The mountains, trees, and glorious colors of autumn leaves in the Pocono Mountains radiated welcome to the 2016 PaLA annual conference and 525 registered attendees at the beautiful Kalahari Resort and Convention Center in Pocono Manor.

All together, 898 speakers, exhibitors, guests, and attendees learned, networked, and shared talents and information, plus they were having fun at the four-day conference, Reaching New Heights: PA Libraries.

Ben Bizzle, author of Stop Acting Like a Library, opened the conference with charm and laughter. A realist, he wants us to all look seriously at how we market our services and then do a better job. After his address, Bizzle donated his time over the next two days to Pennsylvania librarians by offering free one-on-one consultation sessions in the Exhibit Hall.

Attorney David Spitko highlighted Monday’s sessions with two presentations: one on the impact of the new Fair Labor Standards, and the other on employment law and labor relations.

The Aspen Institute’s Rising to the Challenge: Re-Envisioning Pennsylvania’s Public Libraries was another highlight from Monday. It still has me thinking and wanting to brainstorm with my colleagues. The poster sessions created wonderful networking opportunities and time to share new successes in mini-lesson formats.

On Tuesday, John Chrastka’s mantras were playing in attendees’ minds; many conference-goers went to all three of his sessions. Chrastka wants librarians to begin our advocacy pitches to library users with “As you know…”, and to non-users with “As you can imagine…”. He was inspiring and helpful.

Both College & Research Division Luncheon speakers, Jeffrey Williams and David J. Reimer Sr., stressed preparedness for unexpected disasters. As important as it is to plan for different

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Thank You for a Wonderful Year

BY JENNIFER STOCKER

It is hard to believe that 2016 is coming to a close – and with it my year as president of PaLA.

But first, I must take a moment to say a big THANK YOU to Cindy DeLuca and her awesome conference committee for putting together a great conference at the Kalahari Resort in the Poconos. Four days of interesting educational sessions, thoughtful speakers, quality exhibits, and even a party in the waterpark helped to make the conference a success. But it was the opportunity to meet you and network with all of you is really what makes our conference so successful.

This year marked significant changes for the association. We welcomed Christi Buker as our new executive director. And in the next step, we welcomed Brandi Hunter-Davenport as our new PA Forward project manager. Both women bring high energy, steady experience, and forward-thinking ideas. I have been involved with Pennsylvania libraries for over 15 years, but I was amazed by how many people Christi has met in just five months! I am excited by her dedication and the direction in which she will be leading us.

I enjoyed traveling to the chapters and seeing our beautiful state up close and personal. The chapter workshops were so well organized and very educational – and I stole your ideas to bring back to my library!

I must also recognize Kim, Ellen, and Kathy at headquarters. Change is never easy but they handled all the curves with grace and everything continued to move forward as smoothly as possible. Thank you, ladies!

Thank you for trusting me to serve as your president this year. It was an honor above and beyond that I could ever imagine. I look forward to joining the past-president’s club and being just as involved in any way that I can.

Please join me in welcoming Carrie Turner as president and Tina Hertel as 1st vice-president/president elect for 2017. With those two ladies leading the charge, I’m excited to see where we go next!

Jennifer Stocker is the library director at the Easton Area Public Library and current president of PaLA. She is reading The Vanishing Year by Kate Moretti.

The board of directors and staff of PaLA wish you a

Happy New Year!
Make New Friends, But Keep the Old . . .

BY CHRISTI BUKER

Reflecting on the recent 2016 annual conference, I was happy to see so many people reconnecting with long-time friends at the Kalahari. There were calls down the hall upon sighting a friend, handshakes, hugs, and lots of smiles.

Truly, I wasn’t eavesdropping, but you could tell that many of these friends knew about each other’s families, pets, travel, and these were more than merely work-related connections.

It was particularly significant when you would see our members in the “continuing retired” membership category who still attend the conference. These individuals no longer have the opportunity to connect with fellow librarians on a daily basis, so the conference is a special occasion where they can catch up with friends. These are friendships that were built over years of seeing one another, whether through work, at the annual conference, or serving together on association committees or chapter leadership roles.

For these “old” friends, the value of the conference isn’t focused on the programming – yes, they like to learn new things, keep up with the profession, and perhaps find creative and inspiring ideas. But beyond that, this group finds significant value in the connections they have made and continue to make. The conference is a time to acknowledge the progress their friends have made, and celebrate the awards and success of those working so passionately to advance themselves and their libraries.

It was also exciting to see new friendships forming at the conference. I consider myself fortunate to be on the receiving end of some these friendships: Debbie, Carly, Abby, Hope, Nicole, Ben, Albert, Rich, Stephen, Laura, Diane, Denise, Patti, Matt, Jane, Jeanne, Anita, just to name a few. Yes, these are just budding friendships, but witnessing the long-time friendships, I have great hope for us!

How will we keep our friendship growing? In many cases, I gave them my business card and asked them to send an email to stay in touch. I also snapped a few photos so that with all the excitement I can keep the names and faces properly matched. I truly enjoyed our time talking and learning about each other – where they are from, how they got started in their library career, and a few details about their current roles. Name tags also helped me each time I would see these new friends in the hall or at a meal function.

Why the focus on connections and friendships? We all must justify the time and cost to attend out-of-office functions. If you don’t see sessions that apply to your current role, what would make the conference worthwhile?

Answer: it is the peer-to-peer connections and relationships you are building!

