

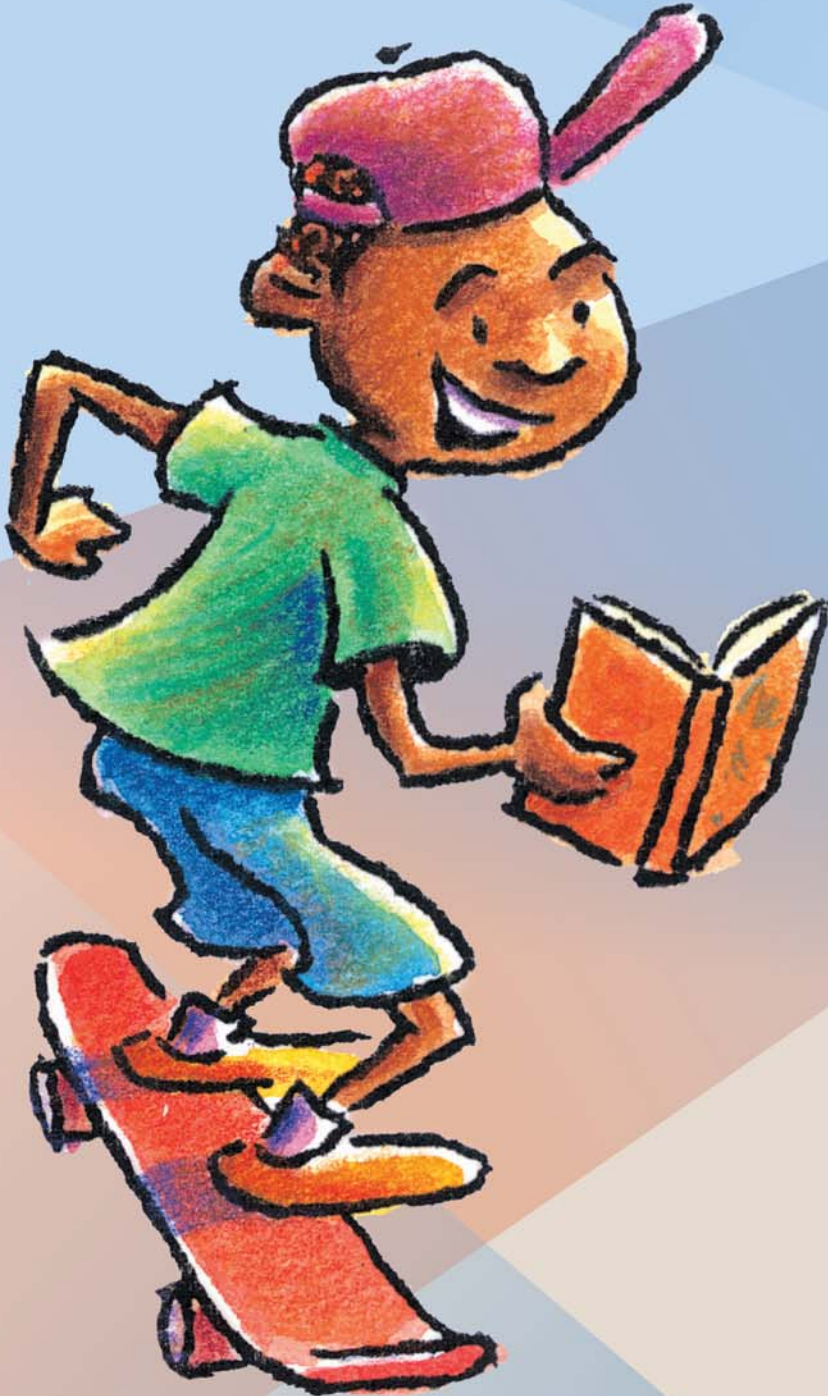


# REPORTER

ILLINOIS LIBRARY ASSOCIATION

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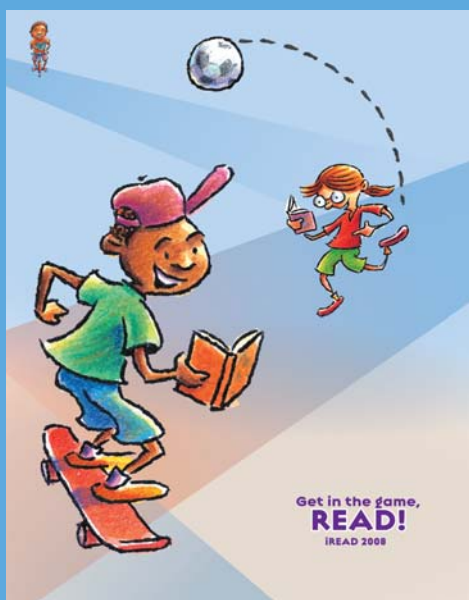


Get in the game,  
**READ!**

iREAD 2008

# The Illinois Library Association Reporter

is a forum for those who are improving and reinventing Illinois libraries, with articles that seek to: explore new ideas and practices from all types of libraries and library systems; examine the challenges facing the profession; and inform the library community and its supporters with news and comment about important issues. The *ILA Reporter* is produced and circulated with the purpose of enhancing and supporting the value of libraries, which provide free and equal access to information. This access is essential for an open democratic society, an informed electorate, and the advancement of knowledge for all people.



## ON THE COVER

iREAD 2008 Get in the Game, READ!  
artwork by Tom Lichtenheld.

Tom Lichtenheld is creative director for a Chicago advertising agency who has had a second career of making things up in such books as *Everything I Know about Pirates*, *What Are You So Grumpy About?* and *What's with This Room?* Tom grew up in Rockford, Illinois and currently lives in Geneva. To learn more about what makes Tom tick, go to [www.ila.org](http://www.ila.org) and see his interview with the *ILA Reporter* in the August 2007 issue.

The Illinois Library Association is the voice for Illinois libraries and the millions who depend on them. It provides leadership for the development, promotion, and improvement of library services in Illinois and for the library community in order to enhance learning and ensure access to information for all. It is the eighth oldest library association in the world and the third largest state association in the United States, with members in academic, public, school, government, and special libraries. Its 2,900 members are primarily librarians and library staff, but also trustees, publishers, and other supporters.

The Illinois Library Association has three full-time staff members. It is governed by a sixteen-member executive board, made up of elected officers. The association employs the services of Kolkmeier Consulting for legislative advocacy. ILA is a 501(c) (3) charitable and educational organization.

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Illinois Library Association

33 W. Grand Ave., Ste. 301 | Chicago, IL 60610-4306  
phone: (312) 644-1896 | fax: (312) 644-1899  
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# Continuous Improvement: The Transformation of Staff Development

“*The library is a growing organism.*”—Ranganathan 1931

Organisms grow by learning. Libraries, to continue as great learning organizations, must reinvent staff development. Staff development must transform from traditional, authoritarian training methods into a system of guided self-growth of all staff members. Peter Senge, in *The Fifth Discipline: The Art & Practice of the Learning Organization* (Doubleday, 1994), describes five disciplines necessary for an organization to learn: Systems Thinking, Personal Mastery, Mental Models, Building Shared Vision, and Team Learning. Organizational learning, and hence growth, must occur across the boundaries of departments and positions. Systems thinking requires the engagement and knowledge of all areas of the library.

There are many strategies available for the library to become more of a learning organization. One tool that can demonstrate library-wide engagement and practical application is the implementation of core competencies, particularly technological core competencies. Learning about technology — from copiers to database applications — provides a core level of knowledge that can be used to better understand and work with all aspects of the library organization. A number of Illinois libraries have implemented programs to develop their staff’s core competencies, technological competencies, and are continually improving their staff development programs.

At the Reddick Public Library, Rici D. Dale, public services coordinator, created a set of core competencies in technology that the library had determined staff should be able to perform. Responsibility for mastery remains with the individual. Staff members are encouraged to ask appropriate staff for training. The competency list is annotated by staff members and signed by the staff member for their supervisor to review as a guide. Library Director Vicky Trupiano indicated that a technology competency test is administered as part of the hiring process to insure a common understanding between applicant and interviewer of the skills needed for various positions.

Toby Greenwalt, adult services librarian at the Skokie Public Library, informs us, “We recently concluded a program at Skokie focused on training staff in Web 2.0 technologies, and ways they might apply to library service. We designed the program according to the Charlotte-Mecklenberg County model (see <http://plcmclearning.blogspot.com/>), which is designed as a self-guided learning program. All department heads and professional public desk staff were required, and we had many of our hourly employees participate as well. There were some remedial classes for those who weren’t comfortable with Web 2.0 stuff, but those focused on basic mouse operation and Internet skills. If you’d like to see our Learning 2.0 program, you can visit the site we made at <http://theskokieten.blogspot.com.>”

[continued on page 6]

“Responsibility for mastery remains with the individual. Staff members are encouraged to ask appropriate staff for training.”



At the Aurora Public Library, Steven Slavick, electronic resources librarian, states, “In the coming months, we’re hoping to establish [drop-in] sessions... with the addition of a system that will better help staff/supervisors determine if what was taught was actually learned.”

Brian Smith at the Arlington Heights Memorial Library reported on a program they called “The Baker’s Dozen, plus a few more,” a Web 2.0 program made available to all staff members. Smith says, “This initiative was entirely voluntary, and no one would be penalized for not participating. Essentially, we posted a lesson each week to an internal blog (hosted by WordPress). Lessons covered everything from blogs, to wikis, to social bookmarking, to free, Web-based software suites (e.g., Google Docs), and much more. Anyone who completed all of the lessons would receive an mp3 player as well as a certificate of completion.

“Initially this project was a one-time exposure series, based on Helene Blowers’ Learning 2.0 program. In short, we wanted to raise our staff’s awareness and consciousness about emerging technologies and foster a sense of collaboration and synergy (staff members could consult one another)... and a flexible mindset that would encounter constant, relentless change. Our Web 2.0 program may continue to morph into a Web 2.0 project for our patrons/customers (which would be made available on our public Web site: [www.ahml.info](http://www.ahml.info)).”

