If you’ve been researching Northwest Pennsylvania in preparation for the fall conference, you’ll notice that the area is rich in activities that cover a wide variety of interests. This year’s conference committee doesn’t want you to miss any adventures. There are many unique opportunities—both on- and off-site of the Bayfront Convention Center—for attendees to gain a fuller experience during their stay this October.

If you’re an early riser and want to clear your head for a day of conference sessions, plan ahead for these two excursions:

- Attendees on the Presque Isle Bay Breakfast Tour aboard the Victorian Princess will enjoy a hearty breakfast buffet while cruising the bay on the authentic Victorian Princess paddlewheel boat.

  Sunday, October 13: 9 a.m. – 11 a.m. | Fee: $35

- If you’re more for staying ashore, hop on the coach bus for Breakfast with Nature. The bus departs from the convention center and takes attendees to Pressed Coffee & Gifts, a local book shop, for a morning beverage and pastry and Romolo Chocolates and Cocoa Café to make breakfast even sweeter.

  (And might we mention, these sites offer great souvenirs to take back home.)

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I am definitely a summer person. I love the longer days and the opportunities for more down time. I even love the heat. To me, though, the season seems to go by more quickly than the year before, and that’s true enough this year. An incredibly busy spring on several fronts has morphed into a summer that’s moving full-steam ahead.

The Pennsylvania Library Association doesn’t have the luxury of those lazy, hazy days of summer – maybe crazy, hazy would be more like it. As I write, we are days away from the end of June, and so far, the annual challenge of getting a state budget passed is in play. Our Legislative Committee has worked hard since February to share our compelling need for an increase in state funding. And I know many library supporters and advocates spoke with their local elected officials to show how that need impacts local service levels, collection development, and staffing. Many libraries opt to demonstrate how return on investment works in a library setting to help make the case. We can easily prove how much money we save our patrons, and how the investment in a library, be it a public, school, university, or even a special library serving a specific population, can enhance the quality of a community and leverage an even greater return in shared resources and collaborations.

There is, however, another return on investment that I would like to talk about, and that is, to quote our great Pennsylvania statesman Benjamin Franklin, “An investment in knowledge pays the best interest.” As President this year, I had the opportunity to attend several chapter and division workshops, and the extreme pleasure of having dinner with the PALS Directors Institute participants. Our Association, and by that I mean the people within our Association, make knowledge and learning a priority. Opportunities for both professional and personal growth are many, and it was rewarding for me to talk with and meet so many library colleagues. Not only can we learn from presentations, speakers, and trainers, but we can also learn so much from each other. Spending time talking with colleagues is inspiring, informative, uplifting, validating and motivational. Talking about what we are learning adds exponentially to the experience. It’s a shared investment – we invest in each other for the betterment of all of us.

Our Association’s annual conference, to be held this year at the beautiful Bayfront Convention Center in Erie, is shaping up to be another great experience. A diverse offering of program sessions, speakers, and events promise to enlighten and entertain us for the better part of three days. I know our colleagues in the Northwest corner are excited to be hosting and I hope you consider joining us. The return on your investment of both time and dollars will benefit you, your community and all of our libraries.

Denise Sticha is the President of PaLA and Executive Director of the Centre County Library and Historical Museum. She is currently reading Saving Monticello by Marc Leepson and A Fine Romance: Falling in Love with the English Countryside, by Susan Branch.
A question was posed as part of an icebreaker game, helping us to get to know one another during PALS (Pennsylvania Academy of Leadership Studies). The concept was simple – roll the dice and respond to the prompts out loud. Some questions were answered eagerly and light-heartedly, but this one gave participants pause – “In 10 years, I will.....” A few shared personal goals such as buying a house or learning a language. A few didn’t answer at all. In an effort to assist those who found this question unexpectedly difficult, I encouraged them to answer within the framework of involvement in the Pennsylvania Library Association.

As a long-time association executive director, I have seen some truly amazing impacts of involvement in professional associations. Lifelong friendships have been forged from some of the most unlikely pairings – because they served on a national committee together! Involvement in professional associations might provide experiences with legislative work and advocacy that aren’t otherwise in your day-to-day job. These opportunities have inspired more than one person I know to run and win a seat as an elected official in their borough. In our Library Association, there are multiple accounts of how serving in a chapter leadership position and on a local and statewide committee lead to career advancements – including promotions, tenure success, and confidence to succeed in a library leadership role!

