

## System and Resource Library Administrators Association of Wisconsin (SRLAAW) Q3 2022 Meeting Minutes

**Date:** Friday, August 26, 2022  
**Time:** 9:30 AM  
**Location:** Marathon County Public Library - Wausau Headquarters  
 Wausau Community Room, 2nd Floor

**Recorder:** Joshua Klingbeil for Marla Sepanfiski, Wisconsin Valley Library Service

1. **Call to Order:** Vreeke called the meeting to order at 9:32 a.m.
2. **Attendance**  
**Present:** Tracy Vreeke, Chair (NFLS), Steve Hesper, Vice Chair (MCFLS), Barbara Brattin (Kenosha), Garrett Erickson (Sheboygan PL), Shanneon Grant (La Crosse PL), Jeffery Gilderson-Duwe (Winnefox), Leah Giordano (Marathon County Library), Riti Grover (Monarch), Sue Heskin (Superior PL), Joan Johnson (Milwaukee PL), Karol Kennedy (Bridges), Nancy Kerr (LEMPPL), Sherry Machones (NWLS), Greg Mickells (Madison PL), Steve Platteter (ALS), Colleen Rortvedt (Appleton), Rebecca Scherer (MCLS), Bradley Shipps (OWLS), Clairellyn Sommersmith (Winnefox), John Thompson (IFLS), Martha Van Pelt (SCLS), Angela Zimmermann (Racine PL)  
  
**Affiliated Organizations/Guests:** Emily Pfothenauer (Recollection WI), Mark Jochem (SCLS/LAWDS), Laura Sauser (WLA), Ben Miller (DPI), Jennifer Chamberlain (WiLS), Steve Conway  
  
**Absent:** Kristen Anderson, Treasurer (WRLS), Bruce Gay (Waukesha PL), David Kranz (SWLS), Jessie Lee-Jones (Platteville PL), Steve Ohs (LLS), Bryan McCormack (Hedberg PL)
3. **Proxy Designations:** Tracy Vreeke (NFLS) for Sara Sugden (Brown County Library)
4. **Introduction/Welcome Guests** (Vreeke)  
 Vreeke introduced Steve Conway, legislative consultant for Wisconsin Library Association (WLA).
5. **Approval of the Agenda** (Vreeke)  
 Motion: John Thompson                      Second: Garrett Erickson                      Motion carried.
6. **Approval of the Minutes from May 11, 2022**  
 Motion: John Thompson                      Second: Jeff Gilderson-Duwe  
 Discussion: A correction (spelling error "1 timing money"), was noted.  
 Motion carried as amended with noted correction.
7. **Treasurer's Report** (Anderson)  
 Tracy Vreeke noted that a copy of the report is in the packet and presented a brief overview.
8. **LD&L Report**  
 Bruce Gay was not able to be present. It was noted that a copy of the report is in the packet.

Steve Conway reviewed the budget request. There is a meeting on September 9, 2022, with the Wisconsin Department of Public Instruction (DPI) to review the request. Conway suggested that Wisconsin Libraries and Library Systems have a unique funding request pattern. The Libraries and Systems follow up respectfully with “Thank You” letters and provide reports detailing “what we did with that funding.” Conway noted that Sen. Mary Felzkowski continues to be an advocate for libraries and remains involved in our communications and processes.

Ben Miller added that DPI is still working on pulling together the full DPI budget and making this library section fit within that overall request.

Tracy Vreeke asked if there was any movement on Intellectual Freedom issues? Conway responded that the Wisconsin Library Association (WLA) Library Development and Legislation Committee (LD&L) is meeting. Libraries do have this body [SRLAAW] and the WLA LD&L team as resources. Sen. Felzkowski and her staff want to help libraries. Conway noted that he believes Sen. Felzkowski’s and WLA/LD&L’s teams will be prepared for any potential legislation introduced regarding this subject.

Barb Brattin noted that Walworth County is (for the first time ever) refusing to pay for cross border borrowing for residents that are libraryed. Conway suggested that Brattin provide Conway with more information about this case, and he’ll work it in with related communications and efforts. Conway reminded everyone that the budget process and outcomes and other advocacy issues will be dependent on the results of gubernatorial race. Starting in January 2023, the budgeting process and other legislation related issues will be very fluid. Conway may need help.

Bradley Shipps asked for an update on the poster project. Conway has a stack of posters in his office. They came out when legislators were not in-office or readily available for distribution. Legislators are asking for them but also starting to ask for digital formats for use in websites and social media. Steve would prefer these posters were stored in-district for ease of access by legislators.