At the Plainfield Public Library, regular classes are offered to all staff in Microsoft Excel, Word, an introduction to the Internet, and practical uses for the many databases to which the library subscribes. Additionally, hands-on training is offered in the use of equipment such as a mobile audiovisual cart (laptop, sound system, and digital projector). Kathy Sierra, co-creator of the “Head First” books from O’Reilly Press, writes in the blog, “Creating Passionate Users” (<http://headrush.typepad.com/>), “Learning is not a one-way push from head A to head B. Learners are not “empty vessels” waiting to be filled with content pushed into it by an expert... it’s a form of co-creation between the learner and the learning experience.” The successful ongoing staff development program then will incorporate willing engagement, attempt to teach at the optimum leaning moment, and avoid the “Sit & Get” approach to adult education. A wealth of personal/staff development training material to use at the appropriate teaching moment exists and is updated continually on the WebJunction Illinois Web site: <http://il.webjunction.org>. Thanks to the generosity of the Bill & Melinda Gates Foundation and Institute of Museum and Library Services, there is free continuing education for Illinois library staff, who are registered users of WebJunction Illinois. In particular, WebJunction has recently published “Sustaining Public Access Computing Programs: Technology and Management Competencies” by Betha Gutsche, editor. The publication includes checklists for staff competencies in multiple levels. Identifying system administrator competencies as well as frontline staff needs,

WebJunction Illinois has been providing classes for some time in many of the areas of competency needed for staff development, from Business Skills videos to Using Office 2007.

We have all heard the plea at staff open forums across the state for “more training.” The difficulty always seems to arise when we try to identify what training to provide. Perhaps we are concentrating too much on the “more.” There is certainly no disgrace in repeating learning sessions, especially for skills that are not often used. It is equally reasonable for staff to yearn for new development topics. Ultimately, it may be that “more” is intended simply to mean, “different.” Training is more complex than deciding to put on a musical in the barn. It is important for all staff developers to familiarize themselves with the basic principles of adult education. We can’t set this training up using a methodology that we would use to teach a seven-year-old and especially not a sixteen-year-old. Sierra’s “Crash Course in Learning” describes twenty-one important characteristics of a well-prepared teaching methodology. Several characteristics especially relevant to team learning are:

- Talk to the brain first, mind second.
- Provide a meaningful benefit for each topic, in the form of “why you should care about this” scenario.
- Use redundancy to increase understanding and retention.
- Use mistakes, failures, and counter-intuitive surprises.
- Use the filmmaker (and novelist) principle of show-don’t-tell.
- Context matters.
- Use stories.
- Use pacing and vary the parts of the brain you’re exercising.
- Remember, it’s never about you. It’s about how the learner feels about himself as a result of the learning experience.

Susan Prokopeak, public services access/cataloging librarian at the Learning Resource Center at Joliet Junior College (JJC), reported on staff development at the community college. “The JJC Library has become a part of a larger group which includes Academic Computing and the Information Technology departments. The circulation desk is shared with the computer lab technologists. Techs and circulation staff both provide cross-department direction. Techs refer users to reference librarians for research inquiries; circulation staff refers users to techs for technology inquiries. Sharing the space encouraged mutual shifts in the views of service provided; moving from a passive model to an active model of customer service. It has also encouraged cross-departmental learning versus passive referrals. College-wide, JJC holds staff institutes/development days bi-annually. Workshops cover all aspects of pedagogy and are designed to build community by having staff interact at all levels.”

The common theme of these stories clearly involves the system-wide integration of learning within our libraries. The more we teach each other, the more learning our organizations engage in and the more education we can provide our customers. ■■



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# Summer Reading Program

**T**his time of year, public librarians are probably busy preparing for this year's upcoming Summer Reading Programs (SRPs). Though an enjoyable task, it can be hard sometimes to muster up the energy needed to plan a fabulous SRP when bogged down by other work responsibilities that have more current deadlines. Knowing this, I thought a little shot of inspiration to energize one to "Get in the Game" or "Catch the Reading Bug" (or whatever theme you might be using) might be needed. Here goes:

First, here is a reminder of the standard rationale why Summer Reading Programs are important:

1. SRPs are a public library tradition. Originating in the mid-1890s, SRPs were geared mainly towards those in intermediate grade levels and focused on promoting quality literature. However, their overall goal — like today — was to instill a love of books and reading.
2. In a variety of research studies, most recently by Johns Hopkins University Center for Summer Learning (2004), it has been shown that children who read during the summer retain or improve their reading skills from the previous school year to the current one and that children who do not read over the summer demonstrate a significant loss of reading skills from the previous school year.
3. SRPs have been proven to bring people into the library and increase circulation statistics during the summer months.

Though these are reasons enough for public libraries to offer Summer Reading Programs, I think that it is seeing an individual connect with a book or have a positive experience at the library that really inspires us to put forward fun and exciting reading programs year after year. I asked some librarians to share with me their "this-is-why-we-do-summer-reading-clubs" moments to inspire us all:

**Joanne J. Hinman**, head of children's services, Middle Georgia Regional Library

"I had a little girl that was going to begin kindergarten in August. She had participated in our SRP and had come to library regularly over the summer to record books listened to and to attend story time. In fact, she had not missed a story time all summer. On her first day of school, the teacher asked her if she was ready for school. Her answer was: 'I will come every day except Tuesday. That's the day I go to the library.'"

**Lorreen Keating**, co-director & youth services librarian, North Hampton Public Library

"I had a six-year-old boy in our summer reading club three years ago when our theme was "Reading Heroes." When children participating in the club met their reading goal, they received small coupon prizes and a nice plastic gold medal on a red, white, and blue ribbon. I heard from the boy's grandmother, who was his primary caregiver, that he was so proud of his reading achievement that he wore his medal constantly after it was awarded to him. I even saw him wearing it on several occasions at the library. It was definitely a big boost to his confidence and reading ability."

[continued on page 10]





**Angela J. Reynolds**, head of youth services, Annapolis Valley Regional Library

“For our Teen SRP, we have several prizes the teens can enter to win. One of the most popular is Cool School Supplies. Last year, I got this e-mail from one of our branches:

“The winner of one of our ‘Too Cool for School’ prizes is a young girl whose uncle (a retired school teacher) has been working with her to help bring up her reading skills. She was diagnosed a few years ago with ‘memory dyslexia,’ a condition in which a person can only recall the first five characters of each word. She has been working hard and has made great progress, though at times has felt overwhelmed by her disability. Participating in the SRP and actually winning a prize has been wonderful for her and has motivated her to keep working on her reading skills.”

“Seeing an individual connect with a book or have a positive experience at the library really inspires us to put forward fun and exciting reading programs year after year.”

**Jason Stuhlmann**, head of youth services, Elmwood Park Public Library

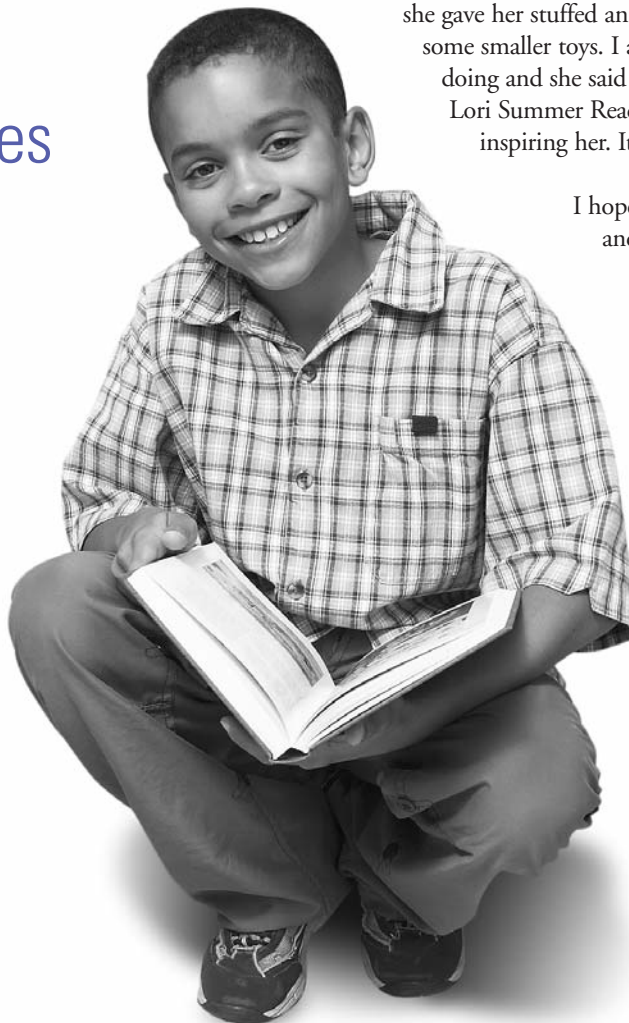
“At my library, we have our kids verbally report about one or two of the books that they have read when they come to claim each of the different levels of reading club prizes. Last summer we had a couple of fifth grade girls sign up for the club who we didn’t think were really going to participate. They frequently have shown some attitude when they come in to the library.

“But that summer, when it came to reporting their books, they seemed to transform. Not only were they excited about wanting to talk about their books, but they would talk for five to ten minutes straight describing their favorite ones. Later, one of the girl’s parents came in and told us that they had never seen their daughter get so involved in reading and excited about actually talking about what she’d read. It was reaffirming to know that sometimes even the reluctant readers/participants discovered the joy of sharing what they’ve read and enjoyed.”

I will end with one of my own moments:

In the middle of last year’s SRP, I had a mother come up to me and say, “I just had to tell you what my daughter was doing last night. She was in her room with a pile of books surrounded by her stuffed animals. I watched as she gave her stuffed animals each a book and some smaller toys. I asked her what she was doing and she said she was playing ‘Miss Lori Summer Reading Club.’ Thanks for inspiring her. It kept her busy for hours.”

I hope everyone has a successful and inspired Summer Reading Program! **ILA**



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**ILA**

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# To Lead and Follow: Librarians Take It On

**L**eadership and Change. Can we get enough of these two terms in librarianship today? Wherever we turn, there they are: in the literature, at every conference, each day in our libraries. Doesn't it seem at times that we are guessing or wondering who is the leader?

I may be biased, but I think that the various library organizations in Illinois are communicating less to each other now than at any other time I have experienced over the past eighteen years. So many islands building up and with so little common ground. It is not a good situation when resources are not as abundant as they once were on several fronts. Each group, developing on its own, silo after silo, must then produce a magnificent mountain or risk becoming insignificant statewide.

It is not that we have no leaders and it is not for a lack of change that we are perhaps not cooperating as effectively as possible. Could it be that our leadership styles have undergone such scrutiny as of late, particularly with the national and state political elections on the minds and lips of everyone for months now?

The Illinois State Library has just announced the new SYNERGY Class of 2008. Those thirty librarians will soon be exploring more closely what it means to be a leader, analyzing the challenges and evaluating the rewards. As they mature with the concepts, I am sure they will more fully understand that change is the best test for effective leadership.

## LEADERSHIP

Leaders are continually tested. Whether it is keeping the ship on course or knowing when to turn or change directions, the leader often is relied upon to make the call and live by their decision.

A couple of weeks ago, I noticed the following quote as a byline on a colleague's e-mail: **"There they go! I must hurry after them for I am their leader."**<sup>1</sup> I had not expected to think much about it, but after a chuckle, I decided there was more to this than first appeared. My initial vision of the leader scurrying along to keep up, a leader out of touch, quickly turned to the vision of a proud leader wanting to share a triumphant moment with protégés and colleagues — more of a mentor relationship.