While the array of benefits from professional involvement can be very positive, we do recognize it requires responsibility, time, and work. During our careers, there may be good times for extra involvement and there may be times when it is better to wait, and say “ask me again next year, please.” However, I want to encourage everyone to think about how they can be involved and plan to do so.

You don’t have to wait to be asked! Soon the annual “Volunteer Sign-Up Survey” will be coming to your email. This survey is very useful when the Association leadership looks for appointed committee chairs, candidates for chapter, division, and statewide elected leadership positions, and volunteers for specific tasks such as covering the registration desk during a one-day workshop. The great thing about joining chapter teams and committees is that you can participate in areas where you have expertise to share or areas where you want to gain experience. Our leaders try to be mindful in creating teams that engage both newer and experienced library workers, different geographical perspectives and sizes, and varying types of library input. Sometimes it is hard for us to know your background and abilities — unless you complete the survey and tell us!

So what might your plan look like? Here’s an idea to get you started —

**Year 1:** Help organize a chapter social event such as teams at a local trivia competition or attending as a group an evening/weekend library program.

**Year 2:** Recruit a friend to help you organize the chapter social again and train them to take it over next year for some continuity. Join the team helping to organize a regional chapter workshop.

**Year 3:** Continue on the chapter workshop team and offer to be a chapter representative on a committee or run for a chapter elected position — Treasurer/Secretary, or Vice-Chair/Chair-Elect.

**Years 4 & 5:** Serve in chapter leadership positions.

**Years 6 & 7:** Join a statewide committee.

**Years 8 & 9:** Offer to lead a statewide committee.

**Year 10:** Run for a statewide elected position on the Association Board of Directors!

So, the next time you are asked “In 10 years, I will ...”, you can answer that you will be serving in an elected leadership position in the Pennsylvania Library Association!

Christi Buker is the executive director of the Pennsylvania Library Association. You can reach her at christi@palibraries.org.
Welcome New Members!

PERSONAL MEMBERS

Alexandra Beddall
University of Pittsburgh — School of Information Sciences

Stan Cohen
Haverford

Victoria Damiani
Malvern Public Library

Marianne Dobbins
Clarion University

Megan Ealy
Eva K Bowly Public Library

Rinaldo Feldman
Chan Soon-Shiong Medical Center at Windber

Erin Halovanic
Upper Darby Twp. & Sellers Memorial Free Public Library

Rachel Hart
Easttown Library

Ellen Helfrick
Collinsville Community Library

Andrew Henley
University of Pittsburgh — School of Information Sciences

Anne Hogya
Clymer Library

Lisa Ionata
Chester County Library and Henrietta Hankin Branch

Lisa Kraljevich
Pottstown Regional Public Library

Andrea Lemoins
Philadelphia

Suzanne Linebaugh
Arthur Hufnagel Public Library

Nicole Loffredo
Montgomery Area Public Library

Karen Maurer
Bethlehem

Tanya McIntyre
Community College of Allegheny County

Maria McLaughlin
Lansdowne Public Library

Eric Meisberger
Northland Public Library

Kerri Milliken
Dauphin County Library System

Rebecca Murphy
Free Library of Philadelphia

Penelope Price
Indian Valley Public Library

Tara Ring
Muhlenberg Community Library

INSTITUTIONAL MEMBER

Corry Public Library

Judy Rittenhouse
Plymouth Public Library

Briana Robertson
Drexel University Online

Suzy Ruskin
Community Library of Allegheny Valley

Natasha Smith
Free Library of Philadelphia

Gina Stevenson
University of Pittsburgh — School of Information Sciences

Tracy Tomei
University of Pittsburgh

Amber Tortorelli
Southern Lehigh Public Library

Betsy Walker
Easton

Emily Wichmann
University of Pittsburgh — School of Information Sciences
As a child, I remember visits to my local library and the joy I felt in getting to check out books. My mother and I would head to one of Dauphin County Library System’s branches (located in the Kline Village Plaza at the time) and both grab our treasure trove of books to read. From fairytales to history lessons – I could get lost in wonderment, reading for hours. I distinctly recall these visits and remember just loving my time at the library and thinking how wonderful it was to be able to borrow any number of the Sweet Valley High books. As a member of various youth groups that took advantage of free meeting space, I remember those discussions at the library and how they helped us with our onward development.

I never thought about these visits, these moments in terms of literacy and what they meant for my overall growth. I just knew my library was a safe place and I could go there for just about anything (except Middleswarth Chips or Now and Later candies, but I digress).