Peers help us recognize that many of our challenges are common to the profession, but also provide encouragement, hope for finding solutions, and sometimes a good nudge to push ourselves forward! Peer connections help us refresh and re-energize as we hear how others conquered or are working on their challenges. The value of these connections is not always easy to quantify, but I’ve always liked the following line from a favorite 4-H camp song:

“Make new friends, but keep the old . . .

One is silver and the other gold!”

Did you make new friends at the conference? You can nurture those friendships by connecting via a quick email. Didn’t get their email or business card? Login to the PaLA website and you can search for fellow members, see their profile pictures, and even send an email right from your own profile page!

Christi Buker is the executive director of PaLA. She is currently reading Shunning to Shining: An Amish Family’s Dark Journey into Light by Tim Lapp
This year I had the privilege of attending the 2016 Emerging Leaders (EL) program, sponsored by PaLA. As a fifth-year librarian, I was on the upper end of the attendee library-experience curve, but the EL program still required me to stretch and develop skills that were both practically and professionally worthwhile.

Here are just a few things I enjoyed about the program:

» You get to work on tangible projects developed by ALA organizations that have real-world impact.

In order to help participants develop leadership skills, the EL program focuses on activities and assigned team projects. These build upon the work of previous EL groups and further the mission of presidential, companion, or ALA chapter initiatives.

My team was charged with giving the ALA-APA “Wellness website” an overhaul. The ALA-APA ( Allied Professionals Association) is a nonprofit dedicated to enhancing the worklife and status of all library workers. Project tasks included developing a workplace wellness survey to identify issues and areas of concern, analyzing survey results, developing a new Wordpress website, identifying quality resources for the site and uploading content, and writing a final report. The new Wellness website can be viewed at https://alaapawellness.wordpress.com. It’s great hearing positive feedback from our hosts and learning that other EL members are utilizing resources on the updated site.

» If you haven’t yet had the opportunity to present at a conference, this is a great way to ease into it.

The EL program culminates in a poster presentation at the ALA annual conference. Though I have presented papers in the past, I had never presented a poster. Being involved in the design and creation of our group’s poster was a highly-valuable experience in terms of figuring out how to distill and present our findings in a succinct and visually pleasing way, as well as utilizing Google and graphic design tools and layout considerations. The poster session (and debrief) were a great way to interact with and learn about other groups’ projects, including their challenges and insights.

» Develop better project management and teamwork skills.

EL team members are scattered across the country and time zones, so working on this project taught me how to work as part of an asynchronous team with individual working styles, preferences, and skills. We figured out how to best negotiate deadlines, workloads, communication, and project organization. Our project was completed via conference calls, Google Groups, and email over a period of six months, and I definitely feel better equipped to take on and tackle individual and partnered projects.

» Learn about the varied, inside world of libraries different than yours in terms of positions, organizations, and every day challenges, from your EL peers in the trenches.

It’s easy to become myopic and tunnel-visioned to your own type of library. As an academic librarian, being paired with librarians from historical societies, school libraries, urban youth libraries, and an Alaskan librarian who takes a plane to work(!) was such a great way to get a glimpse into other avenues of library work and their everyday issues. You will return to work with fresh insights and new ideas from this intensive cross-pollination.

The ALA Emerging Leaders program is a worthwhile experience for new librarians from all types of libraries and is designed to offer development of a variety skills depending on your professional focus. I am very grateful to PaLA for the opportunity.

If you are eligible for this program (having five or fewer years of library work experience) and interested in developing a professional peer network through shared experience, giving your project management and leadership skills a boost, or deepening your involvement in ALA, mark your calendar to apply for the next round of Emerging Leaders in 2018.

Amanda Avery works at Marywood University. She is currently reading Feral by George Monbiot.
situations, it’s equally as important to make certain you have access to the plan, you keep it updated, and you keep your staff trained with the procedures.

Overall, there were two types of sessions at the conference. The first were sessions where Pennsylvania librarians shared their successes and expertise with other Pennsylvania librarians. The second type, equally as important, featured nationally-known speakers sharing new ideas and expertise. We hoped you found the sessions a thoughtful combination of the two. Many session handouts are still available on the conference page: http://www.palibraries.org/members/group_content_view.asp?group=144550&id=614968

The 2016 Conference Planning Committee wanted everyone to enjoy the whole conference experience, including having time for relaxation especially at the exciting indoor waterpark.

Monday evening’s Comedy Night entertained over 210 people with comics from New York City. Laughter was definitely good medicine. Tuesday’s Party in the Water Park saw many conference-goers floating down the Lazy River, relaxing in the hot tubs, riding the waterslides, having a drink in the pool bar, and chatting in the cabana.

Siobhan Reardon, president and director of the Free Library of Philadelphia, closed the conference with such powerful words and inspiration for the 21st century. We need to rethink and redirect when necessary. She stressed the importance of librarians being trained to serve the community, and the importance of library schools changing to meet the real needs of the patrons we serve.

I would like to thank a wonderful and dynamic 2016 Conference Planning Committee for their dedication and their hard work. I am so grateful to everyone who volunteered to keep every aspect of the conference moving forward.

To all of the speakers who made learning so much fun and inspiring us all, I give you my heartfelt thanks. I send thanks to the sponsors and exhibitors who support PaLA. Finally, I am very grateful to the professional staff at PaLA headquarters: Kim Snyder-Wise, Ellen Wharton, Brandi Hunter-Davenport, and executive director, Christi Buker.

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Cindy DeLuca was the 2016 PaLA conference chair. She is the director of Barrett Paradise Friendly Library in Cresco, known as “the Heart of the Poconos”. Cindy is currently reading Born to Run by Bruce Springsteen.
And the Award Went to…

BY CHRIS SNYDER

It was a great pleasure this year to say “YES!!” when Jennifer Stocker asked me to chair the Awards Committee for the 2016 annual conference.

