

System and Resource Library Administrators Association of Wisconsin
Q4 2020 Meeting Minutes

Date: Monday, November 30, 2020

Time: 1 p.m. to 3:30 p.m.

Location: Virtual

Recorder: Hannah Good Zima for Tracy Vreeke

1. Call to Order

Chair Machones called the meeting to order at 1:02 PM

2. Quorum Determination

Attendance:

Sherry Machones, Chair (NWLS), Martha Van Pelt (SCLS), Rebecca Schadrie (MCLS), Marla Sepnafski (WVLS), Steven Platteter (ALS), Barb Brattin (Kenosha), Bradley Shipps (OWLS), Clairellyn Sommersmith (Winnefox), David Kranz (SWLS), Garrett Erickson (Mead PL), Jeff Gilderson-Duwe (WLS/ Oshkosh PL), Jessie Lee-Jones (Platteville PL), Joan Johnson (Milwaukee PL), John Thompson (IFLS), Karol Kennedy (Bridges), Pamela Westby (LEPMPL), Sarah Sugden (Brown County PL), Steve Ohs (LSLS), Tasha Saecker (Appleton PL), Susan Heskin (Superior PL), Ralph Illick (Marathon CPL)

Affiliated Organizations/Guests:

Melody Clark (WiLS), Emily Pfothenauer (WiLS), Jennifer Chamberlain (WiLS), Jaime Healy-Plotkin (COLAND), Mark Jochem (SCLS), Plumer Lovelace (WLA), Ben Miller (DPI)

3. Proxy announcements if applicable

Proxy: Bradley Shipps (OWLS) for Tracy Vreeke (NFLS); Rebecca Schadrie for Kristin Stoeger; Joan Johnson for Steve Hesar (MCFLS); Tasha Saecker for Colleen Rortvedt

4. Introductions/Welcome Guests (Machones)

5. Agenda: Approval (Machones) Moved by Thompson, 2nd by Ohs. Motion Passed.

6. Minutes: Q3 2020 Approval (Machones) Moved by Shipps, 2nd by Van Pelt, Motion Passed. (Yes – 21, No - 0, 1 Abstain - Johnson)

7. Treasurer's Report (Anderson)

Johnson asked what the source of the receipts and credits from the spring are for this account fund? Is this a typical balance? Machones reported that the money coming into this fund is from membership dues paid by members. These funds go to pay for events, such as Legislative Day. Westby stated that the fund is usually around \$700 after an ALA event. The fund is currently much higher because national legislative day was cancelled due to COVID.

Brattin suggested that since the fund is so high that we should skip dues next year. Summersmith stated that they previously discussed this issue and decided to charge dues this year to be consistent. It was also determined that keeping additional funds in the account to provide sufficient buffer in case state aid is cut. Westby agreed with Brattin's suggestion to consider giving relieve for a year at some point.

Machones stated that the issue will be put on the February agenda for discussion and possible action. Old minutes will be reviewed to confirm what the intent of the money was to be. Anderson will be able to provide a full report at the next meeting.

Motion to approve report made by Gilderson-Duwe, 2nd by Kennedy, Motion Passed.

8. LD&L Report (Gay)

a) Messaging by Libraries Regarding Reduced Services Due to COVID

Machones stated that libraries should look at the Legislative Update section of the report. There is a focus on messaging to avoid using the term “closed” and use reduced services or other alternative terms. The idea that libraries are closed is affecting the way legislators are seeing libraries and whether they can cut their budgets.

Shippo reported that this issue was discussed at the system directors’ meeting. OWLS is working on a brainstorming document and they will share with the state marketing cohort so we can make the resources available for everyone. Also, need to coordinate with LD&L to avoid conflicting messaging. Machones reported that within the next month or so, LD&L will have a better idea of where this is going and Shippo should be in contact with her about it. Brainstorming document can be found at:
https://docs.google.com/document/d/1WVFM4HyFEbrYeTrp5P7rSBU_H4QUr1Hqid9zRdYKsHo/edit?usp=sharing

Johnson stated that she just had this discussion with her administrative team. Wanted to ensure they understand that we are still providing critical services even if the doors are closed. Currently using terms like no-contact, alternative, contactless. If others are using other terms please share.