Mentoring is an integral part of leadership and it can take many forms. They say that leaders must have some followers. I am not sure that is absolutely true — often leadership duties are shared to such a degree that it becomes hard to place a hat on the leader. The role can and should bounce around in a library. Who is best at leading planning exercises may not be the best at handling patron complaints and concerns; who is best at designing exhibits may not be the best at balancing the accounts.

We must constantly discern who is the official voice or leader of a library from who is actually the leader for specific functions within the library. The dean or director of an academic library is the head librarian, but does not take the lead role in all aspects of the library. It falls to other librarians and paraprofessionals to lead from where they are within the organization, providing direction and form, molding while mentoring others who may help accomplish the overarching goals of the library.

I am convinced there are many leaders in a library, often irrespective of departmental or shift designations. I encourage persons to become the expert, to take the lead, build a team of supporters, lessen the burden of others within reason, and outdo themselves when the next opportunity arises. This stimulates personal development, teamwork, goal achievement, and many other attributes that lead to success.

<sup>1</sup>Although it is stated that the great thinker Anonymous had said this, *The Quote Verifier: Who Said What, Where, and When* by Robert Keyes (New York: St. Martin's Griffin, 2006, p. 161) attributes the similar quotes of "There go the people. I must follow them, for I am their leader." and "I am their chief. I must follow them." to various persons, including Alexandre Ledru-Rollin in Revolutionary France, Benjamin Disraeli, Gandhi, and James Michael Curley.



## CHANGE

Most everything in libraries has recently changed, including the attitudes of the librarians, board members, staff, patrons, and administrators. So we obviously keep talking about change. Isn't it old press by now, like the ho-hum untalented, sexy, famous icon brats? Maybe not.

Be a change agent. Embrace change. Morph. Stay flexible. Yeah, yeah, yeah!

Change is not kind; it is not comfortable. Yet libraries are about change. Looking back, some library duties seem to have changed very little: reader services, collection building, hiring the right people, and such. Technology has pulled the plug on all that, enlarged the pond, and we see no way to stop the flood of changes that nudge or push us each year.

We no longer flinch when we get the invoice for new computers, printers, and scanners. Expectations have changed; we all want and deserve the best. What were considered major decisions a decade ago that now seem so simple — like going to the grocery store for bread and milk (notice, I didn't say to the gas station!). Think about the thousands of dollars needed each April for technology upgrades, the requests for scanning spaces on the third floor, or the expectation that color copiers will appear throughout the library. Wait! I did flinch on that last one!

We are blessed in Illinois with so many recent changes to the physical homes of libraries. Although we lament the damage caused to some sister libraries in recent strokes by Mother Nature, we have faith that those libraries are going to become better for the experience. Several communities and universities have recently invested in new homes for their libraries and

“Doesn't it seem at times that we are guessing or wondering who is the leader?”

patrons, and many more renovations are in the works. These are the best and worst of times for leaders. Rapid and multiple changes become mixed blessings for their leaders: dream, plan, design, pack, move, unpack, review all services, arrange flowers, choose the wine, smile a lot, plan your opening ceremonies — the list never stops and the work can stockpile unless leaders are identified for all the tasks affiliated with the opening of a new library.

With so many responsibilities for leaders and so many changes embraced by our profession, it is still worthy to seek closer ties with our colleagues across the state, ensuring that all the bases are covered at least down the interstate rather than duplicating the efforts locally or lamenting the absence of expertise down the hall. We have long said that no library could collect everything, yet it appears that we are changing our minds about that in the newest electronic age. As leaders, we have incredible options ahead of us. Let's hope we can rely on the host of Illinois library leaders to promote libraries as a whole. Illinois has beautiful silos already; let our libraries and professional organizations take renewed interest in building essential bridges to cooperation. **ILA**

Library-related stories appearing in local Illinois news media are reflected in this section of the *ILA Reporter*. The intent is to alert and inform other libraries about issues and events that are considered significant by the general media. The draft *ILA Reporter* text is sent to the library in question for accuracy before being published here.

## Ex-resident Leaves Monticello Library \$2 Million in His Will

A few years ago, Allerton Public Library Director Lisa Winters received a thank-you note from a woman whom she had helped with her research, reported the February 24 *Herald & Review*.

“At the end she said, ‘My friend Max is going to leave you something,’” Winters said. “I thought: He’s going to leave us his books.” Winters later received a phone call from Tom Finseth, a close friend of Max Hency, a former Monticello resident, who told her Hency was leaving the library a large donation in his will. Just for fun, Finseth asked her, “What would you consider a large donation?” Winters, who has worked at the library for twenty-nine years, knew exactly what would constitute a sizable contribution. “I said \$1,000,” Winters said. “We have had several gifts a little over \$1,000, but I don’t recall anything more than that.”

Max Hency, a retired Navy commander who graduated from Monticello High School in 1941, left more than \$2 million to Allerton Public Library in Monticello. The library received the first installment of \$1,990,000 in January and is expecting to receive another, much smaller check in the future.

“Overwhelming is the best word to describe it,” Winters said. She said she does not know much about Hency, but she did recall meeting him about twenty years ago, when he came into the library to find information on a sibling who died at birth or shortly thereafter.

Winters helped Hency, the son of a Monticello blacksmith, with his research.

“He was a very, very polite man,” Winters said. “He was just a real gentleman. When you entered the room, he stood. When you sat, he sat.” Winters recalled that Hency, who died in Hawaii in 2005 at the age of 82 or so, was a large man. “He looked like a football player,” Winters said.

While Winters was not able to find anything on Hency’s sibling, she discovered a newspaper account of an accident in which his father lost several fingers.

While Hency’s life and the way he made his fortune remain somewhat of a mystery, a couple of people have come forward since the gift was announced to share their memories of him. He was described by a former schoolmate as a bookworm and by another acquaintance as someone “who loved to go out with the ladies.” Hency, who was not married and had no children or living siblings, left 5 percent of his estate to a friend, Tom Finseth, and 5 percent to each of two cousins who live in LeRoy. Hency’s father had moved to Monticello from LeRoy.

The remaining 85 percent of the estate was divided equally between the Allerton Public Library and the Mencken House in Baltimore. The former home of writer H. L. Mencken, a National Historic Landmark, was closed in 1997.

The Allerton Public Library, which has been in the same downtown building since 1897, could undergo significant changes as a result of this gift, which is more than five times its annual budget of \$380,000.

“It would be nice to have more space,” Winters said. “I would like to add to the

collections, but we are bound by space.” The library is passing out surveys to patrons, asking what changes they would like to see. Sue Gortner, library board president, said the board will consider a construction project, a larger children’s area, more computers, and other ideas.

Winters wonders why Hency chose Allerton for such a large gift. “Especially for someone who has been out of this community for so many years, to think of his home library is kind of amazing,” Winters said.

## \$100,000 Bequest to Freeport Public Library Bridges Past, Present, and Future

Alfred W. Grupe, age 87, was in poor health in February 2007 when he visited his Peoria attorney, Norman McGill, to update his will. He added two generous bequests, \$100,000 to Freeport Public Library and \$100,000 to the Peoria Animal Welfare Shelter, with the rest of a sizable estate to be divided between several nieces and nephews.

Attorney McGill inquired about the bequest to the library, noting that Grupe hadn’t lived in Freeport for many years and had spent his working life in Peoria at Caterpillar, Inc. Grupe explained that the library had been a sort of sanctuary for him when he encountered some difficult times during his youth here in the 1930s. He went on to graduate from Freeport High School in 1938.

Grupe died March 26, 2007. His father, who died in 1969, operated Grupe Groceries on West Galena Street,

where a garden center now stands. Grupe is interred with his parents in the family plot at Freeport's Oakdale Cemetery.

"Uncle Alfred was an avid reader," his nephew, Don Borcharding, told Freeport Public Library Director Carole Dickerson. "His reading ranged from anything to anytime. If he didn't know about something we talked about on one visit, he'd have read all about it before the next time we saw one another."

The estate was settled at the end of the year, and Borcharding presented a \$100,000 check at a January 7, 2008 reception and press conference, which more than forty people attended. Among those present were a few of Grupe's former schoolmates.

What a tribute to the library staff of the 1930s that Grupe recalled their kindness across the decades and that he was moved to recognize that kindness some seventy years later, at the end of his life. "Many of you have heard me maintain that I don't have especially happy memories of the library of my childhood and want to create a different experience for today's clientele, no matter what their age and circumstance," Carole Dickerson reported at the January 7 gathering. "I'd say I'll have to go far to match what the good ladies — and they were no doubt ladies — of the thirties provided a troubled boy."

The Grupe (pronounced "Groupie") bequest is largely unrestricted. The will stipulates that it is to be used for capital expenses, for computer and facility equipment, and/or for reading or audiovisual materials.

## Newberry Library Art Stolen

A large outdoor art piece that has become a symbol of the Newberry Library was stolen, reported the February 20 *Chicago Sun-Times*.

Smaller replicas of the piece, *Umanita*, or humanity in Italian, are used in awards presented by the library, said library president David Spadafora. The *Umanita* was given to the Newberry Library in 1987. Its creator estimates it is worth between

\$65,000 to \$70,000. The thieves who stole the piece either early Sunday, February 17, or Monday morning "would have had considerable nerve," said Spadafora.

And considerable muscle. The stainless steel piece is about six feet tall and weighs between 150 and 170 pounds, said its creator, Chicago artist Virginio Ferrari. It was attached by a steel bolt to a marble base near the front door of the library. "It looks like [the thieves] spent some time rocking it back and forth" to break it free, said Spadafora. Chicago Police say they were summoned to the library about 4 P.M. Monday. It's unclear whether video surveillance may have caught the thieves at work.

Ferrari, 71, thinks it was stolen for scrap metal. About fifteen years ago, another large piece made of bronze was discovered in a scrap yard, so Ferrari is cautiously optimistic *Umanita* may be found.

## "Paper Libraries" Targeted; Rep. Mautino Floats Minimum Standards

Township paper libraries — libraries that only exist on paper — could find themselves permanently checked out if they do not meet certain standards, reported the February 12 *Ottawa Times*. "Libraries in Name Only" legislation, House Bill 4518, introduced last month by state Rep. Frank Mautino, D-Spring Valley, would allow the dissolution of township libraries that fail to meet benchmarks.

In a November 2006 referendum, Reddick Public Library District was converted from a city library to a library district. The boundaries were to be the same as the Ottawa Township High School District. But prior to that referendum, residents of three townships — Fall River, Farm Ridge, and Wallace — voted to remove their townships from the potential district by creating their own "paper library" districts — township libraries without buildings or materials. (In March 2006 Freedom Township

residents also voted to create their own paper district rather than be included in a proposed Earlville library district.)

