

ARKANSAS LIBRARIES

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*Moving
Forward*

Arkansas Library Association, 2019



Arkansas Library Association

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Arkansas Libraries is the official journal of the Arkansas Library Association. It contains articles of current interest, historical significance or literary value, concerning all aspects of librarianship, particularly items pertinent to Arkansas. It also includes official statements of and information provided by the Arkansas Library Association.

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Arkansas Libraries

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FROM THE ARLA PRESIDENT: Looking Back ... Moving Forward

Jil' Lana Heard

2019 ArLA President

With the end of summer approaching, many of us are headed back to school, or we are reflecting on the success of summer programming and are preparing for the fall. Reflection is always a good practice to determine if what we are doing is working or not, and reflection has truly been the theme of my presidency. The Arkansas Library Association has been through some major changes over the course of this year in keeping with the goals of the ArLA Strategic Plan. The Executive Board decided to move to self-management after looking back on past practices and realizing that the old way of doing things was just not going to work anymore. Another point of reflection was the size and structure of the Executive Board. You will find more explanation on the recommendations for the board restructure in Jessica Riedmueller's article. I encourage you to take the time to read it and personally reflect on what your role would be in the



Heard

new restructure.

Our conference theme this year is, "Looking Back ... Moving Forward." What an amazing opportunity conference is to network, collaborate, and grow professionally. We are excited this year about returning to the beautiful Embassy Suites in Hot Springs, Arkansas. The joint conference with SELA will start with a pre-conference session on Friday. Regular conference will start Saturday morning, include a special live-streaming event with author, Susan Orlean, and end with the annual awards banquet on Sunday. We want to invite everyone out Saturday evening for Trivia Night, which will help fund our scholarship program. It is a great time to hang out with your colleagues and put your knowledge to the test! We will be having our annual membership meeting on Sunday, and the board values your input as our organization continues to grow and change. I am so honored to be part of this organization and want to give a big shout out to the Executive Board for seeing the "big picture" and truly looking back at where we have been, so we can figure out where we want to go.

Jil' Lana Heard is library media specialist for Lake Hamilton High School in Percy, Arkansas, located near Lake Hamilton and Lake Catherine in Garland County.



The Carlisle Public Library featured some fun and creative programming for their summer reading program. They had a space-themed story time each week. Featured are pictures from their Oh No, Astro and Constellation Story Times, where kids designed their own constellations. The adults made Galaxy Bath Bombs with activated charcoal and essential oils. During two of CPL's Kids Cooking Club, the kids made homemade ice cream and moon pies. Photo submitted by Rachel Felts, branch manager at the Carlisle Public Library, part of the Lonoke County Library System.

FROM THE EDITOR: The Conference Issue

by *Britt Anne Murphy*

Library Director, Hendrix College

W elcome to the conference issue! This is our biggest issue in a long while – it’s weighty in the real sense and metaphoric sense. Not only does this issue contain the “usual” conference information, but it also contains the draft of ArLA’s Bylaws that await your perusal and input. For those readers who haven’t been paying attention to ArLA business over the past year, we’ve had an eventful 12 months. Past President Dean Covington conducted a strategic planning process, and now some of those recommendations are coming to bear fruit in the form of new bylaws. ArLA’s Bylaws function like a constitution – they give general structure to our organization, but the goal is not to get too specific because, as with the U.S. Constitution, we need a document to live by that doesn’t require frequent amendments. I’m hoping you all will give it a careful read, and please send ArLA input – there’s even a form you can fill out at <http://bit.ly/bylawsopencoment>. Because it’s a general document, you’ll probably have questions about how some of the changes will be implemented. The bylaws will be an item of discussion at the membership meeting at conference, and then the Board will invite membership to vote on it for a two-



Murphy

week period following conference.

There are other exciting items to draw your attention to about conference. After two years in the northwest corner, the ArLA Conference will be back in Hot Springs. In addition, ArLA is joining up with SELA (Southeast Library Association), so we’re covering more geographic ground in our attendance and presentations. The timing of the conference is a change – ArLA is trying a weekend conference to attract more people who may not be at liberty to be away from their workplaces. The keynotes are exciting, and programming is as diverse as any I’ve seen – there really is something for everyone. And our favorite fundraisers return – Basket Auction and Trivia Night! Please catch up on the details inside, and register soon – early bird deadline is August 27.

This issue is packed with a diverse range of photos – summer seems to be a very bountiful season for programming, kids, and galaxies. There’s also bounty in the academic off-season from Philip Shackelford, who writes about data he’s gathered on the Open Education Resources movement in Arkansas, and Allie Stevens, who shares information on her Emerging Leaders project on intellectual freedom in school libraries. Intellectual freedom is an issue at the forefront of libraries these days, and I’m hoping our next issue will feature some discussion of what’s happening at the state and national levels. So take in the bounty of this summer issue, and we’ll look forward to the idea exchange at conference and in the Fall/Winter issue!

Britt Anne Murphy, the managing editor of Arkansas Libraries, is the director of the Olin C. Bailey Library at Hendrix College.

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Colleges in Arkansas Explore Open Educational Resources

by Philip C. Shackelford

Library Director, South Arkansas
Community College Library

The use of open educational resources (OER) is a growing and valuable trend in higher education at the moment, although the concepts and many of the resources themselves have been around for some years at this point. One of the most compelling benefits of these resources is the significant cost saving potential they offer for college-going students, who are often saddled with textbooks that can be extremely expensive. Several colleges and universities in Arkansas are already using and promoting OER in their classrooms, and this article will provide a useful overview of OER and their application across our state.

First, what are open educational resources? Open educational resources are any resources available at little or no cost used for teaching, learning, or research. The term can include textbooks, course readings, and other learning content, simulations, games, and other learning applications, syllabi, quizzes, and assessment tools, and virtually any other material that can be used for educational purposes.

OER often refers to electronic resources, including those in multimedia formats, and such materials are generally released under a Creative Commons or similar license that supports open or nearly open use of the content. OER can originate from colleges and universities, libraries, archival organizations, government agencies, commercial organizations such as publishers, or faculty or other individuals who develop educational resources they are willing to share. Creative commons licenses often require proper attribution, stipulate noncommercial use, or include the requirement that any derivative works be licensed with the same permissions as the original. A resource with a creative commons license can be thought of as free plus permissions, which include the rights to reuse, remix, revise, retain, and redistribute the licensed content.

OER can appear in both print and digital formats. Just because a resource is available in digital format does NOT make it an OER. Whether or not a resource is an OER is determined by its license.

Some obvious benefits of OER include a significant reduction in education costs for students, as well as freedom from expensive vendor contracts for faculty and institutions. OER also provide instructors the opportunity to develop and make available their own resources. OER have been

shown to increase student learning while breaking down barriers of affordability and accessibility. According to information linked from Penn State University's "Benefits of Using OER" (<https://oer.psu.edu/benefits-of-using-oer/>), in 2011, 70% of students did not purchase a textbook because it was too expensive. In 2016, one in five students skipped or deferred a class due to the cost of the course materials. The cost of textbooks from 2006-2016 has risen at *four times* the rate of inflation. Across America, 60% of students have delayed purchasing textbooks until receiving financial aid. The ability to customize course materials give faculty control over the quality of their course material as well as the type and timing of updates. OER eliminate dependence on a traditional "one-size-fits-all" approach to course materials.

There are several consortia and repositories where OER have been collected, evaluated, and made available, streamlining the research and adoption process. A selection of these will be listed at the conclusion of this overview.

OER has been a topic of increasing discussion within the Arkansas academic library community. In order to gain a better understanding of OER use and exploration around the state, in June 2019 I circulated a brief survey to ArLA's College & University Library Division (CULD) listserv designed to collect general, broad-level information about OER in Arkansas colleges and universities. The questions were based upon previous discussions held with Arkansas librarians about OER efforts at their home institutions over the past year and simply represented a starting point for obtaining a very basic picture of OER use around Arkansas. I take full responsibility for any methodological insufficiencies.

Representatives from 63% of Arkansas four-year institutions (both public and private) responded, and 40% of Arkansas two-year colleges submitted responses. 52% of all respondents indicated that their institution is involved in OER adoption on a "small scale," exploring, learning, spreading awareness, etc. 32% indicated an "exploratory" involvement of "some" faculty and staff investigating OER. 16% indicated "significant" adoption, signaling a more widespread understanding of OER, multiple courses and faculty members using OER, institutional involvement in the form of a dedicated OER task force or committee, and the promotion of OER to students. A minority of respondents (28%) indicated that their institution had a dedicated group

or committee to lead the exploration/adoption/institutionalization of OER, while 72% indicated no such body.

Regarding the primary interest groups driving OER exploration, 54% indicated that faculty and staff were most responsible, with 25% reporting OER efforts led by their institution's administration. Students (4.2%) and librarians (8.3%) were also indicated as important interest groups driving exploration of OER. 12% of respondents indicated that their institution provided monetary or other kinds of incentives for faculty to adopt/develop/use OER in their classes, compared to 76% who did not provide such incentives, and 12% who were unaware of any incentives. Similarly, 68% of respondents indicated that their institution did not have a set timeline for becoming a primarily "open" institution, while 24% did not know, and 4% indicated achieving "open" status in both 1-3 years and 5+ years, representing 8% of the total.