Each year the association asks for nominations of individuals who have made significant contributions to Pennsylvania libraries.

The committee members volunteering their time this year were:

- Mary Ann Lewis, young adult librarian, Eastern Monroe Public Library
- Maureen Diana Sasso, acting university librarian, Duquesne University
- Dana Farabaugh, district consultant, Westmoreland County Federated Library System
- Jessica Brangiel, trustee, Marple Public Library
- Nichole Book, circulation supervisor, Mansfield University

Christi Buker, executive director of PaLA, and Jennifer Stocker, PaLA president, served as advisors as we deliberated over the numerous submissions for the five categories of awards to be presented.

It was truly inspiring to read about the variety of contributions to library service made throughout the commonwealth. The following awards were presented at the conference:

- **Trustee of the Year**: Victoria Gerstenfeld, Marple Public Library
- **Library Support Staff Recognition Award**: Margaret R. Grundy Memorial Library
- **New Librarian Honors Award**: Lauren Reiter, Penn State University Libraries
- **Certificate of Merit**: Carol Kern, Western Pocono Community Library
- **Certificate of Merit**: Betty Lawson, Wayne County Public Library
- **Elected Official Award**: Rick Mirabito, commissioner, Lycoming County
- **Distinguished Service Award**: Glenn R. Miller, deputy secretary/commissioner for libraries

(The Elected Official Award and one Certificate of Merit Award were presented at pre- and post-conference events.)

PaLA congratulates the winners and the committee thanks everyone who submitted nominations.

Chris Snyder is the district consultant for Doylestown and is currently reading Gemina: the Illuminae Files_02 by Amie Kaufman and Jay Kristoff.
At the PaLA annual conference at the gorgeous Kalahari Resort in the Poconos, it dawned on me that I have been in this new role for three months. Wow! After getting over the moment of awe and wonder, I began ask myself, have I been effective in this short time frame? Are our stakeholders, our partners, our supporters, our lifelines getting all that they need from me, from the association?

When you come into a new role, you know there will be some comparison to the person whom you’ve replaced. It’s instinctive. Kathy Silks provided the foundation needed to define and develop PA Forward. She brought the fortitude needed to get this initiative off the ground. For that, I will always be appreciative of all she brought to the table and I am thankful in the process of making this transition, I have found a knowledge base, but more so a friend in her. Those of you who have confidence in PA Forward developed that confidence because of her and the work she put into engaging you and demonstrating the importance of unifying your voices to intensify your impact in this commonwealth.

But now it’s time for me to build your trust and your assurance in the next steps of PA Forward. It’s time for me to help you remember my name and smile when you say it. Yes, I represent the next iteration of PA Forward and that means I represent change. I know that is not always easy to work through. How can we realistically ask people to accept and move forward with change without inviting them to be a part of that process?

I also realize that while I have a ton of ideas, now is not necessarily the time to impart them as I am still learning. I am still assessing where you are as individual units and where you are collectively and what I can do to meet you where you are. That is not a process that can be undertaken in one moment. An investment and commitment to time spent must be made. I’m willing to do just that and the process of learning has already begun.

In September, we brought in Michael Kumer, principal with Boards Made to Order, to help the PA Forward Steering Committee and the literacy team chairs hone in on what the next steps with PA Forward should be. With the transition here at PaLA, it was time to conduct the next phase of strategic planning, determining what should and needs to happen next with PA Forward.

Here’s what we ascertained:

Through evaluation, we must look to enhance our communication and outreach. This will be accomplished with a revamp of the PA Forward website, a review of the organizational structure of PA Forward and how that funnels into the overall association foundation, and in identifying more collaborative efforts with our partners and stakeholders.

The group also determined that we must further define our partner roles and explore opportunities for further engagement with the initiative. As such, there will be a newsletter, being undertaken by a current PALS group, which will target the partners. We will work to ensure our partners don’t feel that they are partners in name only but in partners in the process of our work.

The final takeaway from this discussion was that we will work together to identify funding opportunities to continue to support PA Forward.

The parameters pinpointed in these initial discussions do not in any way suggest that work accomplished to date was not needed or has not been meaningful. These first years had to happen to get PA Forward off the ground. We are now at a stage of looking at sustaining PA Forward for the long-term and that means strategically working as a collective unit to develop those next steps. I’m also not saying this will happen overnight. But it will happen.

Another aspect to all of this and in helping libraries connect more with PA Forward is the Star Library Program, which was piloted in the North Central Library District in the spring.

“The Star Library Program is designed to showcase libraries, to create opportunities to make connections with local communities and stakeholders, and to demonstrate how libraries are truly integral to the progress and future of Pennsylvania and our residents,” said PaLA executive director Christi Buer in the press release announcing the program.

“PA Forward provides the framework that gives a collective voice to libraries throughout the state. This new program will take PA Forward to the next level and, in turn, showcase and reinforce the

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value our libraries provide to communities and to our individual development.”

For more information about the Star Library Program, visit http://www.palibraries.org/members/group.aspx?id=117296 and scroll down to the Star Library section. The “Recipes for Success” handbook was recently announced and offers programming and information that will aid you in implementing programs that will count toward your Star Library status. To access the recipe guide, visit http://bit.ly/2eMFZvP. Scroll down to PA Forward: Recipes for Success.

There is no question: change can be frightening. Businessman and author Tony Robbins said, “Change is inevitable. Progress is optional.”1

We are now progressing forward to the next level of PA Forward. I thank you for your willingness to remain a part of the plan and for working with us to continue to light the torch of literacy in Pennsylvania. We have a strong program here and it has a basis for igniting flames in other states.

