Plans are in full swing for the 2016 Annual Conference! The annual event will be held at the Marriott East Indianapolis, November 8-10. This year is uniquely special as ILF is celebrating its 125th anniversary, and the state of Indiana is recognizing its Bicentennial…it’s a big year! To tie in with these festivities, our theme for the conference is “Pause for the Past, Build for the Future.” As the hardworking volunteers and staff plan this conference, we hope enthusiasm for these celebrations will carry over to the finished product and you will want to have a part in it.

We are happy to feature renowned author James Patterson as this year’s Wednesday keynote, as well as past ALA President Barbara Stripling on Thursday morning. Along with 110 sessions, new exhibitor faces, and well-known authors, we are sure that this year’s conference will provide you with the professional development and network opportunities you are seeking.

The preliminary program is available on the ILF website and early-bird pricing is available now until September 26. Members can receive a discount of at least $85, and it’s not too late to renew or join for the remainder of the year! We look forward to seeing you in November. Click here to register now!

What are your aspirations?

What are your aspirations for your Indiana Library Federation? How should we carry out our mission “to promote all libraries in Indiana and to foster the professional growth of its members?”

I am asking this question of nearly everyone I meet in ILF, as the board and I look to the future of ILF. In the near future, we will ask you about your aspirations for ILF. We will ask you about the challenges you see for ILF and the changes that might be needed in order to overcome those challenges and to achieve your aspirations. Please share your ideas to help build the best plan forward.

Visit the Harwood Institute at http://www.theharwoodinstitute.org/tools/ to learn more about the “Aspirations” and other tools from the “Harwood in a Half Hour” collection.

Lucinda Nord, ILF Executive Director
A new year is beginning in my library, and I’m starting off the school year with many changes. I’ve genrefied the fiction section of the library, and the feedback I’m getting from staff and students includes comments like, “That will be so much easier for students” or “That will make it so easy to find books” or even, “What a good idea!” I’ve been concerned about this concept for a while because it isn’t what I was taught in library school and it isn’t the way that I like to find books, but it became clear that I needed to do this after I had a conversation with a student patron. This was a person who uses the library frequently and when I mentioned the idea of genrefication to her, she simply said that it made so much more sense than the way we shelved books in the past.

Because of that conversation, it started me thinking about customer service. Many of the processes we go through in the library are done because that’s the way that they’ve always been done, but is that truly serving our patrons in the best way possible? Do we think about customer service and the user experience or do we rely on what works best in the library because we have been trained to do so?

In working with Lucinda Nord, the new Executive Director for ILF, we have also been talking about customer service and the ways in which ILF can best serve your needs as our patrons. I find it amazing the things that ILF does for its members, some of which you may not think about but that affect you on a regular basis.

Did you know that ILF has a Legislative Committee and Legislative Advocates whose sole purpose is to work on your behalf with the legislation and legislators of Indiana? They also work on national topics with items such as the Every Student Succeeds Act (ESSA) or LSTA. They create subcommittees to focus on specific tasks to make sure that they advocate for you and your library.

Did you know that the office staff of ILF are there to support your professional development by creating learning opportunities and conferences? This is one of the primary functions of the office and they are planning even more events to make your professional development experience a valuable one.

However, ILF is also looking at how we provide customer service to you and asking questions about functions and features of the organization. We don’t want to do things just because they’ve always been done a certain way. We want to make sure that ILF is serving you in the best way possible. In order to make that happen, you might start seeing changes around ILF because we value your feedback and want to ascertain that ILF is doing what works for you.

As the summer draws to a close, I encourage you to analyze your own processes in the library and talk with your patrons to see what works best for them. Think about your customer service and try making one small change that will better serve your patrons.

As always, I’d love to hear from you about what works for you. Please email or call.

Robyn Young, President
Indiana Library Federation
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317-257-2040
Upcoming Events

The Difference is You Conference will be held at the Indianapolis Central Library on August 10. Plan to attend this one-day professional development event, specifically tailored for Indiana library support staff and paraprofessionals. This event has been designed with YOU in mind. Registration is only $25! To register go to: https://ilfonline.site-ym.com/page/thedifferenceisyou.