Arkansas academic libraries are at the leading edge of OER efforts within their institutions. 29.2% indicated that the academic library was the primary party responsible for leading OER efforts, and the same identified the library as an important partner, working with other college departments to drive OER initiatives – representing a combined 58.4% of respondents overall. 25% reported that the library was an important partner in OER activities but not involved in driving the initiative for their institution, and 16.7% indicated that the library was not involved or was tangentially involved.

Finally, 92% of respondents indicated that their library or institution would be interested in some kind of statewide OER repository. This was a topic of conversation at the Spring ARKLink/CULD meeting held at University of Arkansas-Fort Smith, where two Arkansas academic librarians presented on OER and digital initiatives at their home institutions (<https://arklinklibraries.org/>



In 2017, Impactstory, a nonprofit supported by grants from the National Science Foundation and the Alfred P. Sloan Foundation, launched Unpaywall, a free browser extension that helps you "find open-access versions of paywalled research papers, instantly."

[Id.php?content_id=47848254](https://arklinklibraries.org/Id.php?content_id=47848254)).

In its basic form, a statewide OER repository would serve as a central location where OER materials produced, collected, and used throughout Arkansas institutions of higher education could be stored for the benefit of all participating members. Testimonials, best practices, and other helpful information could be included to facilitate the exploration and adoption of OER in schools that are beginning to investigate OER, and the repository itself could be supervised and maintained by a volunteer group or consortium, such as ARKLink.

Along these lines, the proposal below is designed to meet the need for a statewide repository and has been circulated for feedback and comments to the CULD listserv. Suggestions and comments are certainly appreciated.

There has been some brief discussion of ARKLink including an OER repository as one of its services to Arkansas academic libraries. Hopefully this dialogue will continue and lead to a valuable resource available to all Arkansas academic libraries!

If you are interested in learning more about OER and would like to know what other libraries around the state are doing in this area, consider reaching out to the following individuals who are leading and heavily involved with OER efforts at their respective institutions:

- Kristen Cooke, UACC Morrilton
- Nithin Lakshmana, NWACC
- Autumn Mortenson, OBU
- Stephanie Pierce, U of A
- Relinda Ruth, UA Cossatot
- Elaine Thornton, U of A

For catalogs of OER materials and more information, visit:

- <https://www.oercommons.org/>
- <https://openstax.org/>
- <https://www.merlot.org/merlot/index.htm>
- <https://teachingcommons.us/>
- <https://www.cccoer.org/about/about-ccoer/>

Philip Shackelford is the library director at South Arkansas Community College in El Dorado, Arkansas. He is among the 2019 Emerging Leader class with the American Library Association and a co-recipient of the Arkansas Library Association LaNell Compton Prize for an article published in the Arkansas Libraries journal in Summer 2018. He currently serves as awards chair for the Arkansas Library Association as well as Secretary of ARKLink, the Arkansas Academic Libraries Consortium.

Open Arkansas A Statewide Open Educational Resource Consortium

1. Open Arkansas is conceived as a statewide consortium of higher education institutions for the purpose of sharing, developing, vetting, and making available open educational resources (OERs). Participation in the consortium would be completely voluntary, and all members would receive the same benefits for their respective institutions. Membership might include a small institutional fee, to be determined and regulated by the consortium Board of Directors.
2. The primary product and purpose of the consortium will be the development and maintenance of a centralized website wherein shared OERs and accompanying material from ALL participating institutions may be located. This will include but not be limited to OER textbooks, course materials, presentations, and other open teaching materials; as well as accompanying license information, faculty testimonials, vetting documents, etc. All of this material will be made available for free access to participating institutions.
3. The consortium website, once established, would be promoted among higher education institutions throughout the state as a first-stop resource for OER materials. The Board would solicit feedback and testimonials from faculty around the state currently using OER, and would establish an evaluation or review committee tasked with setting standards for Arkansas OER materials, reviewing OER submissions to the site, etc.
4. The Open Arkansas consortium would be governed by a voluntary Board of Directors representing participating higher education institutions. The Board will consist of eight members – four drawn from participating four-year or university institutions, and four drawn from participating two-year or community college institutions. Members of the Board should either be the individual within the institution who is primarily responsible for overseeing and/or coordinating the institutional OER efforts, or among those responsible, as determined by each respective institution. These representatives could be academic librarians, resource coordinators, faculty members, or other staff provided they are actively involved in institutional OER efforts and are the chosen representative for their institution.
5. Each Board member will coordinate with an alternate to attend meetings as a proxy, in the absence of the primary board member. Each board member will serve a term of no less than two calendar years. The board will be served by a President, Vice-President, and Secretary, duly elected by the members of the board on a yearly basis, with the understanding that the Vice-President will become President in the second year. All members except the President would receive one equal vote in Board proceedings.
6. Subcommittees, task forces, working groups, and other project groups may be formed at the discretion of the Board, to include those individuals from participating institutions NOT currently serving on the actual Board. Board meetings shall occur bi-monthly or as needed at the discretion of the Board, and virtually or in-person at the discretion of the Board. If conducted in-person, the location of each meeting shall be predetermined and agreed upon by the Board in a centralized, convenient location if possible, or should rotate among the institutions represented by the Board members.
7. A first priority of the Board would be to develop Bylaws, a mission statement, and other necessary documents to govern not only the Board of Directors itself but also development, maintenance, and use of the consortium website. The Board would also identify a host institution and person or persons responsible for creating, developing, and maintaining the consortium website, and set a projected timeline for the targeted completion and launch of the consortium website.
8. The Board would also identify a host institution and person or persons responsible for creating, developing, and maintaining the consortium website.

Edwina Mann Named First History of Health Sciences Advocacy Winner

by Amy Widner and Tim Nutt

University of Arkansas for Medical Sciences

Edwina Walls Mann has been recognized by the Society for the History of Medicine and Health Professions as the inaugural recipient of an advocacy award named in her honor.

The society held its 38th annual meeting April 5, 2019 in the Lobby Gallery at UAMS Medical Center. The Edwina Walls Mann History of Health Sciences Advocacy Award was announced in 2018 to recognize a person, organization, or institution that has demonstrated a sustained commitment or made an exceptional contribution to promoting the study, appreciation, preservation, and dissemination of the history of the health sciences in Arkansas.

Mann established the History of Medicine collection (now Historical Research Center) at UAMS in 1978, along with the late Dr. Tom Bruce, then-Chair of the College of Medicine, and former UAMS Library Director Rose Hogan and was instrumental in organizing the Society for the History of Medicine and Health Professions in 1981. She built the Historical Research Center (HRC) into a thriving department with a significant collection of historical materials related to the

history of UAMS and health professions in Arkansas. The Historical Research Center is a department of the UAMS Library.

Mann initiated the society's annual meeting, organized many lectures on historical topics, developed numerous major exhibits, established the oral history program documenting important developments at UAMS and in Arkansas, and assisted many researchers looking for information on topics related to the history of the health sciences. After her retirement in 2000, she volunteered to process the backlog of historical records donated to the HRC, a task she still continues to work on at the center.

"We realized this first award could only go to one person," said Patricia Wright, society president. "Without her, we would not be here tonight; without her, we would not have our society; without her, we would not have our wonderful Historical Research Center; without her, the history of medicine in Arkansas would not be as well-documented."

Wright presented Mann with a piece of art glass by noted Pine Bluff artist James Hayes.

The society provides support for the Historical Research Center in the UAMS Library. Other projects include providing research grants and conserving rare and classic books in the center. Membership is open to anyone with an interest in preserving the history of UAMS and medicine in Arkansas.

About 60 people attended the event, which also included a reception, dinner, lecture, and a business meeting.

Nominations for the 2020 Edwina Walls Mann History of Health Sciences Advocacy Award will be accepted from October 1, 2019 to January 15, 2020. To nominate someone for the award, send biographical information or current resume, a detailed statement of the advocacy work of the nominee, and any other supporting documentation to Timothy G. Nutt, director of the Historical Research Center, 4301 W. Markham Street #586, Little Rock, AR 72205. The selected recipient will be recognized at the society's annual dinner in April 2020.

For more information contact Timothy G. Nutt at 501-686-6735 or tgnutt@uams.edu.



Society President Patricia Wright (left) presenting the award to Edwina Mann.

Amy Widner is communications specialist at the University of Arkansas for Medical Sciences in Little Rock. Timothy G. Nutt is director of UAMS Library's Historical Research Center.

ArLA Scholarship Window is Open

by Carol Coffey

Scholarships Committee Chair

A scholarship in the amount of \$1,500 will be awarded at ArLA's annual fall conference in Hot Springs, September 27-29, 2019. The scholarship committee is accepting applications until **September 1, 2019**.

The Arkansas Library Association Annual Scholarship will be awarded to an ArLA member who is currently enrolled in a master's program for library studies. More information including previous awardees, application forms, criteria, and submission instructions are available on the Arkansas Library Association website:

<https://arlib.org/Scholarships-Page>

For more information you can also contact the Chair of the Scholarships Committee:

Carol Coffey, Head of Main Library
Central Arkansas Library System
Phone (501) 918-3008

ccoffey@cals.org

The ArLA Scholarship program is a nonprofit public charity operating under Section 501 (c)(3) and in compliance with Section 170(c) of the Internal Revenue Service Code. Contributions are tax-deductible to the extent permitted by law.