But the work in Pennsylvania is not complete just yet. Together, we will continue to push and promote libraries and the value of our librarians at every level. I am here as your resource. Call me. Email me. It’s Brandi with an “i” and yes, I’m hyphenated. It’s a mouthful. But it’s a name you won’t forget (and I won’t forget yours), because by working together, we’re going to go very far. Let me be your advocate, your cheerleader, your voice, your partner in ensuring your communities know your worth. Let PA Forward be your catalyst.


Brandi Hunter-Davenport is the PA Forward project manager with PaLA. She just finished reading The Misadventures of Awkward Black Girl by Issa Rae and Who Asked You by Terry McMillan. The books next on her reading list include Rage to Survive: The Etta James Story and Go Set a Watchman by Harper Lee.

Conference Scholarships Awarded to Six Individuals

BY MICHÈLE LEGATE

I am pleased to have served as Scholarship Committee chair for 2016. I was supported by a wonderful committee of five Pennsylvania librarians representing both public and academic librarians, all geographically dispersed.

I would like to thank Cathy Bittle, Delaware County Libraries; Tina Hertel, Muhlenberg College; Kelli Knapp, Seneca Library District; and Bernadette Lear, Penn State Harrisburg, for their time and dedication. All of the committee members worked hard to ensure that the scholarship recipients exemplified the values of PaLA and are dedicated to the future of the organization.

The committee reviewed many inspiring and deserving applications, and it was incredibly hard to choose just three awardees in each category.

We are pleased to announce that MLS Scholarships were awarded to:
• Dana Brigandi, James V. Brown Library, Williamsport
• Susan Lopez, Boyertown Community Library
• Shannon Sheridan, University of Pittsburgh

The awardees are dedicated to their education, the field of library science, and their communities. We are pleased to be able to support their educational endeavors.

The committee also awarded three conference attendance scholarships thanks to the continued support of Boyds Mills Press. These scholarships went to youth services staff who had never attended a PaLA conference. The awardees were:
• Abby Kutz, Community Library of the Shenango Valley
• Jennifer Sivers, Upper Dublin Public Library
• Lisa Underwood, Lower Macungie Library

All of those awarded showed strong dedication to the field of youth services and the committee is confident that conference attendance will help to support their careers going forward.

Michele Legate is the district consultant for the Northeast Library District. She is currently reading The Obsidian Chamber by Douglas Preston & Lincoln Child.
Dave Reimer, emergency specialist, EOC staffer, and IT generalist at Kutztown University, and Jeffrey Williams, associate director of the Health Sciences Library at New York University (NYU), opened their keynote address at the College & Research Division (CRD) luncheon on October 18 with this well-known quote by Benjamin Franklin.

What was definitely less well known and at times surprising to many of the audience members were some of the examples, common misconceptions, and recommendations surrounding disaster preparedness offered by both presenters.

Dave Reimer kicked off the presentation by reminding us that disaster and emergency situations can and do happen everywhere and in every type of library. While this thought is a sobering one, he reminded everyone that it is within our power to prepare for these situations so that the consequences of disasters or emergencies are mitigated as much as possible.

In this conversation, a disaster is defined as a “natural or man-made occurrence causing widespread destruction or distress” and an emergency is defined as “a serious situation or occurrence that happens unexpectedly and demands immediate action”. Natural causes of disasters include things like floods, wildfires, or snowstorms, and man-made causes include things like transportation accidents, arson, or construction failure.

Regardless of the cause, Reimer identified four primary objectives of planning for disasters and emergencies:

- To protect people and property
- To avoid disastrous effects by being proactive
- To reduce loss when disaster happens (note: when, not if)
- To expedite response and recovery efforts in an organized and systematic manner

With these objectives in mind, Reimer walked the group through the four stages of emergency management:

- Prevention-mitigation
- Preparedness
- Response
- Recovery

During the prevention-mitigation phase, planners need to identify, assess, and minimize the risks posed to the library building, surroundings, equipment, fittings, fixtures, and area hazards.

The preparedness phase includes developing a written preparedness, response, and recovery plan, compiling basic procedures for staff and patron safety, ensuring that personnel know and understand the plan, and maintaining the plan.

Reimer recommended several resources for these two stages of emergency management, including:

- dPlan (Online Disaster Planning Tool for Cultural and Civic Institutions: http://www.dplan.org/

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Jeffrey Williams picked up where Reimer left off, focusing his part of the keynote talk on what the response and recovery phases look like when a library is dealing with the consequences of a natural disaster.

Williams told a tale chilling in its details related to disaster and loss, but inspiring in its ultimate message of survival and resilience. On October 29, 2012, a 14-foot storm surge from Superstorm Sandy completely inundated the lower level of the NYU Health Sciences Library, destroying the on-site collection and all of the staff offices on that level of the library.

Williams repeated several times that the loss that occurred as a result of Hurricane Sandy was not so much a failure of preparation as it was a failure of imagination.

The library’s main floor was only partially flooded, but the contaminated water destroyed everything in the facility, with the exception of a few special collections that were located on high shelves. In addition to the loss of basically the entire facility, Williams said, the library was forced to lay off a number of staff and reconsider many of the services and resources that the storm disrupted.

Bringing the talk back around to disaster preparedness, Williams noted that the library was actually fairly well prepared for Superstorm Sandy; in 2011, the library had prepared for and been unscathed by Hurricane Irene. Williams repeated several times that the loss that occurred as a result of Hurricane Sandy was not so much a failure of preparation as it was a failure of imagination.