Westby had this discussion at her leadership meeting as well. Had a hard time convincing communication team that we can’t use the word “closed.”

b) Joint Library Funding Exemption

Brattin asked whether she was calculating the Joint Library Funding exemption. She always checks to make sure they pay the average of the last 3 years. Thompson stated that this calculation is correct. Thompson was recently contacted by the Mayor of Hudson who wants the level to be raised to solve a local issue. Don’t want exemption to go away but they want it tweaked.

c) Library Stories

Van Pelt reported that Vicky Teal Lovely has been traveling around the state with her son who is in film school. They have been collecting and filming library patrons which will be utilized at Legislative Day. Coming along well and looks very professional. Contact Vicky to see if your libraries have been filmed or not.

9. Libraries Activating Workforce Development Skills (LAWDS) Project (Berninger, Jochem)

- (a) Jochem reported that a project coordinator, Carl Jaskolski, was hired.
- (b) The LAWDS group is still meeting monthly but at a new time on the fourth Tuesday of the month from 2-3pm.
- (c) LAWDS has been discussing improving communication between workforce development, libraries and system partners and how best to reach out to one another.
- (d) Workforce Equity Grants from DWD – libraries can apply for these grants to enhance workforce services. Available to Kenosha, Racine, Walworth and Milwaukee Counties. Grants are aimed at helping out workforce equity especially for disparities in employment and training availability.
- (e) Promotional materials such as posters, yard signs and window clings, are still being distributed.

- (f) Training – Labor market information module is scheduled to be available after January 2021. This training will focus on how to find workforce development data and information including unemployment data, etc.

10. Impact of COVID-19 on Libraries

Ohs stated that library directors are beginning to discuss the concept of how to reestablish library relationships with patrons once the pandemic ends. What opportunities might there be for coordination across the state? For patrons that have stopped using the library, how do we connect with them again?

Westby stated that we do take for granted the idea that people will be back but there are folks that have dropped off and may not return.

Gilderson-Duwe pointed out that the silver lining, both at the system level and in local libraries, is that libraries have been pushed to try new things such as new platforms and virtual programming. Given that the biggest complaint is that patrons can no longer browse the shelves, we are also developing staff picks on YouTube and creating a more active readers advisory service.

Brattin agrees that the readers' advisory piece has been very popular with patrons now. The library has also been partnering with local municipality to ensure that the library is part of the discussion when the area is redeveloped. Additionally, working to show worth to local community and municipality that library workers are essential workers and should not be shut down. Library also conducted survey of parents about what would make them come back and 49% chose "I just want to be back in the library." Believes people desire a safe and free gathering place which is incredibly valuable to the community.

Ohs asked the group what they think will be the thing that changed the most for public library service at the end of the pandemic?

Kennedy, Saecker and Sommersmith believe that the development of virtual programming and the ability to make programming accessible for those that cannot make it to the library has been the biggest change.

Gilderson-Duwe believes that personal management and the acceptance of telework have been the biggest changes.

Johnson agrees that the change in telework and virtual programming have been the biggest changes. Johnson asked whether SRLAAW has done advocacy work at the state level in regard to broadband access. Machones reported that a COLAND subcommittee has the issue as one of their committee tasks. WLA/LD&L will also be addressing that as the governor's task force moves ahead. Kurt Kiefer is on the task force and can report back.

Shippo believes that for systems, the biggest change will be totally rethinking space needs given the availability of remote working.

Van Pelt believes the biggest change was getting the word out nationally that broadband is important for everyone everywhere.

11. Affiliated Organization Reports:

1. Recollection Wisconsin – Pfothenauer submitted written report. (A) She highlighted that there are three openings on the Recollect WI Steering Committee. Nomination period open through the end of December. Looking for representatives from the southwest, central and northcentral parts of the state and from a range of institutions. (B) In regard to LD&L, you can remind legislators that while the library is not open for traditional services, local history resources are available online through Recollect WI.