It was noted that the next SRLAAW meeting is November 1st, 2022, right before the election.

Jenifer Chamberlain (WiLS) asked about Recollection Wisconsin (Recollection WI). Conway and Miller responded noting that the budget request is \$300,000 for the biennium (\$150K / year) for Recollection WI. Funding may come from a percentage of the Universal Service Fund (USF). Jeff Gilderson-Duwe asked if DPI is comfortable with the health of the USF. Miller responded in the affirmative.

Emily Pfothauer (Recollection WI) asked what conversations LD&L might have had about Recollection WI (for example, with Sen. Felzkowski). Conway noted that a direct ask about this hasn’t been part of communications, but Sen. Felzkowski has indicated her support for library funding advancement.

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

Mark Jochem referenced the LAWDS report. Institute of Museums and Library Science (IMLS) funding officially ends on Sept 30th, 2022. Statewide (virtual) LAWDS training will occur on Sept

29th, 2022. Jochem highlighted Library Volunteers from Wisconsin Society for Human Resources Management (WI SHRM), and noted that a recorded training session is being processed for sharing. Posters are in the printing queue and will be available to be ordered. Jochem Highlighted the LAWDS page on the DPI website: <https://dpi.wi.gov/libraries/public-libraries/adult-services/workforce-assistance>.

The statewide training on September 29th, 2022, will be recorded as well.

#### 10. SRLAAW Salary Study Workgroup Report (Heser)

Steve Heser noted that they are renaming this to the Compensation Study Work Group to better reflect the intent and efforts. The group met on Aug 18th, 2022, to discuss a compensation survey (\$30K LSTA funding earmarked). A draft bid document is in-edit and will be shared with SRLAAW in a few weeks. The document contains four main objectives:

- 1) Compensation survey
- 2) Final data analysis report
- 3) Raw survey data (for tools like Tableau)
- 4) Check in meetings during the process

Southwest Wisconsin Library System (SWLS, David Kranz, director) is acting as the fiscal agency for this project.

Heser will send out doodle poll for a meeting to review the document for final preliminary draft to share with SRLAAW for review and adoption. Heser hopes to have the contracting done and someone in place early November.

Heser is asking (at this meeting) SRLAAW for suggestions of where to present the bid. SRLAAW members should email Heser any suggestions after this meeting.

Jeff Gilderson-Duwe, speaking as a member of the work group, wanted to thank DPI for their help and feedback in the August 2022 meeting.

Tracy Vreeke reminded the body at this meeting that the SRLAAW Chair (or any three members) may call a meeting of SRLAAW at any time and thus a brief meeting will be called for when the final preliminary draft contract is ready for review and adoption.

#### 11. Affiliated Organization Reports:

- a. **Recollection Wisconsin** – Emily Pfothner was late in submitting this report so it was not in the meeting packet, but everyone should have it via email (sent earlier in the week). Recollection WI will be in the budget request again this biennium. They are optimistic but are still exploring contingencies as a matter of diligence in case State support is not available. Contingencies might include fees for certain services, shorter terms of commitments for services, etc.
- b. **DPI** – Ben Miller reported that DPI is looking for a new administrator. Dr. Barbara Van Haren is acting as interim. Miller will share more info as soon as DPI knows more. The current candidate pool looks good. Jeff Gilderson-Duwe asked if the sense is that an announcement is imminent and Ben indicated in the affirmative, qualified with a “probably,” but wasn’t able to confirm anything specifically.

The Library Services and Technology Act (LSTA) five-year plan was accepted by IMLS without suggestions for editing or concerns in feedback. The Division is now in the process of determining how to start communicating around this, focusing on broader term LSTA budgeting more so than the historical single-year-silo budgeting. An important topic for discussion will be data, including collection and reporting, to be able to meaningfully describe the values and outcomes of LSTA supported projects. The Research Institute for Public Libraries (RIPL - <https://www.ripleffect.org/>) will be something DPI is able to support in Wisconsin during July 23rd-26th, 2023.

Miller noted that there is information about American Rescue Plan Act (ARPA) and LSTA project support 2021/2022 in the report.

Miller discussed the electronic resource report. He stated that he is excited to see just where the State is at in that respect, and to be able to see where to best target resources going forward.

Miller announced two new team members in the Division: Chris Baker (previously with Portage Public Library), Jenny Schomberg (previously with the Arrowhead Library System). They will co-work combined adult/inclusive/youth consultancy expertise and roles.