During those early years, would I have been more attuned to programs and offerings had I understood how those resources were an investment in my future, how I would someday turn around and invest in my community? I honestly don’t know. What I do know as a parent is that with each visit to the local library, my children are exposed to financial literacy education, health literacy education, and are developing foundational skills that will stay with them throughout their lives.

At libraries throughout Pennsylvania, I see programs that explain the impacts of dementia not only on the patient but the family. I see programs that offer resume writing and interview techniques to assist those entering the workforce or those who may be looking to make a career change. I see librarians who provide technology courses for older residents. And I’m looking at each of these programs through the PA Forward lens.

PA Forward spotlights all that libraries offer as they help patrons make the connection between the library, the community and individual growth. Through the five literacies – Basic, Information, Civic and Social, Health, and Financial – libraries are able to demonstrate how their programs make a difference in the lives of their customers.

So, whether you’re offering a tai chi class, are hosting a wine and book night, or have emergency management personnel come in for a chat and chew, you’re helping your patrons tap into literacy resources. You’re helping them access information and opportunities. And maybe, just maybe, during that next story time segment, you’ll have a child in the first of many visits. He will grow up visiting the library, enjoying all that you offer, seeing that you’re more than books. As an adult, he’ll return, with a little one of his own. And he’ll remember what the library meant to him as a child. He’ll recognize the value of the programming and the ties to literacy as he watches his child learn to craft or participate in group chat. He will connect with his library on another level.

Let PA Forward’s volunteers help your libraries with your programs and outreach. With more than 30 partner organizations in awe and in support of you, they are ready and able to visit your local libraries to offer these opportunities for your patrons, for your community. For a full listing of PA Forward partners, visit http://www.pafortward.org/home/partnerssupporters/partnerorganizations.aspx.

And for this lifelong library lover, I value the investments being made in my children when they participate in library programs. I know I’ll see the benefit of those investments in their futures. I know these efforts and programs are how libraries move PA Forward.

Brandi is the PA Forward Project Manager with the Pennsylvania Library Association. She is currently reading Barracoon: The Story of the Last “Black Cargo” by Zora Neale Hurston.
The Maintaining Your PA Forward Gold Star program begins January 1, 2020. Submission materials will not be accepted until January 2020. Programs and materials from November 2019 forward will be accepted for submission.

As of January 2020, all PA Forward stars are valid for one-year. However, for any library that achieves the Gold Star by December 31, 2019, their Gold Star will be valid for three-years.

For more information, visit www.paforwardstarlibraries.org. You can also contact the PA Forward Project Manager at paforward@palibraries.org or 717-766-7663.

The Steering Committee of the Ex Libris Annual Giving Society met recently. As past presidents of the Association, they wanted to share their reasons for attending the upcoming Erie Conference. Enjoy! They hope you will decide to meet them in Erie.
In May, the College and Research Division held the spring workshop, The Digital in Digital Literacy: What are We Doing and Where are We Going? at King’s College in Wilkes Barre. A full slate of presenters covered many aspects of digital literacy in a wide variety of library contexts, including bookless libraries, distance education, cataloging, and adult learning.

Library Instruction and Andragogy

In the opening keynote, Kathy Watts, access services librarian at Whitworth University Library in Spokane, WA, explained the differences between pedagogy, the theory and practice of teaching children, with andragogy, the theory and practice of teaching adults. She noted that there is no true dividing line for when child learners become adult learners, though andragogy typically identifies adult learners as older than 25. Despite this classification, Watts said that all learners are wired to learn like adults in a library setting, because library instruction is now largely conducted using digital environments that students are using to explore on their own, as an adult learner would. We should think about our instruction using the five dispositions of adult learners as described by Knowles, Holton, Elwood, and Swanson in The Adult Learner (2005): adult learners need to know why they are learning something; they are independent and self-directed; they have prior experience to apply to new learning situations; they are motivated by problem-based instruction; and their learning motivation is internal.

Watts used these dispositions to evaluate published studies documenting online library tutorials, analyzing their design in relation to best practices for adult learners, which include learner-controlled pacing and selection of content, multiple points of entry into the concepts, ability to review/repeat content, and using relevant problems or tasks for instruction. She said it is crucial that libraries provide well-designed online tutorials to users in addition to providing electronic access to library resources whenever possible. Student surveys show that users highly value access to scholarly resources from anywhere, and that they expect to learn library skills using self-directed tutorials.