“We take this experience to suggest that we likely have less control over where our institution is headed than we think or hope,” Williams said in a 2015 article for the Journal of the American Medical Association.

Although we may have less control over the future of our institutions than we think or hope we do, Williams ended the keynote presentation on a note of optimism and cheer. Superstorm Sandy forced the NYU Health Sciences Library to eliminate many legacy services that were no longer completely relevant and enabled them to focus on improving infrastructure around online resources and services, and take the opportunity to really focus on user needs and workflows.

This positive outcome reflects the resilience that is embedded in many of our library communities, and reminds us that while we may not be able to completely prevent some types of disasters or emergencies, we do have control over how we prepare for and respond to these sorts of situations.

A more detailed account of the story of the NYU Health Sciences Library’s brush with disaster during Superstorm Sandy can be read here:


In addition to the luncheon, the College & Research Division sponsored 10 additional timely and relevant sessions throughout the conference. These sessions included:

- Using Focus Groups as a Management Tool, by Jessica Jordan and Martina Haines (Slippery Rock University)
- (Research) Party Time! Transforming the Undergraduate Research Consultation Experience by Christina Riehman-Murphy and Jennifer Hunter (Penn State Abington)
- Systematic Reviews: A Scientific Tool and an Opportunity by Amy Knehans (Penn State Hershey)
- Fostering Future Colleagues: Academic Library Internships and Mentoring by Kathryn Martin, Clinton Baugess, Mallory Jallas, Carolyn Sauter (Gettysburg College), and Alison Gregory (Lycoming College)
- Coming to a Campus Near You? Open Access Policies and Resolutions by Tom Reinsfelder (Penn State Mont Alto)
- The Citation Situation: Faculty Views on Student Bibliographies by Carrie Bishop and Theresa McDevitt (Indiana University of Pennsylvania)
- Stick It to the Wall: ACRL Framework Poster Cross-institutional Collaboration by Nancy Frazier, Jill Hallam-Miller, and Ben Hoover (Bucknell University)
- The Library Connection: Taking the Library Orientation Experience to Our Online Students by Victoria Raish and Anne Behler (Penn State Worthington Scranton)
- E-book Use, Disuse, and Associated Heartache by Scott Anderson and Krista Higham (Millersville University)
- Poster Cross-institutional Collaboration by Carrie (Penn State University)

Many thanks to all of the presenters, attendees, and exhibitors who made the 2016 PaLA annual conference and all of the College & Research Division sessions as exciting and engaging as possible!

Connect with the College & Research Division! Follow us via the blog at http://crdpala.org/, on Twitter @CRD-PaLa (hashtag: #crdpala), and on Facebook: PaLA College & Research Division (CRD).

Rebecca K. Miller is the head of Library Learning Services and associate librarian for Penn State University Libraries in University Park. She is currently reading Crosstalk by Connie Willis.
The Importance of Professional Development

BY LAURA ARNHOLD

As I reflect back on my year as the Youth Services Division chair and my years as a children’s librarian (I was recently promoted as the director of my library), I believe that professional development has been vital in providing me with new ideas, reenergizing me when I was so tired of summer reading I couldn’t think straight, and connecting me with librarians, teachers, authors, illustrators, bloggers, and more throughout the state, across the country, and around the world.

Professional development comes in many forms and functions, but I strongly encourage you to take the time to attend the PaLA annual conference. The 2016 conference was at the Kalahari Resort, at what I believe is the perfect time of year to visit the Pocono Mountains – autumn. The leaves were beautiful, the weather was spectacular, and the resort was a lot of fun! I left the conference feeling like my time was well spent and so excited to try a new idea or two at my library.

I bet I know what a lot of you are thinking right now! “I can’t take that much time off.” “Who would do the programming at my library while I was away?” “My library can’t afford to send me to the conference.” All legitimate reasons for not being able to get away. But if you talk with your director and your board and you plan ahead, maybe you can get to the conference – even for a day. Going for one day saves money and you won’t be away from the library too long.

Sometimes getting to the conference is just not going to happen, so I’ll let you in on a little secret – many of the program handouts are available on the PaLA website. Check out the PowerPoint slides, handouts, and information provided by the speakers and presenters. I was at the conference and still didn’t make it to everything I wanted to, so I’ll be checking out the handouts as well.

There are other ways to connect with librarians and other people you want in your “personal learning network”, check out the Pennsylvania chapter of Storytime Underground on Facebook, join the

But if you talk with your director and your board and you plan ahead, maybe you can get to the conference – even for a day.

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New Members

Shu Qiu
Dalton Community Library

Lori Friedgen-Veitch
Helen Kate Furness Free Library

Rebekah Anderson
York County Library System

Molly Deutsch
Helen Kate Furness Free Library

Bronwen Gamble
Reading Public Library

Margaret Mitchell
Chestnut Hill College

Tracey Reed
Warwick, PA

Steven Shatrowskas
Clarion University of PA

Amber Morgan-Opitz
Clarion University of PA

Tonya Shaffer
Clarion University of PA

Adrienne Duris
University of Pittsburgh

Heather Lindskold
Drexel University

Elizabeth Shedlock
University of Pittsburgh

Erin Tobiasz
University of Pittsburgh

Frank Grimes
Comcast

Regina Robinson
Cumberland County Library System

Carla Castro
Clarion University of PA

Jessica Kirschner
University of Pittsburgh

Lauren Lawson
Clarion University of PA

Staci Ross
University of Pittsburgh

Samantha Saltzman
Pittsburgh, PA

PERSONAL MEMBERS

Richard Kaplan
Carnegie Library of Pittsburgh

Jeff Bullard
Free Library of Philadelphia

Sarah Winchowky
Free Library of Philadelphia

Bryan Caine
Martin Library

Andrew Tolley
NAVY

COMMERCIAL MEMBER

Longwood Gardens Library
Longwood, PA
PROFESSIONAL DEVELOPMENT

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YSD Facebook page, connect with authors and illustrators on Twitter, or volunteer your time to work on the Best Practices Committee or the Carolyn Field Awards.