Barb Brattin mentioned the "Grow your own" project in Kenosha County and asked if the Library Services and Construction Act (LSCA) program and funding were coming back any time soon? Miller responded noting a study about infrastructure needs versus opportunities and being able to help plan equitable allocation of support.

Gilderson-Duwe mentioned that Winnefox Library System is developing local small infrastructure grants to libraries for certain things.

Martha Van Pelt asked for a status update regarding the System Plan Form and who to contact with questions or issues? Miller responded that Shannon Schultz will be the primary contact and that the form will be available on the DPI website soon. System directors should ask Miller though, if the form is needed sooner and he will send it directly.

Brattin asked Miller to talk more about the funding study, especially how it might play in with the consultant's work. Miller responded that there was a disconnect between the consultant's understanding of Wisconsin Library Systems/Libraries and the reality of library operations and funding evolution and status. DPI tried to remedy that disconnect but were not fully able to. DPI is now looking at system standards as a potential mechanism to help with funding minimums and equity. There is some (very) preliminary ideation and discussion. DPI will be meeting with Clairellyn Sommersmith and John Thompson about the process. The full report will be released with the Public Library System Redesign (PLSR) report as an addendum. Miller noted that it is narrowly specific research, and not something that makes sense as a standalone report. There are no proposals for funding formula changes this upcoming biennium. Any such proposals would come with the next biennium at the soonest. DPI needs to focus on standards first, then ensuring there is meaningful data for analysis, then developing formula adjustments.

- c. **WiLS** - Jennifer Chamberlain (WiLS) referred to the written report. Chamberlain highlighted the new five-year plan and acknowledged two WiLS Board members present at this meeting, Barb Brattin and Steve Platteter. She highlighted the three goals WiLS identified:
- 1) Strengthening and Building Community;
  - 2) Fueling Innovation (“Ideas to Action” grant winners will be announced soon);
  - 3) Helping with organization health and sustainability.

Sara Gold has a new role helping to connect needs with resources. Gold will be helping Monarch Library System manage their subscription services.

WiLS is working with Steve Ohs, Lakeshores Library System (LLS) and Steve Platteter, Arrowhead Library System (ALS) regarding the LLS and ALS system merger efforts. The part WiLS has been playing in this is coming to fruition, and Chamberlain noted that WiLS enjoyed working with them on the merger project.

Jeff Gilderson-Duwe asked where the \$100,000 for grants originates. Chamberlain clarified that it’s actually \$35,000 awarded of about \$100,000 in applications. The WiLS Board agreed to designate some money from reserves as failsafe to ensure durability and continuity of the support. Funds come from revenue surpluses with a restricted reserve portion as a backstop or safety net. Tracy Vreeke noted that there is a funded project Nicolet Federated Library System (NFLS) is looking forward to seeing completed.

- d. **WPLC**- Sara Gold called attention to the various Wisconsin Public Library Consortium (WPLC) reports. Gold highlighted the recommendation to move to biennial vs annual budgeting. Jeff Gilderson-Duwe highlighted the Technology Steering Committee and called attention to the Technology Operations Committee, recommending that all systems seek representation on that committee.
- e. **WLA** - Laura Sauser referenced the report in the meeting packet. Sauser mentioned that she visited most, maybe all of the Library Systems and met with many Library System and Resource Library directors.

Sauser noted that WLA is working hard to amplify the exhibit center portion of the annual conference. There will be a space reservable for hosting interviews at the conference. WLA intends to bolster resumé assistance services. LD&L is sponsoring a session at the conference focused on positively engaging with legislators. Sauser asked everyone to review the awards and honors applications and to submit nominations as meaningful. WLA is partnering with League of Wisconsin Municipalities and DPI for a program focused on engaging with the library’s City Clerk. Sauser highlighted several special interest groups and efforts.

Library Legislative Day (LLD) will occur on Tuesday, Feb 7th, 2023.

Sauser noted that there is a committee working update the Leadership Development Institute (LDI) with help from University of Wisconsin Madison Extension. Some Library Systems support scholarships for librarians to attend LDI.

- f. **COLAND** – Tracy Vreeke noted that the COLAND Officer slate has been filled for the upcoming year (September 2022 through July 2023), and that the committee structure

started a year ago was disbanded while COLAND looks to determine best ways to stay in touch with and support library needs statewide.