In response, the Reddick board voted to rescind borrowing privileges for residents of those townships and to not sell nonresident cards to people living in those townships. Fall River has entered into an agreement to provide a limited number of its township families with service for \$5,000 per year.

Under Mautino's proposed legislation, a township library could be dissolved if one percent of the township's voters file a petition with the circuit court. A judge's grounds for dissolving the township library district would be that for the previous three years the library's board of trustees had:

- Failed to conduct regular meetings of the board;
- Failed to pass an annual appropriation ordinance; or
- Failed to perform the duties and functions imposed by law.

The township libraries "are clearly not doing this," Reddick Public Library District Director Vicky Trupiano said.

Trupiano has thanked Mautino for introducing the legislation. She also is urging residents of "paper library" townships who want to become members of the Reddick district to contact Mautino.

"I just think this may be a one-shot deal for us," said Trupiano. "I don't know when this will come up again. And for him to stick his neck out I just think makes it extremely important to us."

## Australian \$85 Million Software Filter Scheme Fails, Teens Crack Filter in Minutes

The Rudd Government has branded as a failure the \$85 million software filter scheme to protect young Australians from online pornography and will review its future, reported the February 17 *Sidney Morning Herald*.

Australian Federal Communications Minister Stephen Conroy is assessing the NetAlert program, which will come under scrutiny at the Senate estimates hearings. The filter scheme was a central feature of the Howard Government's \$189 million NetAlert program launched last August to address the perceived threat of online sexual predators and unsavory content to young Internet users. A multi-million-dollar advertising blitz followed, including a booklet delivered to every household across the nation.

It was expected 2.5 million households would take up the free porn-blocking filters within twelve months but only 144,088 filter products have been downloaded or ordered on CD-ROM since August last year. The Department of Broadband, Communications and the Digital Economy has estimated about 29,000 of these accessed filter products

were still being used — less than 2 percent of the set target.

"The program has clearly failed, despite over \$15 million being spent in advertising to support it," Conroy said. "Labor has always said that PC filtering is not a stand-alone solution to protecting children from online dangers. The government has a comprehensive cyber-safety plan that includes the implementation of mandatory ISP-based filtering to deliver a filtered feed to all homes, schools, and public Internet points.

"Education for parents and teachers as well as children is a priority."

Conroy said the Australian Communications and Media Authority (ACMA) would examine all aspects of ISP-level filtering, with a laboratory trial completed by the end of June 2008, followed by a pilot test in a real world environment.

Sixteen-year-old Tom Wood, aka "The Porn Cracker," who shot to national prominence when he showed the new NetAlert filters could be bypassed by any savvy teenager in a matter of minutes, said the scheme had been a waste of time and money. "Although these are amongst the best PC-based filters available, it didn't take long for teens to work out how to bypass them," said the schoolboy with a passion for cyber-safety.

Opposition communications spokesman Bruce Billson said the Rudd Government was rushing to criticize the NetAlert program to set the scene for a "harebrained, half-baked policy dreamt up in the lead-up to an election. NetAlert is a program which is relatively new, as is the minister in his role, and I'm sure he would like a little more than six months or so before the public decide if he has been a failure or not," he said.

"Proper supervision should be front and center of any efforts to protect children from inappropriate material on the Internet; supported by additional tools such as content filters, not some mandatory and ill-conceived 'clean feed' measure by a government that believes only it has the authority to decide what's appropriate or inappropriate content for computer users," Billson said.

## Legislators Seek Parental Permission for Social Web Sites

Illinois legislators want a state law requiring social networking Web sites such as MySpace and Facebook to get parental permission before youngsters are allowed to join, reported the February 11 *Daily Herald*. Illinois House Republican leader Tom Cross of Oswego said the initiative is the next phase of a series of laws aimed at making the Internet safer for children.

"Several other states are starting to deal with this, but none have passed it," Cross said at a news conference in Elmhurst. "Florida has had some successes, but not with everything we're trying to do."

In all, the Republican legislators unveiled close to ten different initiatives

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they filed for the upcoming legislative session. Elmhurst Republican state Rep. Dennis Robeletti called the parental consent portion the “cornerstone” of the package.

Among the other proposed initiatives are:

- Banning sex offenders from social networking sites.
- Enhancing child pornography offenses to Super-Class X felonies that require mandatory prison sentences ranging from nine to forty years.
- Making it a class X, 1, or 2 felony for sex offenders to misrepresent their ages in juvenile solicitation cases.
- Strengthening current solicitation laws to include crimes committed through the Internet.
- Strengthening charges against offenders who travel to meet juvenile victims, but don’t make contact.
- Requiring electronic and technology employees to report any cases of child pornography they encounter while repairing computers or other devices.

Cross said state officials have not approached operators of social networking sites about the new legislation. But he is hopeful in light of recent rule changes by MySpace that they will be open to them. “There has been some cooperation, but the reality is it’s not enough,” Cross said. “We realize we’re going to get some pushback on this.”

In January, MySpace announced stricter protocols for younger users and unveiled efforts to help keep sexual predators and convicted offenders away from the site. This phase of legislation comes on the heels of laws passed nearly two years ago that helped define social networking sites and created a means for law enforcement to more easily “eavesdrop” on predatory online contact, the legislators said.

The proposed legislation would also strengthen some of the current laws.

“Like technology, we need to make sure laws we have on the books are not obsolete,” said state Rep. Ruth Munson,

an Elgin Republican. “We need to continuously update and upgrade.”

## Mold Hits University of Illinois Rare Book Library

The gem of the University of Illinois’s world-renowned library — its Rare Book & Manuscript Library — is infested with mold and will be closed down for several months, reported the February 8 *Sun-Times*.

Less than 5 percent of the collection, of 15,000 volumes, suffers from active mold growth. But the number could be higher, because that includes only what’s visible. “It’s a significant portion of the collection,” said Tom Teper, associate university librarian for collections. The 300,000-piece collection is worth more than \$1 billion and includes the papers of Carl Sandburg and H.G. Wells, among many other rare books and manuscript.

The Rare Book library closed February 25 so an outside firm can undertake a painstaking cleanup of each item, as well as shelves, walls, floors, and the ventilation system. The cleanup could cost as much as \$800,000 in outsourced costs, officials said. The library is scheduled to reopen May 5.

The outbreak was discovered around Thanksgiving. Teper said there was a spike in humidity outside, leading to problems inside the library, which occupies a self-contained vault inside the school’s main library on the Urbana-Champaign campus. The vault’s ventilation system is more than twenty-five years old, and Teper said it was difficult to control the temperature and humidity inside the room.

A statement posted on the Rare Book library’s Web site says the problem was caused by “substandard environmental conditions in our facility where treasures of the University are housed.” The statement said the collections deserve a “proper, secure, environmentally appropriate building of their own.” While erecting a new building is unlikely in the immediate future, Teper said the school is “still determining what the exact corrective actions are going to be for a long-term fix.”

Officials could not immediately say which books were damaged, but said it doesn’t appear that anything in the collection has been damaged beyond repair. They also said the school has been advised that the problem does not pose a significant health risk.

In addition to handwritten letters and manuscripts by Carl Sandburg, the library has recordings of his radio broadcasts. It also has one of the ten first editions of John Steinbeck’s *The Winter of Our Discontent*. Steinbeck gave Sandburg the book as payment for a poker debt. The library has one of the largest collections of *incunabula* — European books produced before 1501, including pages from the Gutenberg Bible. It also has a copy of the first Bible printed in the Western Hemisphere around 1660.

“We are really looking to protect this collection that is irreplaceable and really a gem in the state of Illinois,” Teper said. “People come from all over to look at this material.”

## Bloomington Public Library Launches Project to Restore Art Collection

The paper is starting to deteriorate and is in need of restoration. This time, it isn’t a book at the Bloomington Public Library in need of attention, but sketches in its art collection, reported the January 31 *Pantagraph*.

A sketch by Mary Cassatt, an American impressionist, is under conservation to remove the “foxing,” or the yellow spotting, in the paper, said Library Director Georgia Bouda. The work is the first piece of art restored under the library’s recent project to preserve its art collection. “It’s not unusual for libraries to have an art collection, but we have a particularly good one,” Bouda said.

Sketches and etchings from artists such as Edgar Degas, Francisco Goya, and James Whistler are included in the library’s Nora H. McCurdy Memorial Collection. In 1922, local socialite Laura

McCurdy donated the sixty-one pieces of art to the library and asked the collection be named after her mother, Nora. For years, many pieces in the collection were stored in back rooms or hung in the library boardroom. It came out of storage after an expansion of the library last year.

At the same time, an appraisal of the artwork was done to update the library's information on its collection. "With the big project out of the way, we could turn to these other projects that need our attention," Bouda said.

After the Cassatt is restored, an oil painting by an Illinois landscape artist needs work before the oils flake off the canvas, Bouda said. Other pieces need to be framed and a statue needs to be repaired. That work will be done as money becomes available. Bouda said

about \$5,000 is needed to complete the restorations.

Sale proceeds from one piece of the art collection were used to fund the nearly \$1,000 Cassatt preservation. Artist Louis A. Burke's great-great-grandson, George Gordon of Chicago, purchased a painting by the artist. Gordon, who started researching Burke about three years ago, found out about the local painting after an aunt sent him a newspaper article from 1991. He contacted the library to see if it was available for sale. According to *Pantagraph* archives, Burke was a self-taught artist born in Kentucky in 1845. He based his life in Bloomington but traveled around the country and throughout Europe. He died in 1914. "I don't think the board would have sold the painting to just

anyone," Bouda said. "The family connection here persuaded the board."

## Dundee Township Offices Can Stay in Library, Judge Rules

A Kane County judge rejected Dundee Township Library's attempt to evict the township administrative staff from the library building, reported the January 22 *Daily Herald*.

The move would have broken a lease intended to last "so long as township government shall exist." The library had argued that the lease agreement between the library and township was vague and allowed for the library to evict the township. But Judge Gene Nottolini ruled that the lease is "valid and enforceable."

Under the lease agreement, the township pays the library district \$1 per year in rent for 3,500 square feet of space on the lower level of the Carpentersville premises. The nominal rental, the lease states, was agreed upon when the township contributed a considerable portion of the cost to construct the library building in 1975.

At that time, the library was a branch of township government. The library became its own district in 1981 and continued to lease the space to the township for \$1 per year. A few years ago, the library district attempted to reclaim the space for its staff and programs. But the township argued the library could only claim the space it solely occupied, prompting the legal action by the library district in 2007.

