Las Vegas.

Ann is currently the Recording Secretary of the Nevada Library Association and has served in that position since 2003. She has served the Nevada Library Association, with great dedication and in many different capacities for many years. She was Chairperson and Representative of the Southern District 1995-97 and again in 1999. She served as the By-Laws Chair in 1993-94 and was Chair of GODIG in 1990. She first entered the Nevada Library world as a Reference Librarian at the Clark County Law Library in 1989 and is currently working as a Library Technician at the U.S. Courts Law Library in Las Vegas.

**W. REED SCULL:** University of Nevada Reno.

Reed Scull is the one person that anyone working on Public Library Certification knows! He works tirelessly for librarians in all types of libraries in Nevada to bring them the courses they need to gain certification. He makes sure that they then keep up

with any additional classes they need to keep this certification. It is he who works with the instructors to make sure that, in addition to the training, room space, flyers, WEBCAT etc. are available. He knows how important this program is and works tirelessly to strengthen it and make it better.

**BOB CROWELL**

Bob is the lobbyist for the Nevada Library Association. During the 2005 Legislative session, he was an exceptional advocate for library issues. Because of his hard work, collection funding for public libraries in the amount of \$1,200,000 over the biennium was funded. Headway was made in advocating that materials funding be a permanent component of the state library's budget. Many other measures (including critical amendments to State Publications laws, funding for rural bookmobiles, and assistance for LVCCLD's "Homework Help Center") were passed because of his work. His contribution can best be summed up by Dan Walters comments as Government Relations Chair: "NLA's lobbyist performed miracles on our behalf and demonstrated how highly regarded he is in the halls".

**BOB HARMON**

Bob was the Public Information Officer for the Department of Cultural Affairs from May 2002 until July 2005. Bob has always had a very sincere and real passion for the work that libraries do. There are countless projects that he has helped to succeed including literacy projects, virtual reference services and expanded library programs and collections. Recently, because of his passion for the **1 ♥ 2 READ** license plate, he has been working tirelessly to get this publicized all over the state. He is currently working with Washoe County and lending his support to their upcoming Sarah Winnemucca project. Bob continues to be an exceptional friend and advocate for Nevada libraries.

**MARTHA GOULD**

Martha has served two separate full-terms on the State Council for Libraries and Literacy which has a great deal of responsibility for the health and vitality of libraries in Nevada. However, her many contributions to Nevada's libraries are numerous. They could and should probably fill a book! Some highlights include:

- Retired Director, Washoe County Library System
- Appointed to the National Commission on Libraries and Information Science in 1993. Reappointed to a 5 year term in

1998. Designated as Chair by President Clinton in 2000.

- Coordinator of the Nevada Center for the Book.
- Chaired the Nevada Governor's Conference for Women in Reno.
- Candidate for Mayor of Reno in 1994
- President of the Nevada Library Association in 1981

**FRANKIE LUKASKO**

Frankie served two terms on the State Council on Libraries and Literacy where she well represented School Libraries. As the retired Library Coordinator for Library, Media & Technology, Washoe County School District, she was extremely knowledgeable about the needs of school libraries and how they can help students to become successful. She fought tirelessly for the adoption of Information Literacy Standards in Nevada. Without her perseverance and leadership, we might not have them today. Hundreds of thousands of students will benefit from this contribution. Frankie also served as President of the Nevada Library Association in 1998.

**MILLIE SYRING**

Millie served on the State Council on Libraries and Literacy for two terms where she ably represented Academic libraries. The work that she did significantly improved and expanded library service in Nevada. Millie started working as a Library Assistant at the State Library. After she obtained her MLS, she worked at the Nevada State Library & Archives and then at UNR. She has given much time working for the Nevada Library Association and was Conference Chair for the Reno Conference in 2000.

**JOAN ZENAN**

Joan served two terms on the State Council on Libraries and Literacy. In her second term, she was Council Chair. As Council Chair, she effectively used her role to encourage libraries to improve their grant writing abilities. She sponsored projects that encouraged libraries to work with each other to give the best possible service to all of their constituents. Joan is the recently retired Director, Savitt Medical Library, University of Nevada, Reno.

**Congratulations to all of these honorees for the outstanding contributions that they have made, and continue to make, to library services in Nevada!**



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