The Children and Young People's Division (CYPD) Conference is being held at the Marriott East, in Indianapolis on August 21-22. Conference rates are Full Conference - member $165 non-member $250, Sunday only - member $100 non-member $150 and Monday only - member $90 non-member $135. For hotel rates, registration and more go to: https://ilfonline.site-ym.com/page/cypdconference

The Small and Medium Size Libraries (SAMS) Conference will be held at the Alexandria Monroe Public Library on September 15-16. Registration rates are Pre-conference (Sept. 15) $40 for members, $60 for non-members, Conference (Sept. 16) $40 for members, $60 for non-members. More information about this conference can be found at http://www.ilfonline.org/page/SAMSConference.

Friends of Indiana Libraries (FOIL) Division Conference will be on September 9 at the Fortnightly Club House on the grounds of the Knox County Public Library. Registration rates are $35. More information can be found at https://ilfonline.site-ym.com/page/foilconference

SAVE THE DATE: Arrangements are being finalized for the IPLA Conference on October 4 and the Legislative Fall Forum on October 5 at Ft. Benjamin Harrison in Indianapolis. For registration rates and more information go to www.ilfonline.org and click on "Events."

New Overtime Rules may Require Changes for Libraries and Library Staff

Beginning December 1, most executive, administrative and professional employees who earn less than $47,476 per year will be eligible for time-and-a-half overtime for hours worked over 40 hours in a week. The new overtime rule issued by the U.S. Department of Labor applies to businesses, nonprofits and government entities. The rule does not apply to teachers. Summarized, the employee must meet a salary test and/or a duties test to be exempt and ineligible for overtime.

What does this mean for most public and specialty libraries? Libraries may need to consider any of the following in advance of December 2016:
• Review and revise some or all job descriptions, with a goal to ensure that job titles, job classifications and job duties align appropriately.
• Implement a timekeeping system. This does not mean that a time clock is required; rather, hours need to be tracked.
• Review policies and practices about expectations for staff availability in out-of-work hours, i.e. are staff required to respond to email and phone calls after hours?
• Revise the 2017 budget to anticipate overtime pay during peak times or special events, if necessary.

What does this mean for library staff? Staff may be asked to:
• Maintain a timecard or timesheet on a regular basis.
• Receive a new job description that alters the job classification, title, duties or pay.
• Monitor hours so as not to go over 40 hours per week.

More information is available from the US Department of Labor:
• https://www.dol.gov/featured/overtime
• https://www.dol.gov/sites/default/files/overtime-overview.pdf - a handy overview
• https://www.dol.gov/whd/overtime/final2016/nonprofit-guidance.pdf - A very helpful chart with the Salary and Duties tests is found on page 5.
Indiana’s Implementation of Every Student Succeeds Act (ESSA)

The Every Student Succeeds Act (ESSA) requires each state to submit a plan of how it will meet requirements for academic standards, assessments and accountability systems, school supports and improvement activities. State plans must ensure coordination with other federal laws and funding sources.

The Indiana Department of Education (IDOE) has posted information about its planning process at http://www.doe.in.gov/essa and will hold a listening tour in nine areas around the state during September and October. The target date for plan review is January 2017.

August PCI Webinars

ILF is fortunate to collaborate with People Connect Institute for a series of webinars. For August, the line-up of webinars is below (1 LEU credit each). Members who wish to receive the reduced rate are encouraged to e-mail askus@ilfonline.org for the promotional code and to follow up at that same e-mail to obtain their LEU certificate. Click on the links below for more information and to register.

All live and archived webinars will be $39 for ILF members. That is $20 off the regular price. The group-viewing rate is $119 but those libraries who are ILF members will get $20 off making the webinar for a group just $99. ILF receives $9 for individual webinar purchases, and these funds are used to offset technology costs. All webinars are EST.

Engaging Sports Fans at Your Library - August 2 @ 10:30 a.m.
The Fundamentals of Project Management - August 4 @ 2 p.m.
Be Aware, Be Prepared: Making a Safety Plan for Your Library - August 9 @ 10:30 a.m.
Dealing with Difficult Teens from the Public Service Desk - August 11 @ 2 p.m.
Do You Have Compassion Fatigue? - August 16 @ 10:30 a.m.
Creating a Culture of Leadership in Your Library - August 18 @ 2 p.m.
Graphic Novels: An Introduction for Patrons of all Ages - August 23 @ 10:30 a.m.
Encore Career Search Strategies: Helping Your Patrons Find Their Way to Meaningful Work - August 25 @ 2 p.m.
Free Comic Book Day: A How-To - August 30 @ 10:30 a.m.