"We are very pleased that the court has affirmed our longstanding agreement with the library," said Dundee Township Supervisor Sue Harney. "We need to work together to solve our space issues." The township's attorney, Ronald Roeser, said the decision provided both parties clarity. "There was legally questionable language in the original lease," Roeser said. "But it was construed in the favor of the township and the lease is valid."



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## 2008 Primary Election Library Referenda Results

In this latest election, there were 18 library referenda — 7 passed, 11 failed for a 38.8 percent success rate.

Library	Jurisdiction	Result	Referenda Type	Description
Athens Public Library District	Logan, Menard, Sangamon	Failed	Tax	Shall a public library district to be known as Athens Public Library District be established in part of Logan, Menard, and Sangamon Counties and an aggregate extension not to exceed \$225,000 be made for the library district for the 2008 levy year?
Chillicothe Public Library District	Marshall, Peoria	Failed	Miscellaneous	Shall the unserved territory in the Townships of Steuben, La Prairie, Saratoga, and Whitefield, Marshall County, be annexed to the Chillicothe Public Library District, Peoria County, Illinois?
City of Effingham	Effingham	Passed	Tax	Shall the annual library tax rate for maintenance and operation in the City of Effingham be increased from its present .15 percent of the value of all taxable property in the City of Effingham to .27 percent?
Crab Orchard Public Library District	Williamson	Failed	Tax	Shall the limiting rate for the Crab Orchard Public Library District, Williamson County, be increased an additional amount to .05 percent above the limiting rate for levy year 2006 and equal to .20 percent of assessed value of taxable property for levy year 2007?
Forreston Public Library	Ogle, Stephenson	Failed	Miscellaneous	Shall a Forreston Public Library District be established in part of Ogle and Stephenson Counties?
Fountaindale Public Library District	DuPage, Will	Passed	Bond Build/Construct	Shall bonds of the Fountaindale Public Library District, Will and DuPage Counties, in the amount of \$48,600,815 be issued for erecting a library in the Village of Bolingbrook and repairing the existing library building in the Village of Romeoville?
Fox Lake Public Library District	Lake, McHenry	Passed	Bond	Shall the bonds of the Fox Lake Public Library District, Lake and McHenry Counties, in the amount of \$14,975,000 be issued for the purpose of building a new library and demolishing the existing Fox Lake District Library building?

Library	Jurisdiction	Result	Referenda Type	Description
Gilman Danforth District Library	Iroquois	Failed	Tax	Shall the annual public library tax rate for the Gilman-Danforth District Library be established at 0.325 percent of full, fair cash value instead of 0.25 percent, the maximum rate otherwise applicable to the next taxes to be extended?
Harrisburg Public Library	Saline	Passed	Miscellaneous	Shall the unserved territory of the Gallatin County Community School District, in Saline County, be annexed to the Harrisburg Public Library District, Saline County?
Itasca	DuPage	Passed	Bond	Shall bonds in the amount of \$1,750,000 be issued by the Village of Itasca for the purposes of paying the cost of repairing, improving, and equipping the existing Itasca Community Library building?
John Mosser Public Library District	Knox	Failed	Tax	Shall the annual public library tax rate for the John Mosser Public Library District, Abington, Illinois, be established at .40 percent of full, fair cash value instead of at .25 percent, the maximum rate otherwise applicable to the next taxes to be extended?
Mahomet Public Library District	Champaign	Passed	Tax	Shall the bonds of the Mahomet Public Library District, Champaign County, in the amount of \$3,325,000 be issued for the purpose of erecting a new library and acquiring library materials and electronic data storage?
Mahomet Public Library District	Champaign	Failed	Tax	Shall the limiting rate for the Mahomet Public Library District, Champaign County, be increased .08 percent above the limiting rate for levy year 2006 and .2816 percent of the value of taxable property therein for levy years 2008, 2009, 2010, and 2011?
McHenry Nunda Public Library District	McHenry	Failed	Tax	A proposition to increase the limiting rate by an additional .10 percent above the limiting rate for levy year 2006 and equal to .2217 percent of equalized assessed value for levy years 2008, 2009, 2010, and 2011.
River Valley District Library	(Hampton Township) Rock Island	Passed	Miscellaneous	Shall a portion of the unserved territory of Hampton Township, Rock Island County, be annexed to the River Valley District Library, Rock Island County?

Library	Jurisdiction	Result	Referenda Type	Description
River Valley District Library	(Coe Township) Rock Island	Failed	Miscellaneous	Shall the unserved territory of Coe Township, Rock Island County, be annexed to the River Valley District Library, Rock Island County?
Sheldon Public Library District	Iroquois	Failed	Tax	Shall the annual public library tax rate for the Sheldon Public Library District, Sheldon, Illinois, be established at 0.25 percent of full, fair cash value instead of at 0.15 percent, the maximum rate otherwise applicable to the next taxes to be extended?
Sugar Grove Public Library	Kane	Failed	Tax	Shall the limiting rate under the Property Tax Extension Limitation Law for the Sugar Grove Public Library District, Kane County, be increased by an additional amount equal to .15714 percent above the limiting rate for levy year 2006?

**Past Referenda Results**

According to the Illinois State Board of Elections Web site ([www.elections.il.gov](http://www.elections.il.gov)), from 1995 to 2005, there have been 200 library referenda — 91 passed; 88 failed; and 21 no results. In 1995, there were 10 library referenda — 9 passed, and 1 failed for a 90 percent success rate. In the 2004 General Election, there were 23 library referenda — 10 passed, 13 failed for a 43 percent success rate. In the 2005 Consolidated Election, there were 29 library referenda — 11 passed, 18 failed for a 38 percent success rate. In the 2006 Primary Election, there were 24 library referenda — 16 passed, 8 failed for a 67 percent success rate. In the 2007 Primary Election, there were 24 library referenda — 11 passed, 13 failed for a 46 percent success rate.

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## ILA Intellectual Freedom Committee Wins ProQuest/SIRS State and Regional Achievement Award

ILA's two-pronged approach to defending intellectual freedom — advocacy in the Illinois General Assembly and U.S. Congress, and education for the library community and general public — was praised by the ALA Intellectual Freedom Round Table (IFRT) ProQuest/SIRS Award Committee.

“Our award committee was extremely impressed with all of the wonderful work that your group has done to promote intellectual freedom issues in Illinois and to train frontline staff and give them the tools needed to deal with difficult intellectual freedom situations. We also were impressed with your system for providing that training, a model for training that could be replicated in other states,” stated Steve Norman, chair, IFRT ProQuest/SIRS Award Committee.

ILA Intellectual Freedom Committee members led training sessions at eight Illinois regional library systems. Committee members used *Defending Access with Confidence: A Practical Workshop on Intellectual Freedom*, by Catherine Lord, a step-by-step program that takes participants through the history of intellectual freedom in the U.S., the law, related policies, and approaches to challenges against intellectual freedom in the context of libraries. The training directly reached staff members, directors, and library board members, from public, school, academic, and special libraries across the state.

“And we were especially impressed with all of the legislative successes that you've had on some very tough issues,” added Norman. ILA successfully mobilized its membership to defeat sixteen separate legislative efforts to require filters on library computers, and recently held an Illinois General Assembly bill that would have banned or severely limited

access to social networking sites on library computers. ILA Executive Director Robert P. Doyle also forged a partnership with MySpace that led to production of three NetSafe bookmarks on social networking, cyberbullying, and safe blogging. One million were distributed free to Illinois libraries and Illinois elected officials; thousands were distributed at the 2007 National Library Legislative Day to federal elected officials and staff; and another one million bookmarks were given to each 2007 ALA Annual Conference attendee in Washington, D.C., for distribution at libraries nationwide.

The award will be presented at the Intellectual Freedom Round Table award ceremony at ALA's 2008 Annual Conference in Anaheim, California. The award will be presented Saturday, June 28, 11:30 A.M. at a special awards reception.

Ten years ago, ILA won the same award for its successful and effective fight to defeat three Illinois legislative attempts to accord each county in the state the power to set obscenity standards, which had the potential to disrupt library services statewide.

## ILA Executive Board Passes Campaign Guidelines

These guidelines are intended to insure, insofar as possible, that there is equality of opportunity for all members of the Illinois Library Association to seek elected office, regardless of their personal financial resources or their access to organizational or other financial support.

The association encourages candidates to use good judgment in their use of financial and other resources available to them in conducting their campaigns.

### Support provided to candidates by ILA:

- A link on the ILA Web site to a Web page maintained by the candidate, as well as a link on the ILA election page with the candidates' photo and biography.

- The publication of the names and library affiliations of the candidates proposed by the ILA Nominating Committee in the February issue of the *ILA Reporter*.
- A candidate's statement of no more than 150 words that is included in the ballot mailing to all members.

Other than the support listed above, no ILA funds or staff time may be used to support the candidacy of any individual candidate.

### Campaign contributions:

Soliciting campaign contributions is prohibited. Campaign contributions by vendors, either in cash or in kind, have the potential of seriously skewing the election process. Candidates must avoid such contributions. Vendors should be encouraged to make financial contributions to recognized ILA endowments and special funds previously established to receive these.

### Travel:

ILA does not provide funding for candidate travel. All travel arrangements and expenses are the responsibility of the candidate.

### Endorsements:

Individuals who are elected officers of the association are considered official representatives of the association and are presumed to be speaking as official representatives. Therefore, they may not endorse candidates. Members of the Nominating Committee may not endorse individual candidates.

### Campaign materials:

Candidates are encouraged to use creativity to reach out to association members and to minimize personal costs through the use of electronic resources such as e-mails, Web sites, podcasts, etc. Campaign materials should reflect only the goals and perspective of the candidate. All discourse should reflect positively on the association and its members.

Violation of the above guidelines may result in disqualification. These guidelines will go into effect as of July 2008.

## ILA Annual Conference Poster Session and Talk Table Forms Available Online

Become actively involved in the 2008 ILA Annual Conference by presenting a poster session or talk table. Poster sessions and talk tables will be offered on the exhibit floor on Navy Pier, September 24 and 25.

Poster sessions showcase successful research projects, display a grant, or present an innovative program from your library. These presentations are displayed on bulletin boards and are ninety minutes in length. Presenters should be available during this time to answer questions.

Talk tables are informal one-hour discussions on pertinent, often everyday, topics led by a moderator. If there is a library topic or question you want to discuss with your colleagues in an informal setting, consider moderating a talk table.

For more information on poster sessions and talk tables, please contact: Connie Steudel, Carbondale Public Library, 405 W. Main St., Carbondale, IL 62901-2995; phone: (618) 457-0354; e-mail: [csteudel@shawls.lib.il.us](mailto:csteudel@shawls.lib.il.us), or visit the ILA Web site at <http://www.ila.org/events>.

## Federal Funds Support Free Plinkit Conference

On Thursday, May 1, 2008, from 10:00 A.M. to 3:30 P.M., the Lincoln Library (326 South 7th Street, Springfield, Ill.) will host a free Plinkit conference.