Google Scholar and Wikipedia in the Classroom

During a breakout session, Lori Lysiak, Emily Mross, and Victoria Raish, librarians at Penn State University, discussed valuing student experience and getting faculty buy-in when using tools like Wikipedia. They explained that students have varying experiences using these tools, which are often shaped by faculty perspectives — if faculty threaten to fail them for citing Wikipedia, for example, they may be afraid to use it, or view it as wholly bad. Students returning to school after a long time away, however, might use them as primary research tools because they did not have access to library resources. Students are also comfortable using these tools because they are fast and familiar, even if they might not provide the best results for their information needs or project requirements.
They recommended using an asset-based view of instruction, focusing on student strengths and prior knowledge as the foundation for new learning opportunities, instead of focusing on needs and deficiencies. In this way, librarians can value students’ use of these tools and work toward transferring those skills to library tools. Librarians can also empower students to understand the role of each tool and choose the most appropriate one for any given assignment.

Lysiak addressed faculty resistance to student use of these tools by encouraging conversations ahead of instruction. In these conversations, focus on the skills you want students to build, and ask the faculty why they are resistant to the tools. Explain the appropriate use of these tools and how student skills will transfer into the library tools. You can even incorporate similar conversations into your classroom instruction.

Ultimately, these tools will not go away, so it is important to focus on building skills and digital literacy to help ensure appropriate use.

**Stealth Literacy**

Watts also presented a breakout session that addressed the way technology and digital environments have taught us how to use and experience them. Students come to library resources with one perception of what research looks like which they have learned from using sites like Wikipedia and Google. Library tools add many complex layers that have a different objectives from most websites.

In the digital environment, nearly every site is trying to loop the user back to some type of buying/selling experience. This is not the case with library resources, which have other goals. For this reason, we need our students to build the thinking skills to analyze and evaluate these environments, not just engage with them.

**Embedded Librarianship**

Lysiak, Mross, and Raish gave the afternoon keynote, outlining the process for developing or refining online embedded librarian programs. They encouraged attendees to be very strategic about embedding, carefully selecting the courses that involve the most research. These courses would benefit most from an embedded librarian due to the nature of the assignments.

After selecting a course, the librarian should work carefully with the instructor and instructional designer, if one is available, to determine what research skills the students must demonstrate to successfully complete the course assignments. After determining the skills, the librarian can develop activities and curate resources that will support these skills.

Before starting the course, discuss assessment with the instructor - both assessment of the students’ work and assessment of the embedded librarian’s role. Library activities should be tied to student grades in some capacity, or the majority will not complete them. Allow opportunities for students, the instructor, and the librarian to provide feedback on the embedded librarian experience and iterate the next course of delivery based on this information.

**Save the Date**

Join CRD for more professional development experiences at the PaLA Annual Conference 2019. The CRD Luncheon on Tuesday, October 15 will feature Dr. Michele Villagran speaking on cultural intelligence and diversity awareness in the academic library.

Emily Mross is the business librarian and library outreach coordinator at Penn State Harrisburg Library. She is currently reading Evvie Drake Starts Over by Linda Holmes.
Sites, Tours, and More Along the Lake Erie Shore: What to See & Other 2019 Conference Updates

continued from page 1

The bus will then pick up a tour guide for a bus tour around Presque Isle before stopping at the last destination, the Tom Ridge Environmental Center, where attendees can explore interactive exhibits related to the environment and conservation.

Monday, October 14: 7:30 a.m. – 10:30 a.m. | Fee: $15

Those looking for wining and dining in the evening can sample regional flavors during these off-site tours and experiences:

- **The Chapter Dine-Outs** will take place Sunday evening. Check in with your chapter to find out the location. Meal expense to be covered by the individual. Shuttle transportation provided by Visit Erie.

  Sunday, October 13: 6:30 p.m. – 8:30 p.m. | Individual meal cost.

- **See why locals and visitors alike enjoy Erie’s culinary attractions at the Taste of Erie event**, hosted at the **Erie Art Museum**. Try foods such as Smith’s hot dogs, pepperoni balls, Lake Erie perch as well as beverage tastings from area wineries and breweries.

  Monday, October 14: 6:30 p.m. – 8:30 p.m. | Fee: $30

- **If you’re looking to relax before heading home**, try the **Taste of Erie Wine Trail**. The bus departs from the convention center and transports attendees to sites such as Arundel Cellars & Brewing Co. and Burch Farms Country Market and Winery. Food and wine are available for purchase.

  Tuesday, October 15: 6:30 p.m. – 9 p.m. | Fee: $15

A short walk from the convention center, visitors can experience two Erie Bayfront sites that highlight the past, present, and future of the library and museum fields:

- Step back in time and experience life on the water at the **Erie Maritime Museum**. Learn about the Battle of Lake Erie during the War of 1812, the technology of ships during that time, and see the replica ships of the U.S. Brig Niagara and USS Michigan/Wolverine.