I believe strongly in connecting and networking with colleagues, and my relationships with them has helped me to crowdsource problem solving from across the state, partner with local libraries in my area, and it’s always really nice to be surrounded by “my people” – those who share the same passion I do for libraries, children, and literature.

If you’re looking for other ways to attend professional development classes, workshops, and presentations, make sure you take a look at what your local chapter has to offer. Driving to a chapter workshop can be a lot closer than driving across the state for the annual conference. Check out WebJunction, a website devoted to providing training for public librarians. Some workshops cost money, but there are many free webinars you can take at the library or even at home. You can also check out vendors such as Demco or Booklist that offer free webinars, articles, and more to learn about a variety of topics. And don’t forget about ALA, PLA, ALSC, and YALSA, the larger library association and its divisions which have a number of free workshops and webinars to take part in to increase skills or knowledge.

Of course, we’d love to see you at PaLA’s annual conference next year, so mark your calendars for October 15–18, 2017 at the DoubleTree by Hilton, Pittsburgh-Greentree in Pittsburgh! See you there!

Laura Arnhold is library director at Upper Merion Township Library in King of Prussia and the Youth Services Division chair. Laura is currently reading Some Kind of Happiness by Claire Legrand.

When I learned about the Carolyn W. Field Award at my first PaLA conference I thought how great it was that Pennsylvania has its own Newbery Award and how we have the chance to support and congratulate our children’s authors and illustrators.

I knew I had to be a part of the process, and I hope that each of you feel the same.

As I spoke with past committee members, I learned that the first step was contacting that year’s chairperson to let him know I wanted to participate. I submitted my name as a possible committee member. The chairperson has the responsibility of choosing four committee members who will do their best to represent the diversity of children in Pennsylvania.

These committee members are charged with reading and evaluating each book submitted by publishers and authors over the course of the year. Each work must have been written or illustrated by a Pennsylvania author and/or illustrator and been published in the year previous to the award ceremony.

The members are to keep in mind the intended audience and the goal of each work and then decide whether or not the book has met that goal. This can be a difficult process as the submitted works range from picture books to novels, written for ages ranging from infants through teens. If you find yourself lucky enough to be on the committee you may find it helpful, as I did, to read the book From Cover to Cover by Kathleen Horning. She does a wonderful job of highlighting ways to evaluate each type of work aimed towards children.

Once the year is over and the books have been read, it is time for your committee to meet and winnow all of the books you have read and evaluated down to a list of five. This is the fun part. Who doesn’t like to sit down with our colleagues and talk about books? Each committee member has a chance to stand up and fight for their favorite book. Sometimes all of the committee members agree on a book or two. Sometimes they may disagree. Either way, at the end of the meeting, there is a list of five finalists. These titles make up the list that is then put to the entire Youth Services Division for a vote.

The hope is that each member of the Youth Services Division will read and evaluate each of the five books and then vote for their favorite. If you wish to vote you may join the Youth Services Division of PaLA. Once the ballots are counted the winner is announced, it becomes that year’s Carolyn W. Field Award Winner and the four remaining books become the honorees.

As I sat at this year’s Carolyn W. Field Award Luncheon and listened to the winner, Susan Campbell Bartoletti, deliver her speech, I was once again struck by that same notion I had back at my first conference:

Pennsylvania has its own Newbery. We have some of the best children’s authors and illustrators in the nation. We need to shout it from the roof tops. We need to tell the world.

This is your chance to do just that. Be a part of the process. Let not just your voice but the voices of the children of Pennsylvania you represent be heard.

Peter Bess is the youth services librarian at the Butler Area Public Library. He is the chair of the Carolyn Field Award committee. He is reading Mockingjay by Suzanne Collins with his Teen Book Club.
Recently, I met a man. Now, let me give this some context because it wasn’t my husband, nor was it that kind of meeting. But I met a man nonetheless and he has left an impression that will remain with me for quite some time.

I don’t know that he even realizes the impact he’s had but I am believer that people are put in our lives at pivotal points for one reason or another. And this man was put in my space in that moment to open my eyes and my mind a bit more. In that moment, I became the student and he was placed to teach me. And now, I am to share this story with you and the story goes: I met a man.

We were introduced one bright and early morning and he shook my hand to say hello, welcoming me to his place of employment. This man stood tall and proud while speaking to me about his work and why it energizes him daily. In his voice, I heard passion and a want to succeed and develop. I also heard a want, and maybe even a need, to help those he encountered daily to also succeed.

Every day for four years, he’s entered his work space, ready to hit the day, helping others find their way, explaining where things are and helping people connect the dots. I met a man who took pride in his work and saw the value of that work. He was a library worker. The library was inside of a state correctional facility, where the man was an inmate.

Honestly, I don’t know what I expected upon entering a state prison for a tour of the library. Sure, I admit I have been to prisons to visit loved ones. I’m honest in that and some of you reading this may have had similar experiences. But never once had I been behind the glass divider. I truly didn’t know what life was like, how their days were structured or what all they consisted of but I know I never thought about access to a library.