What is Plinkit? The Illinois Plinkit Project ([www.illinoisplinkit.org](http://www.illinoisplinkit.org) <<http://www.illinoisplinkit.org/>>) is a collaborative statewide effort, tied to a multi-state effort and an international open-source software community, that makes it easy and affordable for small libraries of all types to create dynamic, content-rich, professional looking, and

easy-to-maintain Web sites.

If your library needs or wants a dynamic Web site without the expense of an IT staff to maintain it, all without knowing html, you should come. If you can copy and paste from a word-processing program, you can do Plinkit. Plus you can update the Web site at anytime from any location with Internet access, from home or on the road.

Everyone is welcome to attend, especially representatives from libraries that currently are or are considering using Plinkit to create professional, easy-to-maintain, open-source websites. A box lunch will be available for purchase. Mileage reimbursement for participants is available. Registration is free, online, and easy: <http://tinyurl.com/YPNL7Q>.

The Illinois Plinkit Project is a grant awarded by the Illinois State Library (ISL), a division of the Office of Secretary of State, using funds provided by the Institute of Museum and Library Services (IMLS), under the federal Library Services and Technology Act (LSTA) to the Rolling Prairie Library System and the Alliance Library System.

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# ILA Welcomes New Members

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**Vicki Williamson**, Effingham

## TRUSTEE MEMBERS

**Janice Colglazier**, Lewistown Carnegie Public Library District  
**Edgar Mosshamer**, North Suburban Library System, Wheeling  
**Lee Spadoni**, Naperville Public Library



## Awards Committee

One Crosman Memorial Award Winner Interviews Another

Lisa Powell Williams, Moline Public Library and 1993 Crosman Winner

As a member of this year's ILA Awards Committee, I have been reflecting on what winning an ILA award early in my professional career has meant to me. My motivation for serving on the committee stems largely from my belief in "paying it forward," that is to say I have felt fortunate to win the 1993 Crosman Memorial Award. It is my hope that others who win awards will find it to be an entrée into serving our profession and its associations.

My mentor and former ILA Executive Board member, Mary Root, introduced me to ILA. At age twenty-five, just two short years into being a librarian, winning this award instilled a sense of confidence that I had chosen the best professional fit for me and that I did, even though just starting out, have much to contribute to librarianship.

Fifteen years later, I continue to find contributing to our profession a passion. Beyond the joy my current position as an adult services department manager brings me, I have been glad of opportunities to write for professional journals, serve on my library school's alumni association board, serve on ILA committees, lead table talks, and provide poster sessions, as well as take time to discuss our profession with numerous graduate students needing to job shadow, do a practicum, or simply just discern if they want to attend library school.

To borrow from the book, *The Power of Nice*, by Linda Kaplan Thaler and Robin Koval, I continue to believe in the need to create a "bigger pie," to share the positive accolades that our profession has to offer, including writing letters of support for those seeking to be part of the Synergy program, encouraging others to find their voice and their inner confidence to contribute more fully to their profession.

Lastly, I have reflected on the sense of humility I felt, when in the course of a dinner discussion at a non-library conference a few years ago, 1995 ILA President Sue Stroyan shared the challenges of opening the new Ames Library at my undergraduate alma mater, Illinois Wesleyan University. The conference happened to be in Peoria and somehow, the name Alex Crosman arose. I listened intently as his contributions were discussed. It struck me what an impact he must have made as he was being discussed at a non-library event. It renewed my commitment to ILA, my profession, and encouraging others to provide nominations for these awards.

Being inquisitive — one of the intrinsic qualities of being a reference librarian — I wanted to know what difference this award is making in a newer award winner. At the recommen-

ation of fellow committee member Mary Weimar, I called to speak with 2006 winner Kelly Laszczak, assistant head of Youth Services, Orland Park Public Library. Our conversation follows.

**Lisa:** Kelly, what was your initial reaction to winning the 2006 Crosman Memorial Award?

**Kelly:** I was surprised. I wasn't aware of the award. I had to read the description of it when I won it. I was not very aware of ILA or what the association did. Now, a couple of years later, I am much more active within ILA and it feels good to have been recognized by my colleagues as doing outstanding work and contributing to our profession. My library did a press release about my winning the Crosman and also shared the news in our library's newsletter. Patrons read about it and came in to congratulate me. Because of the press


 The logo for "shaping outcomes" features the word "shaping" in a lowercase, sans-serif font above the word "outcomes" in a larger, bold, lowercase, sans-serif font. Below "outcomes" are three curved lines that suggest motion or a ripple effect.

### MAKING A DIFFERENCE IN LIBRARIES AND MUSEUMS

Shaping Outcomes is an instructor-mediated online course for library professionals, presenting Outcomes Based Planning and Evaluation, an emerging "best practice" for grant development and project planning. Participants work at their own pace in an online community, and are provided with personalized feedback from the instructor on a realistic project proposal. Subsidized by IMLS, courses are available throughout the year. Scholarship funds are available for participants from libraries and other institutions serving economically challenged populations.

For more information visit:

[www.shapingoutcomes.org](http://www.shapingoutcomes.org)

I received, I think that it gave the community insight into the library profession beyond what they see when they come in for books or programs.

**Lisa:** How has the award impacted your career and your interest in ILA?

**Kelly:** I am pretty much intrinsically motivated. This award was an extrinsic reward, being recognized by my co-workers who nominated me as well as by other librarians in the state. While I would have contributed in the same manner during the first three years of my career, the recognition by others in the form of the Crosman Award was an added bonus. The recognition has helped me to meet so many types of librarians from across the state and helped me to see the bigger picture of what occurs in Illinois. I am more involved with ILA and am starting to become more involved at the national level with ALA and YALSA, which I may not have done if it had not been for my involvement at the state level.

**Lisa:** What advice do you have for others who are newer to librarianship?

**Kelly:** I think the key when starting out is to not be afraid to be involved. Just because you haven't been in the profession long, doesn't mean you don't have things to contribute. You have a fresh voice and may have a new perspective. Everyone has something to contribute. I don't think I'm doing anything that most librarians can't do. I think you have to be open to just about anything. When an opportunity comes along, take it, even if it's not in your plan.

**Lisa:** Anything else you'd like to share?

**Kelly:** I'd like to encourage people to take time to nominate people doing a quality job for an ILA award. It's an amazing thing to do for a library, a librarian, and your team. I have a background in child development and education and know how important feedback, positive reinforcement, and recognition is to anyone (adult or child) and it encourages continued positive behavior; however, it is not always given by everyone in management and nominating an outstanding employee is a good way to give some deserved recognition. I want to encourage everyone to be involved in nominating

colleagues for awards within our professional organizations in general. The time commitment is not daunting and it is extremely rewarding. Be passionate about your career and get involved.

The ILA Awards Nomination form is available at <http://www.ila.org/membership/awards.htm>. Award criteria are also listed in the *ILA Handbook of Organization and Membership Directory*. Nominations are due to ILA by May 15, 2008.

## Cultural and Racial Diversity Committee

Kay Shelton, Northern Illinois University

Stay informed! Open your horizons! Know what's happening with diversity in libraries! Everyone is invited and welcome to join in the topics for discussion at the new blog of the Cultural and Racial Diversity Committee. The URL is: <http://illinoislibrarydiversity.blogspot.com/>. Currently on the blog are book recommendations, a place to discuss Spanish-language resources, a chance to plan for the 2009 Martin Luther King, Jr. Day of Service, links to library resources for under-represented groups, and plenty of space to begin discussions on new topics. There is also a listserv at: <http://groups.google.com/group/illinoislibrarydiversity>. Anyone can join the listserv and it can become a place to share events, resources, and other topics of interest.

## iREAD Committee Report

Lori Craft, Itasca Community Library

Thanks to all who purchased "Get in the Game — READ!" reading club merchandise. If you have had any problems with your order, please contact the ILA Office at (312) 644-1896. Products can still be ordered at <http://www.ila.org/pub/ireadorders.htm>.

iREAD is always looking for volunteers to serve on the committee, work on the Resource Guide, staff the ILA Annual Conference Booth, and help

at the ILA Conference Showcase/ Brainstorming session. If you are interested in donating your time and energy to any of these endeavors, please fill out the volunteer form at <http://www.ila.org/pub/ireadvolunteer.htm>.

## Reaching Forward Forum for Library Support Staff

Sally Schuster, Addison Public Library

In one short month — May 9, 2008 — it will be time to attend the eighteenth Reaching Forward Conference for Library Assistants. If you have not seen a brochure with all of the exciting events the committee has planned for this year, you can find all of the information on our Web site, [www.reachingforward.org](http://www.reachingforward.org). The new site is finally up. Let us know how you like it.

The committee learned after the brochure went to press that one of our presenters, Miriam Pollack, regretfully is unable to present "Library service in Context: Keeping Up with Trends" scheduled for the 10:30–11:30 A.M. time slot. Some quick maneuvering from Miriam brings a replacement.

"When Rules Get in the Way: Transforming Your Library" will be presented by Anna Yackle, public library liaison, North Suburban Library System, and Sharon Ball, grants coordinator and school/youth liaison, North Suburban Library System. Do your library's rules and procedures get in the way of customer service? Transforming your library by one yes at a time is the solution. The presenters will discuss how West Palm Beach and other libraries have changed their culture and made their libraries a place people want to come to for a sense of community and as a "third space." Speakers will even share some simple marketing strategies to help you share the word about your library's makeover.

If you are interested in attending this program, just register for "Library Service in Context." You will actually be attending "When Rules Get in the Way."

I'm certain Miriam is very disappointed that she had to withdraw, but we really

thank Anna and Sharon for filling the gap. This kind of cooperation is one of the things that makes Reaching Forward as special as it is!

When you register for this year's conference, please select a menu choice: chicken or vegetarian. If you do not select one of these, you will have chicken for lunch. On May 5 the committee must give staff at the Stephens Convention Center a count of the chicken and vegetarian lunches ordered. The convention center will not be able to make changes the day of the conference. We hope you can understand the enormity of preparing and serving more than 1,000 lunches. Last minute changes place an extra burden upon the kitchen and wait staff.

As always, the committee suggests you dress in layers. It is impossible to control the temperatures so that everyone is comfortable all of the time. The simple solution is to layer up, especially if you have found the rooms chilly in the past.

Once you are registered, you will receive a packet confirming your registration and containing your name tag. Please bring your name tag to the convention. When you arrive at the Donald E. Stephens Convention Center, 5555 North River Road, Rosemont, you will be given a lanyard; but you will not have to stand in any other registration line. This means you can get to breakfast sooner. The doors will not open until 8:00 A.M.