Tuesday, October 15: 2:15 p.m. – 3:45 p.m. | Fee: $7

- **Before you head home on Wednesday**, be sure to stop by the **Idea Lab**, located at Raymond M. Blasco, MD Memorial Library (Erie County Public Library). Enjoy a box lunch, then learn about the resources, policies, and procedures involved with running the library’s newly designed makerspace and media lab.

  Wednesday, October 16: 12 p.m. – 2:30 p.m. | Fee: $16

If you want to stay on-site, schedule your evenings for these events:

- An enjoyable staple to kick off conference festivities, **gather your colleagues for the 9th annual PaLA Trivia Competition**. You may or may not know all of the answers, but we know that you’ll have a good time! Entrance fee benefits the David J. Roberts EXCEL Library Service Award.

  Sunday, October 13: 8:30 p.m. – 10 p.m. | Fee: $5
• If you’re looking for program ideas, look no further than Shine On Talent!, a showcase of video clips of performers who are eager to visit your libraries as well as programming lightning talks provided by your peers that can be easily replicated at your library. Entrance fee for this program supports the David J. Roberts EXCEL award.

Monday, October 14: 6 p.m. – 8 p.m. | Fee: $5

• You saw them on Netflix’s “Evil Genius.” Now, see them in person. Jerry Clark and Ed Palattella will share their perspectives and experiences working with the infamous Pizza Bomber case that occurred in Erie, PA. Hear them share The Pizza Bomber: The Real Story, evidence from the case and the books that they have written, and information on their new book, On the Lam: A History of Hunting Fugitives in America (available for purchase and autographs). The entrance fee may be used toward a purchase of the author’s works to be available for sale after the event.

Monday, October 14: 8 p.m. – 9:30 p.m. | Fee: $5

If you’re coming into town prior to the Opening Luncheon, check out the pre-conference, “Fire Up Your Fundraising.” This pre-conference experience includes a continental breakfast and two sessions that will provide attendees with practical tools on improving fundraising methods. Registration is separate from the conference registration. The cost to attend the pre-conference is $70 for members and $85 for non-members.

• Part I: How to Create a Successful and Recurring Fundraising Plan for Your Library featuring David Goettler, CEO, and Lori H. Overmyer, Executive Vice President, of Goettler Associates

• Part II: Donor Stewardship 101 — Five Simple Things to Grow Your Fundraising featuring Sophie Penney, Senior Program Coordinator and Lecturer for Penn State Certificate Program in Fundraising Leadership and Founder of i5 Fundraising, and Brady Clemens, District Consultant for the Central Pennsylvania Library District

October isn’t too far away. Registration is now open at www.palibraries.org! Here are some tips for registering:

1. Visit the PaLA Conference Page for details regarding this year’s conference.

2. Download the Registration Worksheet to map out your attendance plans. (To be available when registration opens.)

3. As a personal member — log in BEFORE you register to get the member discount!

PaLA membership pays — Personal members can save up to $100 off registration fees!

4. Lunches on Sunday through Tuesday and breakfast on Wednesday are included with conference registration. However, you must pre-register (and select your entree) to take advantage of this benefit.

5. Want to safeguard your registration investment? Registration insurance is available via a third party supplier. Information regarding this program will be included during the registration process.

Note payment via credit card at the time of registration is required.

6. Need to submit an invoice to your billing department? No problem - you will have the ability to print an invoice and your itinerary upon completion of your registration.

For more tips — visit our Conference Registration FAQ Page.

Join us Sunday, October 13 – Wednesday, October 16 for an unforgettable annual conference that will shine a light on the skills and talents within our field. We look forward to seeing you in Erie, PA!

Jessica Church is the Publicity Chair for the 2019 Conference and the Library Director at Punxsutawney Memorial Library. She is currently reading “101 Ways to Go Zero Waste” by Kathryn Kellogg.

Ex Libris Annual Giving Society Members...

Don’t forget to register for the private reception on Tuesday, October 15 from 5:30 pm – 6:30 pm during the 2019 Annual Conference in Erie.