Past Scholarship Recipients, 2001-2018

- 2018 LaQuida Hobson
- 2017 Allison Lightfoot
- 2016 Courtney Fitzgerald (Annual Scholarship) & Landi Brown (Shirley Fetherholf School Media Scholarship)
- 2015 Brenda Miner (Annual Scholarship) & Kristy Floyd (School Media Scholarship)
- 2014 Stephanie Freedle (Annual Scholarship) & Sherry Loyd (School Media Scholarship)
- 2013 Erika R. James
- 2012 David Sesser
- 2011 Marlena Crenshaw (Annual Scholarship) & Dustin Lee (School Media Scholarship)
- 2010 Amber Gregory (Annual Scholarship) & Ronda Hughes (School Media Scholarship)
- 2009 Angela Hand Black
- 2008 Darby Wallace
- 2007 Audra Young/Daniel Page (Split Scholarship Recipients)
- 2006 John Boone
- 2004 Hadi Dudley
- 2003 Christine Renee Mahon
- 2002 Sonya Ladett Bell
- 2001 Joni Stine



The Little Rock Air Force Base Library expanded into the old Base Exchange storefront four years ago. The library has 15 public computers and 10 military computers, a juvenile room and teen room with two large screen televisions and two game consoles, and three study/meeting rooms. The library is staffed with three full-time and five part-time workers, with Bethry Becker as its head librarian since 1991. The LR AFB library just completed the Department of Defense-wide summer reading program "It's Story Time at Your Library" with a record number of registrants. The consistency of the DoD's programming is valuable because of the transient population on the base; people are coming and going all the time, constantly moving in and moving out.



**Application Form
Annual Scholarship
For Graduate Study in Library Science**

Date:

Full Name:

Address:

Phone:

College (s) attended:

Degree(s) obtained:

Graduate school planning to attend:
(To qualify for the scholarship, this must be an ALA accredited school.)

Date of acceptance to graduate school:

WORK EXPERIENCE

Position, Street, City, State, Dates of Employment

1. _____

Reason for leaving _____

2. _____

Reason for leaving _____

3. _____

Reason for leaving _____

REFERENCES

Name, Street, City, State, Telephone

1. _____

2. _____

3. _____

On a separate sheet, please add further pertinent information which should include a statement of career goals and what you feel you can give to the Arkansas library profession. List honors and awards, relevant committees on which you may have served, and send a transcript of your college hours. Please do not exceed two pages handwritten or typed double-spaced.

I have read the Statement of Policy concerning the granting of this scholarship, and I agree to abide by its stipulations.

Signature of Applicant

Please return to:

Arkansas Library Association, PO Box 3821 Little Rock, AR 72203 Phone: 501-313-1398 Email: info@arlib.org

A completed ArLA Scholarship application form, a letter of application from the applicant, an official transcript, a resume and three letters of reference must be received by the ArLA Scholarship Committee postmarked no later than September 1 to be eligible for consideration.

ALA COUNCILOR'S REPORT Annual Conference 2019

by *Lacy S. Wolfe, ArLA's American Library Association Councilor*

Each and every time I attend ALA as the Arkansas Chapter Councilor, I am provided with a greater understanding of how ALA works. From questions of why people should be involved with ALA, to how ALA would look as a modern association, I add more knowledge to my working ALA toolbox. ALA Annual 2019 brought the possibility of big changes in the structure and governance of ALA. This ongoing conversation will continue over the next few conferences and will require two council votes before being presented to the membership for a vote. If you have not had a chance to look at the possible reorganization developed by the Steering Committee on Organizational Effectiveness, I would encourage you to do so.

Another, and more imminent change, is the selection of a new Executive Director for ALA. With librarian status as a preference for qualifications rather than a requirement, the selection committee is hoping to have a much larger group of candidates from which to choose. The ED is expected to be selected in October and begin work in January at ALA Midwinter in Philadelphia.

During Saturday's membership meeting two resolutions were brought from the membership.



Wolfe

There were few members in attendance, and I would encourage you to attend the Information Session and Membership Meeting when you attend ALA. It provides insight and a chance to have your voice heard. The *Resolution in Defense of the Free Speech of Supporters of the Movement for Palestinian Rights* vote was 83 to 82, so truly every vote counted!

Council I spent time Sunday with DeEtta Jones, an EDI consultant, on *Equity, Diversity, and Inclusion through Social Justice Lens: The Role of the ALA Council*. Councilors discussed library case studies dealing with social justice issues in small groups. The resolutions came to Council I from Saturday's membership meeting, *Resolution in Defense of the Free Speech of Supporters of the Movement for Palestinian Rights* and *Resolution on Renaming the Melvil Dewey Medal*. The former was referred to committees for further evaluation, and the latter passed.

On Tuesday, *The Resolution on Library Service for Children in Detention at Migrant Detention Centers* passed Council III. This timely resolution resolves that the American Library Association

1. Denounces the existence of family and youth detention centers;
2. Denounces the ongoing deplorable conditions in family and youth detention centers;
3. Denounces the removal of educational and recreational programming, such as story times, from youth detention centers and calls for the reestablishment of these programs;
4. Urges libraries with detention centers in or near their service areas to reach out to and work with local authorities, schools, and governmental support agencies;



Arkansas librarians gather at Farmers and Distillers in Washington, D.C.



Arkansas librarians at Unconventional Diner in Washington, D.C., on Monday night of the conference.

5. Strongly encourages libraries to perform outreach and provide access to materials for both education and entertainment in a variety of formats and media in as many languages as possible as appropriate for the populations being served;
6. Strongly encourages libraries and library workers to provide services to migrant families and reexamine their policies to resolve any barriers to access presented to the access to services.

In addition, Council III received a report from the working group on *Eliminating Library Fines*.

The working group has two further tasks it needs to undertake: consulting with division and round table executive bodies for their feedback on what would be useful information for their members to have and developing a communication plan that addresses how to disseminate the work of the group to as many libraries as possible. The group received a new deadline of August 31, 2019 to deliver a final report to Council. See endlibraryfines.info for more information.

Additional points of interest:

- The *Intellectual Freedom Manual* is receiving an update, and the 10th edition is slated to be released at Midwinter 2020.
- The Gay, Lesbian, Bisexual, and Transgender Round Table (GLBTRT) has changed its name to the Rainbow Round Table (RRT).
- Chapters were challenged to join the Freedom



to Read Foundation (FTRF). FTRF protects and defends the First Amendment to the Constitution and supports the right of libraries to collect – and individuals to access – information (<https://www.ftrf.org/>).

I was honored to host dinners three nights of conference. On Friday, Dean Covington, Crystal Gates, Lynn Valetutti, and I dined at Convivial. On Saturday, Brittany Tavernaro, Philip Shackelford, Britt Anne Murphy, Carol Coffey, Janice Weddle, and I dined with Sue Pekel, the 2019 Peggy Sullivan Award for Public Library Administrators Supporting Services to Children Award Winner, and her husband, Robert at Farmers and Distillers. Monday night's dinner at Unconventional Diner included the Jonesboro Public Library crew (Tonya Ryals, David Eckert, Brandi Hodges, Jessica Horton, and Amber Heard) along with Jessica Butkovic, Lynn, Crystal, and myself.

As always, please feel free to contact me with any questions about ALA.

Lacy Wolfe is the information literacy and reference services librarian at Henderson State University in Arkadelphia, Arkansas.

ArLA Nominee for 2020

by Dean Covington

ArLA Past President and Nominating Committee Chair

Philip Shackelford is the 2020 ArLA nominee for President-Elect. Philip Shackelford is the Library Director at South Arkansas Community College in El Dorado, Arkansas.

He recently completed participation in the American Library Association Class of 2019 Emerging Leaders and currently serves the Arkansas library community in a variety of capacities,



Shackelford

including as Awards Chair for the Arkansas Library Association 2019 Conference Committee, as Secretary of ARKLink, the Arkansas Academic Libraries Consortium, and as an Associate Editor for the Arkansas Libraries journal.

Philip is a co-recipient of the Arkansas Library Association LaNell Compton Prize for an article published in the Arkansas Libraries journal in Summer 2018. Philip holds a master's degree in history and a master's degree in library and information science, both from Kent State University in Kent, Ohio.

Voting for this year's nominee will occur electronically for a two-week period before the Arkansas Library Association Conference in late September. A write-in candidate will also be a possibility. All current members of ArLA are encouraged to vote.

My 2018 ALA Emerging Leader Experience

by Allie Stevens

ALA Emerging Leader 2018

An Incredible Opportunity

While being part of the American Library Association's (ALA) Emerging Leaders program was a challenging endeavor, it nevertheless was one of the most rewarding, fulfilling experiences I've had as a librarian. As a member of the 2018 class of ALA Emerging Leaders and recipient of the Arkansas Library Association's (ArLA) stipend, I attended ALA's Midwinter Conference in Denver, CO and Annual Conference in New Orleans, LA. Throughout my term I worked with a team of five other Emerging Leaders to prepare and present a resource guide for the American Association of School Librarians (AASL) entitled *Defending Intellectual Freedom: LGBTQ+ Resources in School Libraries*.