The committee has worked hard to bring you a variety of interesting speakers and topics. We hope you enjoy the day.

## Reference Services Forum (RSF)

Blaine Redemer, Illinois State Library

Attention all reference aficionados: RSF will be conducting a survey of anyone who is working in the reference services area of a library or has an interest in the reference services area of his or her library. The survey is designed to get feedback on how the RSF can improve its interaction with the library community. We want to hear from as many of you as

possible. We hope you will take this opportunity to make your voices heard and help us to make the RSF a better means of serving your reference needs. The survey will be up on April 15 and through May 31. To participate in the survey, you can either type in the following URL <http://www.tinyurl.com/2hmqzz>, or go to the link from WebJunction (<http://il.webjunction.org>).

News about the survey will also be sent out electronically, through several venues such as RefTalk — the electronic list for the RSF. To join RefTalk, visit <http://maillist.nsls.info/mailman/listinfo/reftalk> and follow the instructions under Subscribing to RefTalk.

We encourage everyone who is interested to take the survey and to please pass on the information about the survey to others whom you think would be interested. The more we hear about your needs, the better the RSF can work on addressing them.

There is still time to turn in nominations for the Reference Services Award. For information about the award and a copy of the nomination form, check out pages 46, 47, and 50 of the *ILA Handbook of Organization and Membership Directory, 2007–2008* edition, in print or view it online at <http://www.ila.org/about/handbook.htm> or visit <http://www.ila.org/membership/awards.htm>. Help make Illinois reference service shine this year by nominating your reference star for the Reference Services Award, sponsored by ProQuest.

If there are any questions concerning the survey, nominations, or inquiries about the RSF, please feel free to contact Blaine Redemer at [bredemer@ilsos.net](mailto:bredemer@ilsos.net) or call (217) 782-5430.

## Youth Services Forum (YSF)

Kelly Laszczak, Orland Park Public Library

Mary Adamowski began her duties as the Youth Services Forum Manager on February 21, 2008.

There's still time to nominate someone for an award! Do you know someone who has made an outstanding contribution to

young people? If so, nominate that person (or yourself) for one of the two YSF awards. The Golden Ticket Award, sponsored by Quality Books, is awarded to an individual who has made an outstanding local contribution in library services to young people in his/her community by creating and implementing library programs that promote a love of literature and instill positive feelings about libraries. Nominees for the Golden Ticket Award do not have to have a Master's in Library Science nor be a member of ILA. The award includes a one-year paid membership to ILA and a \$150 cash prize.

The Davis Cup Award, sponsored by Scholastic Library Publishing, honors an individual who has made an outstanding contribution to library services to young people within their community or beyond. Nominees for the Davis Cup must be a member of ILA, have positively affected those outside his/her own community, and have actively participated in professional organizations, typically on a state or national level. The nominee does not have to work directly with children or work in a library setting. The award includes an engraved Revere bowl and \$300 cash prize.

The nominations for both the Golden Ticket Award and the Davis Cup Award are due May 15, 2008. For more information or to obtain a nomination form, visit <http://www.ila.org/membership/awards.htm>.

Visit the YSF google discussion group and give your input into programs for ILA conferences, state awards and workshops, and much more. To view the group, go to <http://groups.google.com/group/youth-services-forum>.

# Show Me the Money!

## FINANCIAL STRATEGIES FOR YOUR LIBRARY

Monday, April 28 » 9:30 A.M. – NOON

Lewis and Clark Library System | 6725 Goshen Rd. | Edwardsville, IL 62025-3045 | phone: (618) 656-3216

In conjunction with the publication of the *Financial Manual for Illinois Public Libraries*, the Illinois Library Association and the Lewis & Clark Library System are offering this two-part, half-day workshop.

### MAKE YOUR LEVY AND B & A ORDINANCES MAXIMIZE YOUR LIBRARY'S GOALS

Participants will learn tips and tricks in getting the best finance performance into place with proper application of their Levy Ordinance and their Budget & Appropriation Ordinance. Recent changes of the state statutes allow for more flexible application of library levies. Knowing the proper techniques in structuring the levy will reduce the percentage of legal challenges that cost the library money in court or negotiation settlements. Participants will learn techniques to make the B&A Ordinance become a working document to control expenditures and measure fiscal performance. Listen to a finance talk that incorporates humor, straight talk, and get-you-thinking ideas. Come listen to the people who wrote the new ILA book on library finance.

### ALTERNATE REVENUE STREAMS: FISHING FOR MONEY OUTSIDE OF THE LEVY

Participants will also learn about new, enhanced, and simple ideas on increasing library revenue, public relations, cost savings, and increasing public participation in the library. It is time to think beyond real estate taxes, fines, and fees as the only revenue possibilities for the library. Learn to use the right lure in the tackle box to bring in the big catches of the day. Come listen and let your thinking lead you to new ideas to make your library better.

**Speakers:** Britt Isaly, Esq. and Robert Porter from Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer P.C.



### Registration Form

\$45 Workshop Registration  
Register online at [www.ila.org/events/](http://www.ila.org/events/)

Order your copy of the *Financial Manual for Illinois Public Libraries*. The Manual will be shipped when your registration is received. \$20 ILA Members • \$30 Nonmembers

Name: \_\_\_\_\_

Institution: \_\_\_\_\_

Address: \_\_\_\_\_

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Fax: \_\_\_\_\_

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Financial Manual
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**Deadline for registration is April 21, 2008.** Cancellations must be received in writing before April 21. Cancellations received after April 21 and before April 28 will receive a 50% refund. No refunds will be given for cancellations received after April 28. All cancellations are subject to a \$15 processing fee. Send workshop registration and payment to Illinois Library Association, 33 W. Grand Ave., Suite 301, Chicago, IL 60610-4306; phone: (312) 644-1896, fax: (312) 644-1899; Web site: [www.ila.org/events/](http://www.ila.org/events/).

## APRIL 2008

- 10 Illinois Library Day.** See registration form in February 2008 *ILA Reporter*, p. 32. To register, please complete this form on page 32 or register online at [www.ila.org/events/reg\\_lad.htm](http://www.ila.org/events/reg_lad.htm). A strategy session and buffet dinner with cash bar will be held on Wednesday, April 9, 2008, 6:30–9:00 P.M. at the Northfield Inn, Suites, & Conference Center, 3280 Northfield Drive in Springfield. The dinner will feature ILA Legislative Consultant Kip Kolkmeier. The cost is \$35, payable to the DuPage Library System. Register by April 1, 2008 at <http://www.dupagel.lib.il.us/calendar/detailpages/119809407.html>.
- 11 The Reach Out and Read of Illinois Annual Conference,** Harold Washington Library in Chicago. Topics: literacy development; literacy promotion to Latino families; health literacy; Chicago Public Library resources for families; getting the most for your book dollars; and using books as developmental assessment tools. The cost is \$10. For more information, see <http://www.illinoisaaap.org/RORofIL.htm>.
- 13–19 National Library Week.** Contact ALA Public Information Office, phone: 800-545-2433, ext. 5044/5041; fax: (312) 944-8520; e-mail: [pio@ala.org](mailto:pio@ala.org); <http://www.ala.org/>.
- 14–20 Young People's Poetry Week,** sponsored by the Children's Book Council, highlights poetry for children and young adults and encourages everyone to celebrate poetry. For more information, contact the Children's Book Council, 12 W.

37th St., 2nd Fl., New York, NY 10018; phone: (212) 966-1990; <http://www.cbcbooks.org/>.

- 18 Youth Services Spring Workshop,** Tech Savvy Teens, 9:30 A.M. to NOON, Plainfield Public Library District, 15025 S. Illinois St., Plainfield, IL 60544. See registration form in February 2008 *ILA Reporter*, p. 33. Register online at [www.ila.org/events/reg\\_ysfp.htm](http://www.ila.org/events/reg_ysfp.htm).
- 20 Deadline for June issue of the ILA Reporter.**
- 28 Show Me the Money!,** Lewis and Clark Library System, 6725 Goshen Rd., Edwardsville, IL 62025-3045. See registration form on p. 28 in this issue. Register online at [www.ila.org/events/](http://www.ila.org/events/).

## MAY 2008

- 1 Illinois Plinkit Conference,** Lincoln Library, 326 South 7th Street, Springfield, Ill. Registration is free and mileage reimbursement for participants is available. Register online at <http://tinyurl.com/YPNL7Q>. See announcement on page 23.
- 7 Youth Services Spring Workshop,** Tech Savvy Teens, 9:30 A.M. to NOON, Lewis and Clark Library System, 6725 Goshen Rd., Edwardsville, IL 62025-3045. See registration form in the February 2008 *ILA Reporter*, p. 33. Register online at [www.ila.org/events/reg\\_ysfl.htm](http://www.ila.org/events/reg_ysfl.htm).
- 9 Reaching Forward Conference for Library Assistants,** Donald E. Stephens Convention Center, 5555 N. River Rd., Rosemont, IL 60018. See registration form in the February 2008 *ILA Reporter*,

pp. 35–36. Register online at [www.ila.org/events/reg\\_reach.htm](http://www.ila.org/events/reg_reach.htm).

- 13–14 National Library Legislative Day.** The ALA briefing day will be held at the Holiday Inn on the Hill, 415 New Jersey Ave., N.W., Washington, DC 20001. ILA has reserved a block of rooms at the Capitol Hill Suites, 200 C St., S.E., Washington, DC 20003; phone: (202) 543-6000; fax: (202) 547-0883; \$239 single and \$259 double rate for a junior suite and \$279 single and \$299 for a one bedroom deluxe, 14.5 percent sales taxes are not included. When making reservations, please mention the Illinois Library Association. The American College of Physicians (ACP) will be meeting at the same time. ACP has reserved a very large block of sleeping rooms citywide for its meeting. In addition, Police Week will begin on Wednesday, May 14. These events create a lot of pressure in the city, drive the room and catering rates higher than usual, and necessitate early reservations. The registration form appears in the February 2008 *ILA Reporter*, page 36. Register online at [www.ila.org/events/reg\\_nld.htm](http://www.ila.org/events/reg_nld.htm).

## JUNE 2008

- 6 ILA Executive Board meeting,** 10:00 A.M., Metropolitan Library System, 224 S. Michigan Ave., Ste. 400, Chicago, IL 60604-2501; phone: (630) 734-5000 or 866-734-2004; fax: (630) 734-5050.
- 20 Deadline for August issue of the ILA Reporter.**
- 26–2 July ALA Annual Conference,** Anaheim, Calif.; phone: (312) 280-3225; <http://www.ala.org/>.

## JULY 2008

- 18** iREAD meeting, 11:00 A.M., Reddick Library, 1010 Canal St., Ottawa, IL 61350; phone: (815) 434-0509.