The only difference between this library and the countless others I’ve visited over the years was simply its location. There were books (roughly 15,000), a classification system, magazines, tables with study areas, a reference desk, and patrons. On any given day, the library has up to a hundred visitors, who can check out books and use an inter-library loan system if the library doesn’t have what they need.

The most popular books seemed to be anything James Patterson. The Harry Potter series is also a crowd pleaser.

I was in awe. I was in awe because this place, this library, had become the hub for yet another community. The more I speak with you individually, the more you’ll hear me say that libraries connect people. They provide opportunity. They provide access. Our libraries are places that accept people for who they are and don’t care about your background or make up. These nuclei are core units of our communities. And yes, even in a state correctional facility, they have become a central focus point and an answer for a community that needs it.

I gleaned all of this from a visit that lasted less than two hours and all because I met a man, whose name and face may fade from my memory over time. But through his eyes, I learned a bit more about a library. And I will always remember that. No matter which community it’s in, a library is still a library.

Brandi Hunter-Davenport is the PA Forward project manager with PaLA. She just finished reading The Misadventures of Awkward Black Girl by Issa Rae and Who Asked You by Terry McMillan. The books next on her reading list include Rage to Survive: The Etta James Story and Go Set a Watchman by Harper Lee.

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Priestley-Forsyth Memorial Library Honored at Conference

BY CARRIE LANE

The Priestley-Forsyth Memorial Library’s Nature Nuts program received the David J. Roberts EXCEL Library Services Award at PaLA’s Best Practices Award Breakfast on Monday, October 17 during the annual conference. The Northumberland library’s program promoted outdoor exploration and education.

In addition, the Best Practices Committee recognized several libraries at the breakfast that developed and executed programs that were fun, developmentally-appropriate for children, and easily replicable for other libraries. Programs targeted all ages and ranged from infants painting to training young Jedi Knights.

For more information about applying for the Best Practices Award, watch for the application in the late winter/early spring. The application consists of a few brief questions regarding program description.

Interested in joining the committee? Email Carrie Lane at lanec@einet-work.net. Committee responsibilities include creating the application, reviewing entries, choosing the winners, and hosting the breakfast. Meetings are primarily virtual except for the night before the breakfast at the conference.

Carrie Lane is the youth services coordinator for the Allegheny County Library Association.
Those who work in libraries know of the vast variety of information needs patrons present. The incredible diversity of inquiries from patrons represents both a great joy and rewarding challenge faced by public libraries.

As our institutions continually evaluate the efficacy of our services, we consider the best ways to serve the unique needs of patrons. Often, the aid we offer becomes part of a domino effect — positively influencing the communities and organizations the information seekers themselves comprise. This effect is especially apparent in the fruitful connection between libraries, grant seekers, and nonprofits. Increasingly, nonprofit organizations around the country are faced with the prospect of maintaining their services and operations with decreasing or uncertain resources.

Nonprofits of all kinds can benefit from the many offerings of the public library.

Nonprofits of all kinds can benefit from the many offerings of the public library. The development of these unique methods to support the aims of those working toward community improvement allows libraries to support two PA Forward Literacies: information, and civic and social.

Nonprofits and grant seekers of all types work to secure funding and gain expertise to support the aims of their organizations in an increasingly difficult financial climate. “Most have annual budgets of less than $1 million, and those budgets took a big hit from the recession, when federal, municipal, and philanthropic funding dried up” (Timm, 2016).

Both seasoned and new grant seekers benefit from the plethora of free resources available at many public libraries: from workshops run by knowledgeable librarians, panel discussions focused on grant seeking, and access to helpful library materials and databases. Many libraries also compile lists of free information and services available for those in the nonprofit world.

A national study of the challenges facing nonprofits found that many “struggle year in and year out to keep the money coming in and to identify new, more sustainable sources of funding” (Bell & Cornelius, 2013, p. 2). Many public libraries have recognized the unique challenges faced by such organizations and developed collections, programming, instruction, and partnerships to support their missions. The development of these unique methods to support the aims of those working toward community improvement allows libraries to support two PA Forward Literacies: information, and civic and social.

Since 2013, my library, the Chester County Library (CCL), and District Center has been a designated location of the Funding Information Network (FIN) of the Foundation Center of New York. The Foundation Center describes itself as “an innovative nonprofit that gathers and analyzes data, shares it worldwide, and empowers people like you to understand and increase philanthropy’s ability to improve the world” (“About Us”, 2016). When CCL applied to join the FIN of the Foundation Center, Marguerite Dube, director of the Chester County and Henrietta Hankin Branch libraries, and Laura Salvucci, adult reference librarian at CCL, found that there were 130 nonprofit organizations in Chester County alone.

Currently, CCL is the only FIN in Chester County, but grant-seekers elsewhere in Pennsylvania will find several other FIN locations and related resources in libraries across the state.

The Foundation Center offers funding information through over 450 FIN locations around the world. The Foundation Center continually seeks partners among libraries, community foundations, nonprofit resource centers, and more in this endeavor to serve grant seekers, with a special interest in underserved areas.

FIN libraries can support the PA Forward information literacy initiative by aiding grant-seeking patrons in the use of specialized databases and materials like grant maker directories, provided by the member library and the Foundation Center, through staff trainings, one-on-one patron instruction, informal...
Libraries need not be designated locations of the FIN to provide valuable help to seekers.