The ALA Emerging Leaders program, now in its twelfth year, is a leadership development program for librarians with fewer than five years of professional experience. A selected group of no more than 50 participants work in small groups on projects designed to solve problems for different ALA divisions, round tables, and task forces, while networking and gaining insight into the structure and function of ALA. I am extremely grateful to ArLA for choosing me to represent the organization in the program, and have been (and continue to be) excited to share my team's work.

The Work Begins

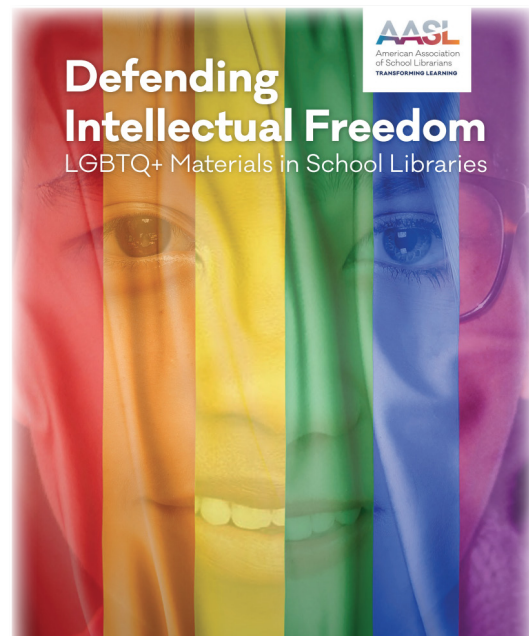
Before attending the Midwinter Conference during their one year appointment, Emerging Leaders are required to participate in the project selection process. As a youth services-focused librarian, I chose to work on a project proposed by AASL that seemed to be applicable to the service of young people in both school and public libraries. Upon my arrival in Denver, I attended orientation and training sessions with the other 49 participants, and met my five teammates for the project, along with our ALA Staff Liaison Stephanie Book and AASL Member Guide Rachel Altobelli. We spent the majority of our time at the conference getting to know one another, listening to presentations about ALA and various library leadership topics, and beginning the brainstorming process for our project. After we returned home from Midwinter, my team and I continued to meet on a bi-weekly and sometimes weekly basis to research and write our resource guide and design our infographic. We used

Google Hangouts for our meetings, and kept up a steady stream of communication between meetings, as well through email and the shared Google Docs we used to create our final documents. Once we had our content completed, AASL completed graphic design for the resource guide and infographic, and we finished our materials for the poster session at the Annual Conference in New Orleans.

What We Created

The resource guide my team created, *Defending Intellectual Freedom: LGBTQ+ Materials in School Libraries*, contains information that is useful to school librarians and public librarians, particularly those public librarians like me who are in more rural, conservative areas where LGBTQ+ materials for young people may not already be an accepted, functional part of the library's collection. The guide uses AASL's new National School Library Foundations framework and is intended to aid school and public librarians in developing and defending the inclusion of LGBTQ+ materials in their collections and curricula. The full resource guide can be found at <https://standards.aasl.org/project/lgbtq/>.

In addition to the framework chart and the resource guide itself, we – along with AASL's graphic designers – created an infographic that can be used when talking to stakeholders about the inclusion of LGBTQ+ materials for young people in school and public libraries. This infographic contains statistics and quotations regarding LGBTQ+



Building and Safeguarding Your School's LGBTQ+ Collection

This infographic highlights the resources, inspiration, statistics, and easy-to-use ideas contained in *Defending Intellectual Freedom: LGBTQ+ Materials in School Libraries*, a resource guide developed by the 2018 ALA Emerging Leaders team sponsored by AASL, using the National School Library Standards as a lens to support LGBTQ+ inclusive library collections, instruction, and spaces.

INQUIRE
Students in my school are requesting specific materials or types of materials I'm uncomfortable collecting. (p. 15)

ENGAGE
A parent has challenged the inclusion of certain materials in my collection. (p. 39)

EXPLORE
How do I create a policy for challenges to my materials? (p. 34)

CURATE
How do I justify collecting LGBTQ+ materials in conservative areas where this hasn't been done? (p. 26)

COLLABORATE
I'm worried about the climate at my school. How can I help make it more welcoming? (p. 21)

COMMUNITY
A hostile school climate affects students' academic success and mental health. LGBTQ+ students who experience victimization and discrimination at school have worse educational outcomes and poorer psychological well-being. (GLSEN 2016 Climate Survey)

INCLUDE
My school has just enrolled its first openly transgender student. (p. 17)

READ
How do I become an LGBTQ+ ally? from AASL's Knowledge Quest website (July 2017)
CREATE a list of allies in your school and community and share that list with other educators.
ASK "Is my library a welcoming space for all students?"

STATISTICS:
The percentage of students with access to inclusive library resources continues to grow each year. Still, less than half of LGBT high school and 20% of LGBT middle school students report having access to LGBTQ+ related library materials at school. (GLSEN Tools for Librarians 2017)
40.4% vs. 62.6% LGBTQ+ students in schools with an LGBTQ+ inclusive curriculum were less likely to feel unsafe because of their sexual orientation. (GLSEN 2016 Climate Survey)
When children cannot find themselves reflected in the books they read, or when the images they see are distorted, negative, or laughable, they learn a powerful lesson about how they are devalued in the society of which they are a part. (Bishop 1992)
19% of school libraries DO NOT have a challenge policy. (June 2018)
In 2013, LGBTQ+ materials accounted for an average of only 0.4% of school library collections, despite research that suggests that as many as 3-29% of students may identify as LGBTQ+. (Hughes-Hassell 2013, 1; Horita 2013, 202)
Providing equitable access to information means our LGBTQ students should see themselves reflected in the library collection, and that all students who visit the library see an accurate representation of the diversity in the world. (Barney 2015)

you're not alone
Roughly 8% of all high school students in the U.S. identify as lesbian, gay, or bisexual, which means your library should ideally already be a welcoming place for LGBTQ+ students. (ICDD Youth Risk Behavior Survey 2016)

ASSESS your school climate with Teaching Tolerance's School Climate Questionnaire.
START a gay-straight alliance (GSA) at your school. GSA Network and GLSEN can help!
COLLABORATE with administration to identify inclusive PD activities.

To access the complete resource guide *Defending Intellectual Freedom: LGBTQ+ Materials in School Libraries*, visit www.ala.org/aasl/advocacy/tools/toolkits.

American Association of School Librarians
TRANSFORMING LEARNING
AASL

students and access to LGBTQ+ materials, along with highlighted pieces of information from the resource guide. It can be useful in bringing school administrators, teachers, and parents on board with inclusive collections in the interest of all children served by a school or public library.

Wrapping Up

We presented our project at the Emerging Leaders Poster Session at ALA's Annual Conference in New Orleans, LA on June 22, 2018. This resource guide is the culmination of many, many hours of work and discussion, and our team is very proud of what we created. Since the poster session, I have also presented this resource guide at an ArLA Conference Session in September 2018 as well as to the Intellectual Freedom Division of the Oklahoma Library Association in Moore, OK in April 2019. I use the information it contains regularly in my own public library and refer other librarians to it as often as possible.

I thoroughly enjoyed my time as ArLA's ALA Emerging Leader and look forward to many more years of working with the incredible librarians I met through this program. I would encourage any interested Arkansas librarians who have fewer than five years of experience to apply. The application process for the 2020 Class of Emerging Leaders is now open, and you can find more information

including the application form at <http://www.ala.org/news/member-news/2019/07/accepting-applications-2020-class-ala-emerging-leaders>.

Allie Stevens is library director at Calhoun County Public Library in Hampton, AR.



(Front to back, L to R) *We have emerged!* 2018 ALA Emerging Leaders Team A - Katie Martin, Kaitlin Frick, Allie Stevens, Julie Stivers, Angela Ocana, Stephanie Book (ALA Staff Liaison), Juan Rivera, and Stephanie Altobelli (Member Guide).

NASA'S Hubble Exhibit Creates Excitement at Laman Library

by Robin Campbell

Laman Public Library

Nearly 30 years after launch, the Hubble Telescope is revealing new beauty and action in the universe, and it's ready to tackle its next task of measuring the universe's expansion rate, according to NASA's Goddard Space Flight Center senior astrophysicist, Dr. Jennifer Wiseman.

A 1983 graduate of Mountain Home High School, Wiseman serves as senior project scientist for the Hubble Space Telescope mission. As such, her primary responsibility is ensuring the Hubble mission is as scientifically productive as possible. She was back in Arkansas to discuss emerging galaxies, star-forming nebulae, the atmospheres of exoplanets, and the mysteries of dark matter and dark energy at the William F. Laman Public Library in North Little Rock on June 14.

Like most public libraries in the state, Laman is highlighting outer space with a Universe of Stories Summer Reading Program. Richard Theilig, Laman's Associate Director - Special Projects, worked for two years to bring NASA's interactive "New Views of the Universe: Hubble Space Telescope" exhibit to the system's Main Branch gallery at 2801 Orange St. The exhibit continues with free admission through Aug. 31.