## AUGUST 2008

- 10-14** World Library and Information Congress: 74th International Federation of Library Associations and Institutions (IFLA) General Conference and Council, Quebec, Canada. For further information, see IFLA Web site: <http://www.ifla.org/>.

- 20** Deadline for October issue of the *ILA Reporter*.

## SEPTEMBER 2008

- 23-26** ILA Annual Conference at Navy Pier, Chicago, Ill.

## OCTOBER 2008

- 2-3** Reaching Forward South Conference for Support Staff. This conference theme is "Library Support Staff: A True Treasure" and registration is \$65. For further information, visit the Web site [www.reachingforwardsouth.org](http://www.reachingforwardsouth.org); contact Kim Drake at (217) 223-1309 x201 or [kdrake@quincylibrary.org](mailto:kdrake@quincylibrary.org).

- 20** Deadline for December issue of the *ILA Reporter*.

## NOVEMBER 2008

- 6-8** Illinois School Library Media Association Annual Conference, Chicago Sheraton Northwest, Arlington Heights, Ill. For further information, see <http://www.islma.org/>.

## DECEMBER 2008

- 20** Deadline for February issue of the *ILA Reporter*.

## JANUARY 2009

- 23-28** ALA Midwinter Meeting, Denver, Colo.; phone: (312) 280-3225; <http://www.ala.org/>.

## FEBRUARY 2009

- 20** Deadline for April issue of the *ILA Reporter*.

## MARCH 2009

- 12-15** Association of College and Research Libraries Fourteenth National Conference, Seattle, Wash. For further information, see <http://www.ala.org/acrl>.

## APRIL 2009

- 13-19** National Library Week. Contact ALA Public Information Office, phone: 800-545-2433, ext. 5044/5041; fax: (312) 944-8520; e-mail: [pio@ala.org](mailto:pio@ala.org); <http://www.ala.org/>.

- 13-19** Young People's Poetry Week, sponsored by the Children's Book Council, highlights poetry for children and young adults and encourages everyone to celebrate poetry. For more information, contact the Children's Book Council, 12 W. 37th St., 2nd Fl., New York, NY 10018; phone: (212) 966-1990; <http://www.cbcbooks.org/>.

- 20** Deadline for June issue of the *ILA Reporter*.

# Library Jobline of Illinois

<http://www.ila.org/jobline>



### Positions for Librarians and Support Staff

All employer job openings are listed on the ILA Web site ([www.ila.org/jobline](http://www.ila.org/jobline)) for 30 days and the cost is \$100.



# There's More to Training Than a Day

I would like to declare a moratorium on “Staff Development Day” for the year 2008. Under this moratorium no library in Illinois would be allowed to hold a daylong event with a speaker on a popular library topic. And, in particular, the day cannot include afternoon department meetings. This is called “biting the hand that feeds you,” I’m pretty sure. Now that I have your attention — you are probably thinking, who is this writer anyway? — let me explain myself.

Over the last twenty years as a library consultant I have enjoyed attending and presenting daylong sessions on a variety of topics. They are often inspiring (for the presenter, too) and many of us go off with a new sense of purpose and insights into our workplace and ourselves. Then a few days later it’s back to business as usual. No news here.

Many times I am asked to present a topic because, quite frankly, someone wants someone else to change and can’t get him or her to do it. They say, “Let’s call in an outside speaker.” Well, let me tell ya, one day does not a transformation make. As a self-confessed saver of the world, no matter how hard I try, my words of wisdom won’t do it, and, I suspect, neither will anyone else’s.

Actually, I really don’t want to ban staff development days. What I am advocating is that they be used as a thoughtful design element in your staff development plan. And that such a plan is based on a clear vision of the library, its goals, and mission. To paraphrase a quote from Alice in her conversation with the White Rabbit — any road won’t do, you need to know where you’re going. That said, I don’t think of staff development as a plan so much as a process. For that process to be truly transformative, I would focus my energies on the following elements:

It starts with the hiring process. Many libraries spend valuable training resources on individuals they should not have hired in the first place. It is time well spent to hire intentionally, rather than quickly, merely responding to the pressure of filling an empty slot.

Develop job descriptions that mean something. The most effective way to avoid hiring mistakes is first to create job descriptions that articulate the expectations of your library. Include a necessary knowledge, skills, and abilities section that defines competencies in interpersonal skills, communication skills, technology skills, customer service relationships, as well as job-specific technical skills. Spend time thinking about what qualifications in education and previous work experience you need from day one of employment. Use the job description as the most important guideline for hiring and stick to it.

Train managers in how to hire. Hire managers that have successful hiring experiences or, if it’s a beginning level management position, focus on people skills and an individual’s willingness and ability to

learn. Find managers who aren’t afraid to make mistakes and can learn from them. Reinforce and support the management of people as their most important task.

Use the new job descriptions with existing staff to facilitate a discussion about expectations. Find out what they see as their learning edge and create action plans to achieve them. I believe this is at the heart of the performance appraisal process. Don’t worry about having the perfect form, worry about how to communicate expectations, provide training opportunities, and how to hold all parties accountable.

Know and practice active listening. Enter into communication with an intense commitment to full understanding. Don’t worry about listening techniques (although that is a great workshop topic!). Aim instead to understand another person’s viewpoint as skillfully as you can. Listen for the needs of the individual, from their point of view, and you can’t help but create the most effective training.

Utilize coaching as a key element in staff development. I love Bruce Weber (head coach of the University of Illinois men’s basketball team), but I am not suggesting you get a whistle, pat a few behinds, and yell until your voice is hoarse. Nor is this another way to give permission to “constructively” criticize and judge others. What I mean by coaching is a conversation, designed to generate insight and clarity for the person being coached. Dialog, listening, and shared observations are some of the coach’s tools.

One of the pluses of this way of coaching is that it frees the manager from having to know all the right answers. Instead, a good coach believes that people have it in themselves to know what they need to do and even how to do it, then goes about creating an environment in which this can happen.

These are the elements I would bank on to create a truly transformative staff development plan and, as a result, a productive, committed, and dynamic library staff. It is a very tall order with a real commitment of resources, in particular, time. I think it’s worth it. And I’ve put my professional energy and experience in supporting libraries take on that challenge.

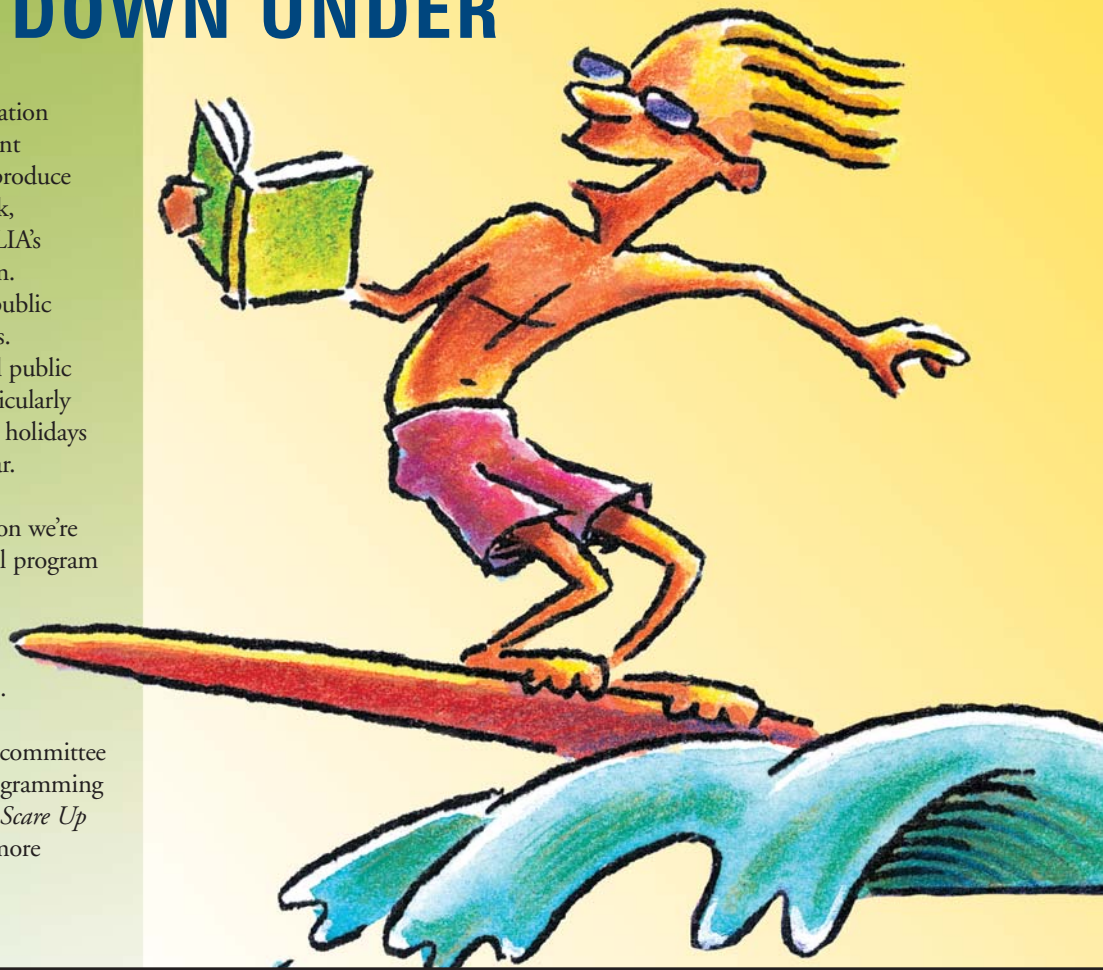
So it’s not that I am really against the tradition of staff development day. They are fun, inspiring, and a great way to bring staff together. It’s just a part of the plan, not the plan itself. The moratorium is lifted! ■

# iREAD GOES DOWN UNDER

ILA and the Australian Library and Information Association (ALIA) have signed an agreement granting permission to ALIA to use and reproduce ILA's 2008 *Get in the Game, READ!* artwork, content, theme, and Resource Guide for ALIA's Summer Reading Club 2008/2009 Program. ALIA runs a summer reading club for the public library network that includes 1,700 libraries. Australians make 99.6 million visits to local public libraries per year and young people are particularly heavy library users. The Australian summer holidays are held during December-January each year.

"As a volunteer committee of the Association we're finding it a challenge to come up with a full program each year and the Illinois program looks very appealing — particularly for sports mad Aussie kids!" says Mylee Joseph from the State Library of New South Wales.

Meanwhile back in the States, the iREAD committee is hard at work developing artwork and programming for 2009 theme *Read on the Wild Side!* and *Scare Up a Good Book!* in the summer of 2010. For more information, please visit [www.ila.org/iread](http://www.ila.org/iread) or call (312) 644-1896.



Illinois Library Association

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