Not yet a member of the Society? Join now through a credit card donation of $15 per month at https://www.palibraries.org/donations/fund.asp?id=7130

Jessica Church is the Publicity Chair for the 2019 Conference and the Library Director at Punxsutawney Memorial Library. She is currently reading “101 Ways to Go Zero Waste” by Kathryn Kellogg.
Juniata-Conemaugh Chapter Tours Conservation Centre

BY: JACKIE DILLON-FAST

The Juniata-Conemaugh Chapter toured Penn State University Libraries newly-opened Conservation Centre on May 21, 2019. Located a few miles off the University Park campus and connected to the newest Penn State University Libraries annex, the Conservation Centre includes an isolation room for items infected with mold, insects, and other hazards; a decontamination room; equipment for treating water-damaged materials and for repairing damaged pages and bindings; and staff with a deep understanding of how to preserve and restore maps, books, photographs, textiles, and more.

“We will now be able to provide institutions in the area — and the citizens of Pennsylvania — with trusted resources to call on and assist in the care of their own collections,” Barbara Dewey, Dean of University Libraries and Scholarly Communications, said at the Centre’s Grand Opening in April. “In addition, we plan to hold lectures, host speakers, and offer workshops for our own colleagues in central Pennsylvania and beyond.”

[https://news.psu.edu/story/571774/2019/04/30/arts-and-entertainment/conservation-centres-grand-opening-sparks-new-era]

Chapter members were treated to a session of hands-on paper-making and history of paper by Bill Minter, Senior Book Conservator. Sue Kellerman, Head of Preservation, and Diane Sawyer, Binding Supervisor, provided a tour of the facility and the story of how the Centre came to exist. Jacque Quinn, Information Resources and Services Support Specialist, demonstrated hand book binding. The Centre’s plans to offer training and workshops for libraries and community members and serve as a conservation and preservation resource for institutions and individuals across the Commonwealth and beyond.

For more information on the Conservation Centre or to arrange a tour, contact Sue Kellerman, Judith O. Sieg Chair for Preservation and Head of Preservation, Conservation & Digitization Department at the Penn State University Libraries at LSK3@psu.edu.

Jackie Dillon-Fast is the Global News Collections and Services Coordinator for the Pennsylvania State University Libraries, University Park, and the 2019 Secretary/Treasurer for the Juniata-Conemaugh Chapter. She is currently reading When Breath Becomes Air, a memoir by Paul Kalanithi.
“We will now be able to provide institutions in the area — and the citizens of Pennsylvania — with trusted resources to call on and assist in the care of their own collections. In addition, we plan to hold lectures, host speakers, and offer workshops for our own colleagues in central Pennsylvania and beyond.”

— Barbara Dewey
Nearly one year ago, we wrote an introductory article for the Bulletin as we kicked off the 2018 Pennsylvania Library Association’s Academy of Leadership Studies (PALS) projects. Members of the 2018 Writing Group have followed up with the other teams to learn how their projects unfolded throughout their time together. In addition to our project summary, below are highlights from the other 2018 PALS teams: Speakers’ Bureau, Social Media, and Archives.

To read the earlier article mentioned, see the July/August/September 2018 Bulletin.

Speakers’ Bureau Group Project

The 2018 PALS Speakers Bureau group consisted of DaVonne Armstrong, Lindsay Decker, Corri Hines, Lisa Howald, Chloe Mills, and Amanda Snyder. Their mentor was Amy Geisinger. They were asked to revitalize a Speakers’ Bureau that was started by a PALS group in 2012. The Speakers’ Bureau consists of a list of vetted speakers for individual libraries, the Pennsylvania Library Association, or regional chapters seeking presenters for workshops or professional development programs.

Over the course of their year-long project, the team produced a list of recommendations to improve the Speakers’ Bureau in terms of usability and recruitment of new speakers. They contacted presenters to ask if they were interested in joining the Speakers’ Bureau, with a focus on those who could speak on topics relating to the PA Forward Literacies and topics identified of particular interest to Pennsylvania librarians and library staff. Many of the speakers that they reached out to were unaware of the Speakers’ Bureau and were excited to join. The group also made some recommendations for improving the Speakers’ Bureau website and offered suggestions for marketing the program.

The group worked together utilizing tools such as BlueJeans video conferencing, email, and Google Docs. They held monthly online meetings to update each other on what they were working on and delegate new responsibilities. They were thoughtful about assigning tasks, trying to work to the strengths of each team member.

Asked what they would do differently viewed through the lens of their experience, group members responded that they would have asked more questions about the assignment while at the PALS Leadership Academy in June of 2018. There were many great resources that were easily accessible there, and it would have been useful to have a deeper understanding of the project. They also felt they could have been more assertive about approaching potential speakers. They learned they needed to be more intentional with following up with individuals for more successful outcomes.