As an undergraduate, Wiseman earned a bachelor's degree in Physics at MIT (where she discovered a comet) and a Ph.D. in Astronomy from Harvard University. She previously headed Goddard's Laboratory for Exoplanets and Stellar Astrophysics and currently studies star-forming regions of our galaxy using radio, optical, and infrared telescopes, with a particular interest in interstellar molecular gas cloud cores, protostars, and related outflows. An excerpt of her talk "The Hubble Space Telescope: Unveiling Surprises in an Incredible Universe" can be found on the William F. Laman Public Library's Facebook page ([facebook.com/lamanlibrary/videos/435428157300158/](https://www.facebook.com/lamanlibrary/videos/435428157300158/)).

Earlier in the day, Hubble Telescope Exhibit Project Engineer Maurice Henderson led exhibit tours, putting the Science-on-a-Sphere visualization platform through its paces to show the surfaces of planets and moons, including the geysers of Jupiter's icy Europa. At the exhibit's opening reception, Henderson asked the crowd to imagine Hubble, which is about as large as a tractor trailer or bus, as a magic school bus touring the universe.

Laman's Universe of Stories also featured these free events:

- **Look up to the Stars** - Astronomy for Everyone with former NASA consultant Kevin Manning answering questions at the Main Branch on July 8.
- **First Man** - Free popcorn and drinks were served with the movie of NASA's mission to land a man on the moon at the Argenta Branch Library, 420 Main St. in North Little Rock, on July 22.
- **Apollo 11 Documentary** - Argenta Branch Library celebrated with door prizes and refreshments on July 23. Never-before-seen footage and audio recordings took viewers straight into the heart of NASA's most celebrated mission as astronauts Neil Armstrong and Buzz Aldrin embarked on the historic trip.

Robin Campbell is assistant director – communications at North Little Rock's William F. Laman Public Library.



Hubble Telescope Exhibit Project Engineer Maurice Henderson put the Science-on-a-Sphere visualization platform through its paces to show the surfaces of planets and moons, including the geysers of Jupiter's icy Europa during a recent tour.



As NASA's Goddard Space Flight Center senior astrophysicist, Dr. Jennifer Wiseman studies star-forming regions of our galaxy using radio, optical, and infrared telescopes, with a particular interest in interstellar molecular gas cloud cores, protostars, and related outflows. Wiseman, who grew up on a farm in the Ozarks, was back in Arkansas to discuss "The Hubble Space Telescope: Unveiling Surprises in an Incredible Universe" at the Laman Library in North Little Rock recently.



The Science on a Sphere visualization system and Diamond Garrison of the 501st Legion supported Laman Library's Star Wars Night with an appearance recently. The group posed for photos throughout the event, played UNO in the Teen Center, and entertained the crowd with a space-themed story time.

Looking Back... Moving Forward: Fall Conference Preview

by *Crystal Gates*

ArLA Conference Committee

ArLA's 2019 conference theme is Looking Back...Moving Forward. We are back in the beautiful area of Hot Springs Friday, September 27 through Sunday, September 29. As ArLA looks to restructure and better organize itself, we are mindful of learning from our past and moving into a future for a better association that meets the needs of an ever-evolving profession. Having a robust conference that engages all types of libraries and librarians is essential. Follow along with us as we highlight a few special events.

Due to feedback received during our recent strategic planning sessions, the conference is scheduled for a weekend to allow more school and rural librarians, paraprofessionals, and media specialists to attend. In addition, to bring in outside ideas and network with our regional colleagues, ArLA invited the Southeastern Library Association (SELA) to join us in a joint conference. Join us as we show our neighbors of the southeast how special and wonderful Arkansas is!

Don't Miss This!

This year's joint conference features outstanding preconference sessions, guest speakers, and authors. Additionally, in partnership with the Central Arkansas Library System and with special thanks to the Arkansas State Library, we have a special streaming event featuring author **Susan Orlean** Saturday, September 28 at 6:30 p.m.

New York Times bestselling author Susan Orlean has been called "a national treasure" by *The Washington Post*. Her deeply moving explorations of American stories both familiar and obscure have earned her a reputation as one of America's most



Susan Orlean. Photo by Noah Fecks.

distinctive journalistic voices. A staff writer for *The New Yorker* for over twenty years and a former contributing editor at *Rolling Stone* and *Vogue*, she has been praised as "an exceptional essayist" (*Publishers Weekly*) and a writer who "approaches her subjects with intense curiosity and fairness" (*Bookmarks*).

Her latest work is the instant *New York Times* bestseller *The Library Book*, an exploration of the history, power, and future of these endangered institutions. *The Library Book* is told through the lens of Orlean's quest to solve a notorious cold case: who set fire to the Los Angeles Public Library in 1986, ultimately destroying 400,000 books? Erik Larson, author of *The Devil in the White City* and *Dead Wake*, wrote, "After reading Susan Orlean's *The Library Book*, I'm quite sure I'll never look at libraries, or librarians, the same way again. This is classic Orlean—an exploration of a devastating fire becomes a journey through a world of infinite richness, populated with unexpected characters doing unexpected things, with unexpected passion." *The Library Book* was named one of both *The New York Times*' 100 Notable Books of 2018 and *The Washington Post*'s Best Books of 2018. Orlean will adapt *The Library Book* for a forthcoming television series with Paramount TV.

In a career spanning more than three decades, Orlean has also written for *Outside*, *Esquire*, *The Boston Globe*, and more. In addition to *Rin Tin Tin* and *The Orchid Thief*, she is the author of *Saturday Night*, a portrait of the varying experience of Saturday night in dozens of communities across the United States. Orlean's lectures are marked by the same wit and vivacity that have made her writing such a success. She speaks on her books, her encounters with extraordinary people, her experiences traveling the world, the value of ignorance, and women and the media.

Back by Popular Demand!

Trivia Night

Form your team and bring your best game for a night of food, fun, and laughs! Trivia Night is back to raise support for ArLA's Scholarship Fund. Amber Wilson leads the way, again, and from what we hear, there are a few special surprises this year! The happening info: Core Brewery, Saturday, September 28 beginning at 8 p.m.

Performers' Showcase

A Performer's Showcase highlighting various Arkansas and regional artists and performers is back

and better than ever! If you are looking for new and exciting performers to bring to your summer reading programming or even throughout the year, this is the place for you. With special guests who provide programming and events for babies all the way to seniors, you are sure to find the right fit for your library. The happening info: Convention Center, Room 205, Sunday, September 29 beginning at 9:30 a.m.

Preconference Selections

Special preconference sessions are Friday, September 27, at the Embassy Suites. With two great topics to choose from, there is something for everyone.

Drama, Drama, Drama

Fredonna Walker, Training Specialist, and **Derrick Newby**, Library Associate, both with William F. Laman Public Library in North Little Rock, present “Drama, Drama, Drama – How to Make it Work for You Not Against You.” In this highly interactive workshop, you will learn why drama happens, and what you can do to turn it into the most valuable tool in your professional toolbox.

Privacy in Libraries

“Privacy in Libraries,” led by **Bryan Neil Jones**, Systems Librarian for Nashville Public Library and a member of the Library Freedom Project (<https://libraryfreedomproject.org>), provides training regarding the ethical, legal, and technical issues of privacy in libraries. Library Freedom Project is a partnership among librarians, technologists, attorneys, and privacy advocates which aims to address the problems of surveillance by making real the promise of intellectual freedom in libraries. By teaching librarians about surveillance threats, privacy rights and responsibilities, and digital tools to stop surveillance, LFP hopes to create a privacy-centric paradigm shift in libraries and the communities they serve.

Awards Luncheon

The Arkansas Library Association Awards Banquet will be held on Sunday at 11:30 a.m. in Horner Hall. At this special event, we will recognize and celebrate the achievements and successes of our Arkansas library community. Please join us as we honor our colleagues.

The following awards will be presented:

Arkansiana Award – recognizes an author of a book or other work which represents a significant contribution to Arkansas heritage and culture with three categories including adult non-fiction, adult fiction, and juvenile works.

Frances P. Neal Award – recognizes a career of notable service in librarianship within the state of Arkansas, and is presented to a recent retiree.

Distinguished Service Award – recognizes distinguished service in librarianship such as continuing service to ArLA, outstanding achievement in the field of librarianship, active participation in the field of librarianship, notable published professional writing, etc.

Bessie D. Moore Trustee Award – recognizes an individual trustee or board who/which has made a significant contribution to the development of a library at the local, regional, or state level.

Lorrie Shuff Paraprofessional Award – recognizes distinguished paraprofessional library service in Arkansas libraries.

Suzanne Spurrier Academic Librarian Award – recognizes an outstanding academic librarian within the state of Arkansas.

Rising Star Award – recognizes a librarian or paraprofessional who has worked in libraries for less than five years, is a member of ArLA, and has provided exceptional service for their library community.

President’s Award – recognizes the contribution of a person(s) which does not fit into any other award category or who has provided extensive assistance to the President or the Association during the Association year.

Information about ArLA awards, including past winners, criteria, committee members, and other information may be found at www.arlib.org/membership/awards. Philip Shackelford chairs the Awards Committee and will present awards at the annual banquet.

ALA President Wanda Brown: Taking the Lead

ALA President Wanda Brown is our keynote speaker for our Saturday luncheon. She is the Director of Library Services at the C.G. O’Kelly Library, Winston-Salem State University, Winston Salem, NC. An ALA member for 30 years, Brown is an active member of the Association of College and Research Libraries (ACRL), the Association for Libraries, Collections & Technical Services (ALCTS), and the Library Leadership and Management Association (LLAMA). She has held multiple leadership positions within each division.