## 12. Discussion: Statewide Interest in Hoopla (Sara Gold, WiLS)

- There are 36 libraries subscribing to Hoopla. MCFLS subscribes to HOOPLA as a system. Six Library Systems are currently subscribing to HOOPLA. Gold noted that there are six systems directly involved, and that three more at table might be getting close. There is an opportunity for a “rebate” for HOOPLA based on “volume of dollars.”
- Sara Gold asked for a “temperature check” from systems NOT subscribing, to understand interest/disinterest. If no interest why not? Answer could be helpful. If interested, Gold can provide information on how to participate and set up accounts.
- Individual library statistics are tricky, but achievable.
  - MCFLS has a method that works for them for now. MCFLS splits cost 60%/40% system/libraries and has single borrowing limit for all libraries.
  - ALS contributes \$25,000 allocated by ILS formula, and each library can contribute more if desired. They can have different limits per library but mostly just keep it at six. There is a single system link.
  - NWLS is looking to subscribe soon and the system is in discussions to resolve how to implement it. Three libraries are already subscribing, it’s tricky to manage.
- Gold indicated that the current aggregated amount spent statewide is about \$800,000. Gold is working to secure additional discounts at some threshold of higher total expenditures.
- Winnefox was told that it didn’t make sense for systems to contribute because there was no cost benefit value (basically, no discount) that would make a meaningful difference. Individual statistics for some libraries are a *must*.
- OWLS noted that equitable service across system (vs have-and-have-nots) would be great. They would have to review the system budget to make something work. NFLS echo’d. OWLS does have some very small libraries stretching to subscribe. Patrons are asking libraries why they don’t have this service available.
- There is not yet any discussion with the vendor on how HOOPLA curates/organizes collection? The consensus around this table is it is lacking. Ben Miller noted there was a recent article about HOOPLA and content in libraries.
- SCLS has ten libraries subscribing to HOOPLA, eight with KANOPY, a few of those with both.
- The consensus around this table is that KANOPY is popular.

## 13. Member Roundtable

Colleen Rortvedt highlighted Capital Campaign samples from Appleton Public Library and shared a booklet as handout at this meeting.

Jeff Gilderson-Duwe noted that Oshkosh Public Library is “leaning into” intellectual freedom efforts in September. A scavenger hunt event has been developed to occur throughout the community with winners receiving one of five different titles on the “banned books list.” Clairellyn Sommersmith has the list of the five reward books and will share with anyone interested. A panel discussion will be hosted at the end of Banned Books week. Gilderson-

Duwe mentioned a Banned Books Swap event. Gilderson-Duwe discussed giving frontline staff the right tools to engage on this subject. The library has developed an FAQ. Gilderson-Duwe will share some of the training materials.

Steve Platteter announced that the LLS and ALS system merger implementation is going through. They are in the process of acquiring requisite county-level approvals.

Bradley Shipps announced that OWLS has hired a new outreach consultant (previously at Farnsworth Public Library) and that she's excited about that. However, their administrative assistant gave notice on the heels of hiring. OWLS is in the process of Joint strategic planning with NFLS and supporting intellectual freedom conversations and efforts throughout systems. Most are excited to talk about it.

Rortvedt asked if any library directors or library system directors include intellectual freedom sentiment as part of interviewing process? (Outline summary of responses)

- "Yes-ish"
- One library's challenge was from a library staff member
- One library received three new reconsideration requests during this meeting.
- One library asks about it directly as part of the interview process.

Clairellyn Sommersmith called attention to an article about a preemptive effort to ban four hundred (400) books on a list, not all even currently on shelves, with a goal of just getting libraries to make a statement that they will never buy these books. Sommersmith suggested that focusing on the potential loss of library directors may help library [and library system] boards with prioritizing responses and policies pertaining to this issue.

Ben Miller thanked everyone for doing this [intellectual freedom] work and noted that the public schools' side is seeing a lot of stress in this area.

John Thompson mentioned that IFLS public relations staff dreamed up an idea about doing a Passport Tour of ILS libraries - visit enough libraries and get a chance to win prize. It was a four-month event and had eight people who made it to every single one of the fifty libraries on their shared ILS. Thompson indicated there was a disconnect between IFLS public relations and community tourism workers about the idea of libraries as a meaningful tourism element.

Barb Brattin explained that there was some civil unrest in Kenosha in 2020. The community has torn down some damaged buildings and built some new housing. The first floor in one building has a new children's library.

**14. Next Meeting:** Nov. 1, 2022, 1:00 PM, WLA Annual Conference, Lake Geneva, WI (Hybrid)

**15. Adjournment by Consensus:** Tracy Vreeke and other members acknowledged and thanked MCPL and WVLS for meeting setup assistance and for the food and beverages.

The meeting adjourned at 12:01 P.M.