The group is unsure if the Speakers’ Bureau will be taken up by a future group of PALS participants but hope so. Overall, they said it was a good experience and it was useful to have such a supportive environment for learning how to work remotely on asynchronous projects.

Social Media Project

The members of the Social Media group were Tegan Conner-Cole, Liz Kleusner, Jennifer Knechtmann, Emily Mross, John Siegel, and Josefine Smith. Their mentor was June Houghtaling. At the beginning of their project the goal was to evaluate existing social media policies across the spectrum of libraries and library associations and then create a generalized policy template that libraries and the Pennsylvania Library Association (PaLA) could adapt to fit their needs. Members were to contact a selected type of library to investigate and combine their efforts to build a template with guidelines.

The group achieved their goals in a couple of ways. They divided into two subgroups, one for academic libraries and one for public libraries. The subgroups met separately and reported back what they had been working on to the full team. At the end of their year-long project the group developed policies for both types of libraries, developed a social media policy for PaLA, social media best practices, and presented a webinar about social media in libraries. What was expected to be a multi-year project was actually completed by this group and their documents have been submitted to the Association for sharing with the membership-at-large as appropriate.

To keep in touch, the group utilized Zoom and email for most communications as well as Google Docs and Canva for organization of their final presentations and documents. Group dynamics are always a challenge. The team was split between academic and public librarians, which have distinctly different workflows. Finding meeting times that worked for everyone and knowing everyone’s expectations were the biggest obstacles for this group.

Overall, despite some challenges, the Social Media Group completed their project to the best of their ability.
Archives Project

The members of this team included Jonathan Trice, Kari Reda, Nicole Warner, Katherine Adriaanse, Michelle Echols, and Heather Lipinski. Their mentor was Aaron Dobbs. They began their project year by setting goals. They saw their project as having three layers to further explore and understand: archives, digital asset, and document retention issues. The group did not expect to complete the project in a year but to research and lay the groundwork for another group going forward.

Research began by looking into open-source versus paid digital platforms. As they got deeper into the research aspect, they realized this project was a larger undertaking than initially expected. The group didn’t necessarily feel that they met their initial goals, but they did learn a great deal about working together in groups across library types as well as personality types. Understanding group dynamics and working in a team environment was an accomplishment for them.

Writing Project

The goals of the Writing Group were to write articles for the PaLA Bulletin, the PA Libraries Compendium, and update/create the Association’s partner newsletter. Group members were Stephanie Bragg, Meghan Lynch, Tammy Garrison, Sam

2019 PALS Programs

Continued on page 16
PaLa’s Mentorship Program, now in its third year, has continued to grow since it began as a pilot program in 2016.

It began, like many of our other excellent programs in the library association, as a group project of the Pennsylvania Academy of Leadership Studies (PALS). After completing a successful pilot of the program in 2017, a new group of PALS participants expanded the pilot program and tested it over a longer period. The mentorship group’s new permanent “home” is under the guidance of the 3rd Vice President for Membership, plus a steering committee.

The group set to work on articles for the Bulletin as a group and articles for the Compendium as individuals due to its blog format. The partner newsletter was the biggest success for this group. The format was to highlight one of the PA Forward’s five literacies with fast facts and include interviews with current partners connected to the highlighted literacy. The other component was an interview with a Star Library, at different levels, from bronze to gold. The idea was to showcase how the partners can connect with the libraries through programming and engagement.

This project is being continued on with the 2019 PALS class. The new group will develop the newsletter in their own way but have been supplied with templates and notes from the 2018 cohort. The 2018 group is willing to provide support in any way possible.

The PALS experience is a unique chance to learn about choosing leadership, your own leadership style, and how to work with others whose leadership styles may differ from your own in a group setting. Good luck to the new PALS class as they begin their year-long journey.

**Mentorship Matters**

**BY ADAM HAIHG**

PaLa’s Mentorship Program, now in its third year, has continued to grow since it began as a pilot program in 2016.

For Prospective Mentors

If you are considering mentorship, think back on what it was like when you were first hired as a librarian or paraprofessional. It was probably a somewhat stressful time as you figured out the culture of the institution that hired you and what was expected of you—maybe even the phrase “I didn’t learn THAT in library school” might have crossed your mind. There were probably questions you wanted to ask and you may have stopped yourself because you weren’t sure of the reaction you’d receive. This is where a mentor comes in and saves the day, being the person who can provide some objective feedback from outside of the immediate situation/scenario.