Brown

Brown has held numerous positions with the Black Caucus of the American Library Association (BCALA), including her current service as treasurer (2016-2018), and service as president (2014-16), treasurer (1992-96), and two terms as an Executive Board member (2001-03, 2014-16). She was the 2011-13 President of the North Carolina Library Association and has held various other positions with NCLA, including treasurer (1991-98) and the 2005-09 chair of the Finance Committee.

She is the 2015 recipient of the DEMCO/ALA Black Caucus Award for Excellence, the 2013 BCALA Leadership Award, and the 2012 BCALA Distinguished Service Award. In 2009, she received University of North Carolina at Greensboro (UNCG) Kovacs Award for Outstanding Alumni Achievement, and in 2013, UNCG awarded Brown with the School of Education Outstanding Alumni Achievement Award.

Brown holds a BA in English, with a minor in psychology from Winston-Salem State University, and an MLS from the University of North Carolina at Greensboro.

Breakout Session Highlights

Library Social Workers

Rebecca Beadle, Community Resource Specialist at Central Arkansas Library System

- Are you curious about why libraries are adding social workers to their staff? This session will help raise awareness of the work being done to help marginalized and underprivileged patrons by library social workers. In addition to working directly with patrons, social workers provide support and training to library staff on a variety of topics to improve their work with these patrons. Come join the discussion!
- Informative session with Q&A
- Public

From Public to Academic Libraries

Linh Uong, Catalog Metadata Librarian - Assistant Professor; Melissa Lockaby, Collection Management Librarian - Assistant Professor; Rebecca Rose, Interim Assistant Dean - Associate Professor at University of North Georgia Libraries

- Transitioning from public to academic libraries requires a paradigm shift not immediately evident when considering a job change. Three librarians who started their careers in public libraries, then successfully transitioned to academic libraries will discuss their individual experiences from technical services, collection development, and management perspectives.
- Lecture with Q & A
- Public, Academic, School, Paraprofessionals, Reference

Don't Judge a "Book" by its Cover

Tamela Smith, Faculty Librarian; Joanna Ewing, Faculty Librarian; Chrissy Karafit, Faculty Librarian; Hannah Hanshaw, Library Technician at the University of Central Arkansas

- Looking for initiatives to strengthen your community? The UCA Library recently hosted a Human Library event, allowing "readers" to select from a collection of "human books" representing stigmatized groups within the community. In addition to facilitating civil discussions, this program can improve outreach and library understanding of diverse service populations.
- Lecture with Q & A
- Public, Academic, Paraprofessionals, Youth Services, Advocacy

The Grant Trenches: First Time CO PI Lessons Learned

Tracey Busbe, Cataloging and Metadata Librarian at Augusta University

- Millions of dollars are available to libraries through grants each year. Grant writing skills are an asset for any librarian. This presentation will include some basic grant writing tips, but more importantly tacit knowledge learned as a first time CO Private Investigator on a small grant. Attendees will apply tacit knowledge learned in the presentation to the grant process, construct a pre-grant checklist tailored to their institution/department/etc., and more effectively appraise the timeline and demands of grants. This is a grant primer for beginners and those who have not written a grant before.
- Lecture with Q & A
- Public, Academic, School, Special

3D Content in Libraries

Bobby Reed, Emerging Technologies Librarian and Kristi Wyatt, Emerging Technologies Librarian at University of Oklahoma

- Photogrammetry, 3D printing, and 3D modeling form the backbone of the 3D workflow the Emerging Technologies team at the University of Oklahoma uses to digitize physical objects. Working in partnership with local public libraries, librarian Bobby Reed will detail his work and workflow, and how to implement 3D content creation into your catalog, curriculum, and programming.
- Lecture with Q & A with an option of hands-on if an additional session/space is available.
- Public, Academic, School, Reference, Technology

Put Your Self(ie) Out There: Using Social Media To Advocate for Your Library

Amanda Jones, Teacher-Librarian at Livingston Parish Public Schools

- Let the world see how invaluable a school library can be for the school, as well as the community, and that a library involves more than just checking out books. Join an AASL Social Media Superstar as we examine how to use social media, apps, and free website builders to your advantage to showcase your library, keep your students and parents informed, and advocate for community partnerships. It's important to advocate for your library, but first you have to put your self(ie) out there.
- Lecture with Q & A
- School, Paraprofessionals, Technology, Advocacy

Engaging Emerging Adults – Programming for 20-Somethings

Sara Stuart, Manager of Adult Services at Craighead County Jonesboro Public Library

- Though libraries have years of experience providing events for children and their parents, interactive programs that appeal to patrons in their twenties and thirties can be a challenge. However, we can avoid this gap in service by providing engaging events that cater to the interests and schedules of this age group.
- Lecture with Q & A, Handouts with How-To Info
- Public, Paraprofessionals, Adult Services

Reference Training Refresh: Sherpas for the Mountains of Information

Kate Engelbrecht, Librarian at Charlotte Mecklenburg Library

- Library staff are no longer the exclusive gatekeepers of knowledge. Rather, we are tour guides through the evolving world of information, helping customers to find appropriate information and navigate new technologies. Explore Charlotte Mecklenburg Library's revamped reference training for library staff and how the library system prepares all public service staff to be information tour guides pivoting reference services to personalized customer service interactions rather than traditional resource reliance.
- Lecture with Q & A
- Public, Academic, Reference

Move That Collection!

Rebekah Harmon, Youth Services Supervisor and Nichole Dennis, Education Specialist at Craighead County Jonesboro Public Library

- This program details how the Traveling Books program provides resources for teachers to engage preschoolers in positive interactions with literacy so they are better prepared to begin reading in schools. This program provides Early

Learning Centers/daycares with bins of 20 books and literacy tips every two weeks.

- Lecture with Q & A
- Public, School, Paraprofessionals, Youth Services

Through the Looking Glass: The Future of Academic Libraries

Lacy Wolfe, Information Literacy & Reference Services Librarian at Henderson State University; Philip Shackelford, Library Director at South Arkansas Community College;

Janice Weddle, Instruction and Outreach Librarian at Hendrix College; Amber Wilson, Head of Education and Outreach at University of Central Arkansas

- Academic libraries must be ready and willing to make changes in response to new pedagogies, educational approaches, and institutional changes. How can academic libraries respond to these challenges with dwindling budgets and smaller staff sizes? This panel discussion will consider the challenges and trends of academic libraries of tomorrow.
- Panel with Q & A
- Academic, Paraprofessionals, Reference, Technology, Advocacy

Exploring Hot Springs

Hot Springs is located in the Ouachita Mountains and is known for its naturally heated springs. Hot Springs has a vibrant downtown community filled with bathhouses, galleries, shopping, museums, and great dining. During your downtime, experience excitement at every twist and turn at Magic Springs Water and Theme Park (<https://www.magicsprings.com/>), or check out heart-pounding action at Oaklawn Racing and Gaming (<https://www.oaklawn.com/>).



If you are looking for more sedate entertainment, a thriving arts community



includes the Josephine Tussaud Wax Museum, East Grand Antiques and Treasures, and the Hot Springs Bathhouse

Dinner Theatre. Be sure to visit Hot Springs National Park (<https://www.nps.gov/hosp/index.htm>) to tour the museum and grounds, and experience a spa treatment at historic Buckstaff Bathhouse (<https://www.buckstaffbaths.com/>), or one of the many hotels in the area.

Another must-see is the acclaimed Garvan Woodland Garden (www.garvangardens.org), a 210-acre botanical garden located just a short drive from the conference center and hotel. The garden opens daily at 9 a.m. and features dynamic architecture and majestic botanical landscapes. Be sure to check



out the Sunrise Bridge and other overlooks.

The area also abounds with a variety of great restaurants, bakeries, and

breweries. For breakfast options, try Ambrosia

Bakery. If you are in the mood for pizza, locals swear by Deluca's Pizzeria. And, for desserts, consider Fat Bottomed Girl's Cupcake Shop. The Pancake House and McClard's Bar-B-Q are local favorites, as are ethnic eateries Rolando's Restaurante and Steinhaus Keller. Finish off the evening at a local brewery housed in the historic Superior Bathhouse on Bathhouse Row, and be sure to join, or at least root on, the trivia contestants at Core Brewing's Pub. For those staying at Embassy Suites, our conference hotel, a full breakfast and a complimentary nightly reception are included with your room. Be sure to join a colleague, or two or three, for drinks and conversation in a relaxed atmosphere.

Crystal Gates is director of the Laman Public Library System in North Little Rock. She serves ArLA as vice president, chairing the Conference Committee, and is also the SELA representative for ArLA.

Scholarship Fundraisers Abound at the ArLA Conference

by Carol Coffey

Chair, Scholarship & LEAF Committee

Basket time is coming – for those of you who have no idea what I'm talking about, the annual Basket Auction at conference is ArLA's fundraiser for the Library Education and Aid Fund (LEAF) and the Scholarship Committee. Any individual or institution can bring baskets of all shapes and sizes as donations. This year the auction opens on Saturday and ends Sunday with a dramatic nail-biting finish in the exhibit hall.