Another of the benefits of becoming a FIN location relates to the content and support the Foundation Center provides for libraries that provide workshops to the public. (Offering at least two free, public workshops is a requirement as a FIN location.) Libraries need not be designated locations of the FIN to provide valuable help to seekers. Each knowledgeable librarian interviewed for this article pointed to the Foundation Center’s many free offerings available through Grantspace.org, including webinars, sample documents, and guides, as excellent resources. Salvucci described the website as “a great site with lots of free resources for both nonprofits and for librarians supporting the research and work of nonprofits”.

Additionally, organizations that support philanthropic efforts often offer useful, free information that libraries can point their patrons to, like the National Council of Nonprofits and the Pennsylvania Association of Nonprofit Organizations. Subscription databases like GrantSpace, GuideStar, Pennsylvania Foundations Online, and WealthEngine might be a good buy for your library. Libraries can also benefit from partnering with local universities, resource networks, and community organizations to collaborate on community initiatives, jointly offer effective programming, discuss grant seeking challenges, and more.

CCL adult reference librarian Kristen Cassidy described the many ways CCL connects to the nonprofit community: “We attend community resource meetings, including the Coatesville Area Resource Network and the Phoenixville Area Resource Network,” said CCL adult reference librarian Kristen Cassidy about the many ways CCL connects to the nonprofit community. “We’ve reached out to local college professors who are teaching grant seeking workshops.” Thomas Berman recently held a training here with Immaculata students.”

Salvucci echoed the importance of these connections, explaining that libraries will benefit from “attend[ing] events where you’ll be able to reach out to large number of nonprofit presentatives”.

CCL assistant reference supervisor Thomas Berman attended “Chester County Nonprofit Summer Camp”, where he learned about common nonprofit challenges.

“Everyone is facing the same dilemma of finding adequate funds to maintain and expand their services” while experiencing the “stress and uncertainty” that accompanies leadership and board member turnover, he said.

Additionally, Cassidy said that some nonprofits run with little to no staff (some are solely volunteer-staffed) who may lack the necessary expertise to reach their goals.

These findings seem related to the upsetting results in a recent study of nonprofits in the U.S. and Canada which “found that turnover, one possible indicator of burnout, is higher in nonprofits than in the overall labor market”, perhaps due to these challenges (Timm, 2016).

Such insights, gleaned through staff development efforts, community involvement, and even simple discussions with community stakeholders help libraries target services. Berman also noted the value in attending outside events like a local nonprofit expo held at West Chester University and an upcoming “Meet the Funders” event at LaSalle University as a way to connect with the local nonprofit community and also publicize the extensive resources and support CCL can offer, like relevant workshops.

Continued on page 18
By providing a space for the grant seeking community to learn, meet others, and share knowledge, the library is actively displaying their commitment to the improvement of communities.

opportunity to ask questions of representatives of the types of organizations they may be seeking funding from in the future.

Any library programming that gathers the grant seeking and nonprofit community together also represents an excellent opportunity for knowledge-sharing, social engagement, and networking.

Networking is big in the nonprofit world,” said Cassidy. “It’s helpful to know who else is doing what you’re doing. What other organizations have similar missions to yours? It’s good to know your competitors but also to know who might be a potential partner in a future project.”

A public library will surely attract grant seekers by offering workshops focused on grant writing, proposal writing, and other related topics. By providing a space for the grant seeking community to learn, meet others, and share knowledge, the library is actively displaying their commitment to the improvement of communities.

Libraries of every kind are invaluable members in the creation and support of healthy communities. Public libraries and those in the nonprofit community often share related goals and missions, ultimately focused on improving their communities. By supporting the informational needs of those working in philanthropy in the library’s service area, libraries reinforce and continue to develop their profiles as cornerstones of these healthy, growing communities.

Libraries that take advantage of the many grant seeking and nonprofit resources available will find themselves able to best support grant seekers through partnerships, subscription services, instruction, and programming. Ultimately, a commitment to serve this segment of the population communicates the library’s enduring dedication to building strong communities, and drives home the admitted but no less-true cliché: We’re all in this together!

Helpful Resources

CCL FIN information: http://chescolibraries.org/tools-research/funding-information-network

Learn about becoming a Foundation Center partner: http://foundationcenter.org/ask-us/funding-information-network

Find a FIN near you: http://foundationcenter.org/ask-us/find-us

Foundation Stats: a free service of Foundation Center for generating graphs on the size, scope, and giving priorities of the U.S. foundation community: www.data.foundationcenter.org/

Find a FIN near you: http://foundationcenter.org/ask-us/find-us

GrantSpace, the Foundation Center’s free social learning hub: http://grantspace.org/

IssueLab - a free service of Foundation Center - a searchable, browseable website of social sector knowledge: www.issuelab.org/

The Nonprofit Center at LaSalle University’s School of Business: http://www.lasallenonprofitcenter.org/


Sources


Elizabeth Hess is the adult reference librarian at the Henrietta Hankin Branch of the Chester County Library and District Center. She is currently reading The Mandibles: A Family, 2029–2047 by Lionel Shriver.

Kristen Cassidy, adult reference librarian and former co-supervisor of FIN, Laura Salvucci, adult reference librarian and former co-supervisor of FIN, and Thomas Berman, assistant reference supervisor and co-supervisor of FIN – Chester County Library and District Center also contributed to this article.
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### CALENDAR

#### OCTOBER

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<td>PaLA Annual Conference</td>
<td>Kalahari Resort &amp; Convention Center</td>
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<td>Pocono Mountains, PA</td>
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<td>West Branch Chapter Virtual Professional Development Series</td>
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<td></td>
<td>Genealogy – What's a Librarian to Do?</td>
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#### NOVEMBER

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<td>Southwest Chapter Fall Workshop</td>
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#### DECEMBER

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