2. DPI – Miller submitted written report. (A) He highlight meeting weekly with system directors and the discussions around the mental health toll it takes on front line staff. DPI is providing Compassionate Resilience Toolkit. Training is focused on self-care and creating professional boundaries. Free introductory webinar next week. Also providing a training for teams that could incorporate the toolkit into the library culture. (B) WISCAT licensing period has begun again, process is same as last year. \$200 for each library. Email me or Gail Murry with questions. (C) DPI hosts the PLSR website for COLAND. Website was recently updated with a project roadmap which shows the activities and timelines for each recommendation. There are also video updates. Planning to have updates every two months.

(D) System and Library Legal Expert Collaboration (PLSR recommendation #2). When legal matters come up, many libraries and systems find it hard to find legal advice on short notice. It can be very time consuming trying to find someone who is available and has prior experience. Beginning to develop a shared document which would contain legal resources that people had used in the past. Trying to determine who would maintain the document? DPI as a state agency cannot maintain because it might show preference.

Gilderson-Duwe asked what featured practice areas will be highlighted in the document? Miller stated that themes would include: HR and employment issues, policy reviews, handbook reviews, contracts, MOUs, resource library agreements. People were also wanting to have a list of lawyers with previous library experience that could be contacted for “just in time advice.” Might be helpful to survey libraries and systems for suggested content areas.

Johnson asked if this would be an alternative resource for libraries that do not have access to municipal counsel. Miller stated that potentially that people are leaning on one or two specific attorneys or firms, maybe there could be collaboration for a fee agreement with the attorney/firm on behalf of libraries that do not have access to a municipal attorney.

Healy-Plotkin suggested that legal resources are available from WI State Law Library.

3. WiLS – Chamberlain submitted written report.

Appleton & Kenosha both received WiLS Ideas to Action Grants. Kenosha’s grant was for summer reading program which included mind & body challenge. Appleton’s grant will go toward a Piano Project celebrating Hmong community and community read of Late Homecoming. Given the pandemic, the project had to be moved to late spring of 2021.

4. WPLC – Anderson submitted report. Chamberlain stated that annual patron survey went out as well. Please remind your libraries to fill out the survey.
5. WLA – Lovelace thanked everyone who participated in WLA virtual event on November 11, which had over 170 attendees. WLA gained a lot of knowledge for how to successfully run a virtual event which will be applied to 2021 conferences.

Spring conference will be virtual. Still hoping that Fall and Leadership Development conferences will be held live.

Library Legislative Day will be held virtually February 16-18. Morning session will look like it usually does. Registration fee will be \$25. Guest speakers will be part of that program. Afternoon portion poses more problems. Trying to work out how to have virtual meetings with legislators, how to ensure we have enough reps meeting with legislators, and what to do if the legislator will only meet in person?

Virtual conference workgroup was created to ensure that these events will still be held. Getting up to speed on conferences, templates and virtual platforms. Once the conference committees get their meeting schedule in place, we will have teams from the virtual workgroup integrate with the traditional committees on how to present the conference virtually. Group will remain in place after COVID so that future conferences can be held both in person and online.

Membership has remained about the same. Still need libraries to continue to support WLA. Any creative ideas on how to maintain membership are welcome.

6. COLAND – Healy-Plotkin, is the new Chair of COLAND and works as a cataloger at WI State Law Library. She discussed the new committee structure which was created to better align COLAND goals with duties with WI statutes. Also looking at how best to educate our members so that we can have better informed recommendations.

12. Member Roundtable

Machones reported that a Northern Waters system employee exposed delivery staff to COVID. Staff member still out. Delivery shut down for 2 weeks for quarantine. Just got caught up from month-long backlog. Hopefully everyone on the mend.

13. Next Meeting Announcement: TBD February 2021

14. Adjournment (Machones) – Moved by Platteter. 2nd by Van Pelt. Motion passed. Meeting adjourned at 2:45 p.m.