LEAF funds have been used to help out libraries quickly when confronted with emergencies. In the past this has included assisting libraries after storms and tornados caused extensive water damage in library facilities. Funds have also helped libraries advocate against efforts to decrease millages and support literacy efforts, such as the Readers' Map of Arkansas.

One of the most important functions of LEAF is to assist Arkansas Library Association members in their pursuit of an advanced degree in librarianship. Our goal every year is to raise enough funds in the basket auction to equate to one scholarship of \$1,500. The funds raised from the basket auction and in a new tradition, Trivia Night, will support this very important scholarship.

Join us for a Trivia Night fundraiser planned on the evening of Saturday, September 28 beginning

at 8 p.m. at Hot Springs' Core Brewery (<https://www.facebook.com/CoreHotSprings/>) located at 833 Central Avenue. Start thinking about who you want to be on your trivia team – competition will be fierce! Amber Wilson will emcee again, and there will be fabulous prizes, brews available, and good fun to be had by all.

Back to baskets...thoughts of book-themed baskets have been thrown around, but any/all are appreciated! Hmm...September conference would be a good time for some fall gift baskets/decorating themed baskets – how about a LEAFy basket? Or how about tying in with the conference's "Looking Back...Moving Forward" theme and putting together a retro-themed basket, or perhaps a road trip basket?

Hope to see many clever and colorful baskets at conference...but don't forget to do your bit at conference and let the bidding wars begin! If you have questions or haven't yet let me know you're bringing a basket to donate, contact me at (501) 918-3008 or ccoffey@cals.org.

I'll be sending out more instructions to basket-donators and bidders as we get closer to conference, as well as more details on our other fundraisers.

Carol Coffey is the head of the Central Arkansas Library System's Main Library in Little Rock, Arkansas.

Are You a Manager or a Leader?

by Carol Coffey

Head of Main Library

Central Arkansas Library System

Do you know the difference between being a manager and being a leader? Can you be both? First, let's look at some definitions. A quick Google search turned up several sites that describe the differences between leaders and managers. One of my favorites is on the website <https://fairygodboss.com>. According to Ellie Nieves's article on that site (<https://fairygodboss.com/career-topics/leadership-vs-management>), leaders are goal-oriented and tend to be visionary. They also have the ability to communicate that vision in a way that inspires staff to strive to achieve those goals. Managers, on the other hand, tend to be more people-focused and task- or process-oriented. They direct staff to accomplish specific tasks, delegating and setting deadlines as appropriate. As someone in a management position who seeks to be a leader, I admit that I frequently find myself falling on the manager end of the spectrum, simply because there is so much to do. In most libraries, we rarely have the luxury of separate leaders and managers, so those in charge must find some way to be both.

In our day-to-day work lives, it's too easy to focus on the tasks of management at the expense of leadership. Making sure we and our staff get things done when they need to be done can take all our time and energy, leaving us without the resources to provide leadership to our staff and community. It's especially challenging for those who manage or lead small libraries with few staff members, but those of us who work in larger libraries can also find it difficult to find the time to develop our vision of where we want our organization to go. I believe that good management can only take a library or other organization so far. At some point, the manager must morph into a leader, or the organization will suffer, and the organization's constituents will find fewer reasons to make use of the library's resources and staff.

So where do you start? While some are naturally more prone to become leaders than others, I believe everyone can develop leadership skills that serve themselves, their staff, and their communities well. As librarians, we have the research skills to find resources that will guide us in developing the qualities of a leader, and I'll list a few resources at the end of this column. Successful leaders have a



number of skills and qualities, but I truly believe that the ability to communicate well is the primary skill needed. Without strong, effective communication between yourself and your staff, your organization will never fully realize its potential. A leader must be able to enthusiastically articulate vision in such a way as to procure buy-in from the staff and from funders. It's not enough to share your vision; you must also be able to show and tell the staff how they can participate in making your vision come true and motivate them to work hard to achieve your goals. The respect you demonstrate for them by communicating well and frequently will go a long way toward building your staff into an effective team.

Here are some resources that I have found useful in my own studies of leadership and management.

- **Sinek, Simon. *Leaders Eat Last*. Portfolio Penguin, 2018.**

In his follow-up to *Start with Why*, Sinek uses the Marine Corps to demonstrate how true leaders create a culture of buy-in and collaboration.

- **Scott, Kim. *Radical Candor: Be a Kick-Ass Boss without Losing Your Humanity*. St Martins Press, 2019.**

Kim Scott's focus in *Radical Candor* is more on the management side of things, but she emphasizes the importance of communication more than some other resources. Scott has a website of the same name (<https://www.radicalcandor.com>) where you will find a lot of information on building great teams, something of interest to both managers and leaders. There is also a podcast by the same name (<https://www.radicalcandor.com/candor-podcast/>). Scott is no longer creating new episodes but the older episodes are very useful and are still available for listening.

- **Geisler, Jill. *Work Happy: What Great Bosses Know*. Center Street, 2014.**

I haven't read this book yet, but it is next on my professional to-read list. Geisler's focus on improving your skills wherever you fall on the manager to leader spectrum make this title look especially useful.

Bylaws Changes Proposed

by *Jessica Riedmueller*

ArLA Secretary

In order to better serve the Arkansas library community, the Arkansas Library Association (ArLA) is proposing significant changes to the Bylaws of the organization. These changes have been undertaken to achieve Goal 3 of the ArLA Strategic Plan, which is to “Strengthen the organization of the Association.” In particular, these changes would fulfill Strategy 3.A, “We will study and refine the structure of the Executive Board” and Strategy 3.B, “We will review and modify the structure of ArLA to meet the changing needs of the state and the profession.”

As stated in the Strategic Plan, the Executive and Strategic Planning committees have consulted the governing documents of other state associations that bear similarities to Arkansas including Missouri, Tennessee, and Texas. The proposed Bylaws changes will be discussed at the general membership meeting during the ArLA Conference, which will be live-streamed and recorded for those unable to attend. Electronic voting will occur over a two-week period after conference, and the results will be announced at the December ArLA Board Meeting.

The graphic accompanying this article visually outlines the proposed operating units of the association. To summarize the major points of the changes:

- The Executive Board will be narrowed to 11 voting members. The offices of Treasurer and Secretary will be separated and an additional officer, the SELA representative, will be added.

- There will be four at-large positions to be voted on annually, which will include one representative from academic, public, and school libraries, and at least one paraprofessional. Any member in good standing may hold an at-large position from their respective library type.
- The current Division/Round Table structure will be replaced by Communities of Interest (CI) that will have their own elected officers. The Communities of Interest will be governed by a Communities of Interest Council (CIC).
- The Executive Board will be responsible for the management of the organization; the CIs and the CIC will provide professional development, networking, and leadership opportunities.
- The Executive Board and the CIC will work together to ensure that ArLA is meeting the needs of its members and operating in a responsible manner.

Input from Association members is crucial to this process. A feedback form is available at <http://bit.ly/bylawsopencoment>. Additionally, officers from the Executive Board will host virtual information sessions.

We strongly believe these changes will ensure ArLA’s continuing survival and will lead to an association with the agility to meet the changing needs of the profession. Thank you for your attention, and we welcome your input!

Jessica Riedmueller is faculty librarian at the University of Central Arkansas’ Torreyson Library in Conway, Arkansas.



Statue outside of the Polk County Library in Mena, Arkansas. Photo submitted by Brenda Miner, Ouachita Mountains regional librarian in Mt. Ida, Arkansas



Arkansas Library Association

Executive Board

Elected Officers

President
President Elect
Past President } Total of 3 years
Secretary - 2 years
Treasurer - 3 years
ALA Councilor - 3 years
SELA Rep - 2 years

At-Large - 1 year

Public
Academic
School
Paraprofessional

Committees

Nominating
Awards
Emerging Leaders
Scholarship
Bylaws
Conference

Intellectual Freedom
Legislative
Marketing (PR/Social Media)
Web Services
Membership
Journal

Communities of Interest

ALPS
ArASL

CULD
Public Library/Trustees

Communities of Interest (CI) will replace the current division and roundtable structure. A CI may be formed around any library type, activity type, or special interest that supports the mission and goals of the Association. Any CI will need the support of 15 ArLA members in good standing to petition for group formation. The CIs listed here currently have membership to support formation.

 (501) 313-1398

 info@arlib.org

Bylaws of the Arkansas Library Association

Article I. Name

The name of this Association shall be the Arkansas Library Association, hereinafter sometimes referred to as ArLA or the Association.

Article II. Purpose

The purpose of the Association shall be to promote library service and the profession of librarianship in the State of Arkansas.

Article III. Articles of Organization

The Association shall devote a major part of its activities to further its purpose, within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986. Its assets shall be distributed solely for the furtherance of the purpose of this Association. In the event of the dissolution of the Association, its assets shall be distributed for one or more of the exempt purposes specified in Section 501(c)(3) of the Internal Revenue Code of 1986.

Article IV. Affiliation with Other Organizations

The Association shall hold a chapter membership in the American Library Association (ALA) and shall be represented by a Councilor or Councilors elected to the American Library Association Council in accordance with provisions of the Constitution and Bylaws of the American Library Association.