Indianapolis Public Library Receives 2016 “Library of the Future” Award

For the second time in eight years, IndyPL has achieved national recognition as the recipient of the prestigious Library of the Future Award, presented by the American Library Association and Information Today, Inc. publishing company. The award was presented at the annual ALA Annual Conference in Orlando, Florida on June 26.

IndyPL was cited for its innovative eBook Tinker Stations that provide one-on-one support, both in person and via a designated phone line, to help patrons navigate through today’s evolving technologies.
Hancock County Public Library Completes Digitization Grant

The Hancock County Public Library has completed a 2015 Library Services and Technology Act (LSTA) grant for digitizing portions of three local newspapers. In July, the papers became accessible to the public through the Indiana State Library’s Hoosier State Chronicles database.

The federal grant, awarded in March 2015, totaled $6,502 for digitizing various years of the Evening Star, the Greenfield Republican, and the Evening Republican. Once the three newspapers from the grant project are posted in the Hoosier State Chronicles, which previously had no Hancock County materials online, the Hancock County Public Library’s entire collection of nineteenth century newspapers will be available: three in the Chronicles at newspapers.library.in.gov/ and the rest in the Indiana State Library’s INSPIRE database.

In 2014, the Indiana State Library, in partnership with Newspapers.com, digitized two Hancock County newspapers: the Hancock Democrat (1860-1956) and the Greenfield Daily Reporter (1908-1963). These papers are available at no cost through the INSPIRE database. It was their digitization that prompted the Hancock County Public Library to apply for the Institute of Museum and Library Services (IMLS) grant to digitize the remaining newspapers not available through INSPIRE.

In 2016, the Institute of Museum and Library Services is the primary source of federal support for the nation’s 123,000 libraries and 35,000 museums. Their mission is to inspire libraries and museums to advance innovation, lifelong learning, and cultural and civic engagement. Their grant making, policy development, and research help libraries and museums deliver valuable services that make it possible for communities and individuals to thrive. To learn more, visit www.imls.gov.

Retired Librarians and Educators for P-T Work

Westat is recruiting assessment administrators for the 2017 National Assessment of Educational Progress, also known as NAEP or The Nation’s Report Card. This part-time, temporary position with limited benefits is ideal for retired librarians and educators with availability January - March. Staff are trained and work in teams of 3-5 people to conduct assessments with 4th- and 8th-grade students using touch-enabled tablets.

To apply, visit www.westat.com/CAREERS and select “Search Field Data Collection Jobs” on left. Search for Indiana, find the NAEP Assessment Administrator position, and select the “apply to job” button.

For more information email NAEPrecrut@westat.com or call 1-888-237-8036.

EOE
## August 2016
- **2** Articles due for September issue of *Focus*
- Legislative Committee Mtg., 10:30 a.m., ILF Office
- **10** The Difference is You! Conference, Indy PL Central Library
- **11** ILF Board Mtg., ILF Office Complex
- 21-22 CYPD Conference, East Marriott, Indianapolis

## September 2016
- **2** Articles due for October issue of *Focus*
- **6** Legislative Committee Mtg., 10:30 a.m., ILF Office
- **10** YHBA Fall Selection Meeting
- **15-16** SAM S Conference, Alexandria-Monroe Public Library, Alexandria

## October 2016
- **2** Articles due for Nov/Dec issue of *Focus*
- **4** IPLA Conference, Ft. Benjamin Harrison, Indianapolis
- **5** Legislative Fall Forum, Ft. Benjamin Harrison, Indianapolis

## November 2016
- **8-10** ILF Annual Conference, Indianapolis Marriott East

## December 2016
- **2** Articles due for January 2017 issue of *Focus*
- **8** ILF Board Mtg., ILF Office Complex

## January 2017
- **2** Articles due for February issue of *Focus*