For Prospective Mentees

If you are new to the profession and practice of librarianship, there will undoubtedly be times when you are befuddled or unsure of what to do.

This happens to all of us, even those who may have some experience under their belt. You should consider your work with a mentor to be a judgement-free zone, a safe space to receive feedback and assistance.

During this past year, we opened up the program to those who may not be new to the profession, but may be new to their role as a middle manager (e.g. Head of Circulation, Reference, Cataloging, etc.), or even as the new Head Librarian/Library Director. Regardless of the type of mentorship you need, when the call for new mentees comes out, there will be a chance to indicate what level of mentorship you are looking to obtain.

For further questions regarding mentorship, please feel free to send us a note at palamentorship@gmail.com.

Adam Haigh is Technology Librarian at the Lower Merion Library System. He plans to start reading Volume #1 of the Liberation Trilogy, An Army at Dawn by Rick Atkinson.
Manheim Community Library will participate in a connected learning internship program this summer sponsored by the Public Library Association (PLA), a division of the American Library Association (ALA). Through its Inclusive Internship Initiative (III), PLA is sponsoring paid, mentored public library internships for 50 high school students from diverse backgrounds. With individual guidance from a mentor, each intern will engage with multiple facets of library life, from administration to programming to user services. Over the course of the summer, interns and mentors will develop and complete a connected-learning project that reflects the intern’s personal interests and the library’s goals.

A rising senior at Linden Hall in Lititz, PA, Eva Hain has been chosen to represent Manheim Community Library in this program. Hain will work under the mentorship of Library Director Jonathan Dunkle. They traveled to Chicago in June for III’s summer kick-off event where III interns came together for master class sessions on library programs and services as well as opportunities to network with one another. They will also attend a wrap-up event in September in Washington, DC where Eva will make a presentation on her III project.

“We are honored to have been one of the 50 libraries in the country selected to take part in this initiative,” said Jonathan Dunkle. “We are excited to have Eva join us and she has some great ideas on ways to improve inclusivity and diversity in the library. She has plans for a program for children with disabilities, a coding group for girls and a gender and sexuality alliance group for LGBTQ+ teenagers.”

Hain added, “I applied for this internship because I want to do something meaningful that impacts the people in my community who may not always be heard. Not many teenagers have an opportunity like this, and I want to make the most of it.”

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**Inclusive Internship Initiative**

**SUBMITTED BY MANHEIM COMMUNITY LIBRARY**

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**CALENDAR**

**JULY**

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<tr>
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<tr>
<td>4</td>
<td>Independence Day</td>
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<tr>
<td>9</td>
<td>PaLA — Membership Committee Meeting</td>
<td>PaLA Headquarters</td>
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<tr>
<td>15</td>
<td>PA Forward Information Literacy Summit</td>
<td>Central Penn College</td>
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<td>17</td>
<td>PaLA Mentor Program Subcommittee Meeting</td>
<td>PaLA Headquarters</td>
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<td>23</td>
<td>PaLA — Website Committee Meeting</td>
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<td>24</td>
<td>PaLA — Website Committee Meeting</td>
<td>PaLA Headquarters</td>
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<tr>
<td>26</td>
<td>5th Annual Old Forge Pizza Crawl</td>
<td>Arcaro &amp; Genell — Old Forge</td>
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**AUGUST**

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<td>PaLA — Awards Committee Meeting</td>
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<td>12</td>
<td>PaLA — Legislative Committee Meeting</td>
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<td>15</td>
<td>PaLA — South Central Chapter Social</td>
<td>FNB Field - Harrisburg</td>
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<td>16</td>
<td>PaLA — Public Relations &amp; Marketing Committee Meeting</td>
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<td>16</td>
<td>Feel Good Friday: Education Pipeline</td>
<td>York</td>
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<td>23</td>
<td>PaLA — Legislative Committee Meeting</td>
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<td>PA Forward Training Team Meeting</td>
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**SEPTEMBER**

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<td>PaLA — Bylaws Committee Meeting</td>
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<td>PaLA — Board Meeting</td>
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<td>PA Forward Training Team Meeting</td>
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**OCTOBER**

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<td>SEPLA Bus to 2019 PaLA Conference in Erie</td>
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<tr>
<td>13</td>
<td>Pennsylvania Library Association 2019 Conference</td>
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<td>14</td>
<td>Shine On Talent!</td>
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<tr>
<td>15</td>
<td>PaLA — Annual Business Meeting</td>
<td>Erie</td>
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Follow PA Forward on Facebook (/PAForward) and on Twitter (@PAForward5)