The Association shall hold a chapter membership in the Southeastern Library Association (SELA) and shall be represented by a State Representative elected to the Southeastern Library Association Board in accordance with the provisions of the Constitution and Bylaws of the Southeastern Library Association. In the event ArLA's Bylaws and Manual conflict with the Southeastern Library Association's Constitution and Bylaws, ArLA's governance reigns.

The Association may choose to join other library-related associations as deemed necessary.

Article V. Membership

Section 1. Types

ArLA shall have five types of members: Individual, Institutional, Affiliate, Life, and Honorary.

- A. Individual. A person in good standing with the Association entitled to full rights and benefits of the Arkansas Library Association. Only Individual members may serve as members of the Executive Board or may serve on standing committees, or as officers of Communities of Interest, or other recognized groups within the Association. The categories for individual memberships are defined as follows and may include specific limitations:
 1. Salaried library employees: those individuals who are employed full-time or part-time by any library or library-related institution.
 2. Trustees: those individuals who are appointed as members of the Board of Trustees for any library.

3. Friends: those individuals who hold membership in an organized Friends of the Library group.
4. Citizen: any citizen who has an interest in libraries.
5. Students: any student enrolled full-time in a program leading to a degree in Library Science or to certification as a school library media specialist or school librarian. This category of membership shall be limited to a maximum of three years.
6. Retired: any individual who has retired from library employment.
7. Corporate: available for any company representative or companies.
8. Special: available for anyone who wishes to provide additional support for the Association as specified on the Individual Membership Application.
9. Honorary Life: in recognition of outstanding library service in Arkansas, Honorary life membership may be conferred upon any individual by a majority vote of the members of the Association present at an Annual Business Meeting, upon recommendation by the Executive Board. This membership shall include all rights and privileges of regular individual membership without the payment of dues.

B. Institutional. Libraries and other institutions may become members by complying with prescribed conditions regarding total library income as specified on the Institutional Membership Application. Institutional membership includes one vote and each Institutional Member must designate an Institutional voting representative. Institutional membership also includes the privilege of sending one representative to any ArLA-sponsored event at the member rate.

C. Affiliate. Organizations and businesses who support libraries and library staff may become members by complying with prescribed conditions regarding total library income as specified on the Affiliate Membership Applications. Affiliate membership includes one vote and each Affiliate Member must designate an Affiliate voting representative. Affiliate membership also includes the privilege of sending one representative to an ArLA-sponsored event at the member rate.

D. Life.

E. Honorary. Honorary non-voting membership may be granted by the Executive Board

Section 2. Requirements

The requirements for each of the various types of memberships shall be the payment of dues as determined by the Executive Board. Membership in the Association shall not be denied or abridged on account of race, color, religion, sex, age, national origin, disability, sexual orientation, or choice of life style.

Section 3. Good Standing

A member in good standing is one whose current dues are paid and whose membership is not suspended.

Section 4. Censure, One-Year Suspension, or Expulsion

Any member may be censured or suspended by a majority vote of the Executive Board for cause if according to its findings, violations of any provision or obligation of the Articles of Incorporation, Bylaws,

or rules and regulations, has occurred. Any member may be expelled by a two-thirds vote of the Executive Board for cause if according to its findings, a violation of any provision or obligation of the Articles of Incorporation, Bylaws, or rules and regulations, has occurred. Conduct unbecoming a member, conduct detrimental to the welfare of ArLA, and indebtedness to ArLA shall also be causes for disciplinary action. When such action is contemplated, the Executive Board shall provide written notification to the party concerned, and afford an opportunity for a hearing before the Board or a special committee appointed for this purpose. Should expulsion result any dues paid will not be refunded.

Article VI Finances

Section 1. Fiscal Year

The fiscal year of the Association shall be the calendar year.

Section 2. Dues

Dues for each category of membership shall be set, from time to time, in an amount approved by the Executive Board, subject to a majority vote of the membership at the Annual Business Meeting. Prior notification of not less than thirty days is required. The membership year of ArLA shall be the calendar year.

Section 3. Non-Renewal and Reinstatement

- A. Members whose dues have not reached the ArLA Offices by March 15 shall be considered non-renewed.
- B. A non-renewed member or former member may apply for membership upon full payment of annual Association dues. Dues received after the Annual Business Meeting or October 15, whichever is later, of a given year shall be recorded as payment of membership for the following calendar year.

Section 4. Special Dues

The Executive Board shall have the authority to adopt or suspend special membership dues for limited promotional purposes only.

Section 5. Registration Dues

There shall be a registration fee for those who attend the Annual Conference, which fee shall be approved annually by the Executive Board.

Section 6. Annual Audit.

There shall be an annual audit or official financial review of the Association's accounts by an Auditor or CPA. The Executive Board may vote to have an official financial review instead of an audit. The Association must have an audit at least every three years. The President, with the recommendation of the Budget and Finance Committee and the approval of the Executive Board, shall engage the services of an Auditor or CPA following the end of the fiscal year.

Article VII. Communities of Interest (CI)

Section 1. Formation

Communities of Interest (CI) may be formed by members of the Association to pursue any activity that supports the purpose and goals of the Association. Members may form a Community of Interest by submitting a form to the Community of Interest Council (CIC), which states the name of the Community of Interest, a contact person, and function; 15 ArLA members in good standing are needed to support the formation of a Community of Interest.

Section 2. Statement of Purpose

Each Community of Interest must provide a brief description of planned activities for the next fiscal year, including any requests for financial support from the association.

Section 3. Community of Interest Representation

The membership of each Community of Interest must elect or appoint 1 or more persons as leader(s) of the Community of Interest who serve as the contact for the group, are responsible for the submission of an annual report and submit financial requests for the Community of Interest. Additional leaders may be elected or appointed as deemed appropriate by the Community of Interest membership.

Section 4. Annual Report

Each active Community of Interest must submit an annual report in order to perpetuate the group. The report must contain a summary of activities, and appropriate budgetary information if funds were received through ArLA. The annual report shall be published through appropriate Association publication.

Section 5. Review

The Community of Interest Council will review the annual report of each Community of Interest, placing Communities of Interest that have not filed an annual report in abeyance.

Section 6. Community of Interest Bylaws

Communities of Interest may define further bylaws as desired or needed by the group. These bylaws may not be in conflict with the Arkansas Library Association's Bylaws and Handbook. Community of Interest bylaws must be reviewed and approved by the Community of Interest Council, filed with ArLA and made public through appropriate Association publication.

Section 7. Financial Support

Communities of Interest in good standing are eligible to request appropriate financial support from the association through the Community of Interest Council or Annual Conference committee.

Section 8. Abeyance

Communities of Interest that have not filed an annual report with the Community of Interest Council by December 31st of each year will be placed in abeyance for one year, or until their annual report is

received. Communities of Interest in abeyance are not eligible to receive financial support from the Association.

Section 9. Dissolution

Communities of Interest will be dissolved by the Community of Interest Council if no annual report has been filed, and the Community of Interest has been in abeyance for one year.

Section 10. Grandfather Clause

All divisions in existence prior to these bylaws shall be recognized as Communities of Interest.

Article VIII. Officers

Section 1. Elected Officers

The elected officers of the Association shall be a President, President-Elect, Past-President, Secretary, Treasurer, ALA Councilor, SELA State Representative, and four Members-At-Large. The officers shall be elected by ballot in advance of the Annual Business Meeting. They will be announced electronically to the membership following notification of the candidates. An announcement will also be made at the Annual Business Meeting.

The terms of all elected begin at the end of the Annual Conference, except the ALA Councilor whose term begins at the conclusion of the summer ALA Conference following his/her election. President-Elect succeeds to the President. The President will succeed to the Past-President.

Section 2. Nominating Committee

The Nominating Committee shall be chaired by the Past-President. Three additional members shall be chosen to serve on this committee, giving consideration to creating a committee diverse in geography and library type.

Section 3. Terms

The President-Elect will succeed to the President following his/her one year term as President-Elect. The President serves for one year, followed by one year as Immediate Past-President (serving three years or until their successors are elected). The Secretary will serve ____ year term or until their successor is elected. The Treasurer will serve ____ year term or until their successor is elected. The four Members-At-Large will serve one year terms or until their successors are elected. The ALA Councilor will serve a three year term as set by ALA guidelines. The SELA State Representative will serve a two year term.

Section 4. Vacancies

A vacancy on the Executive Board shall be filled by an interim appointment by the President, with the approval of the Executive Board and shall serve the remainder of the unexpired term.

Section 5. Removal from Office

Any officer may be removed from office for cause by a two-thirds vote of all the voting members of the Board, at any regular or special meeting.

Section 6. Duties of Officers

The officers shall perform their duties as outlined in these Bylaws and the Association's Handbook.

A. **President.** The President shall be the chief executive officer of the Association and shall, subject to the control of the Executive Board, have general supervision, direction, and control of the business and officers of the Association. The President shall preside at all meetings of the members and the Executive Board. The President shall have the general powers and duties of management of the office of President of a corporation. The President shall succeed to the Past-President following his/her term as President.

B. **President-Elect.** In the absence or inability of the President, the President-Elect shall perform the duties of the President and shall assume the office of the Presidency if the President is unable to serve. The President-Elect shall succeed to the President following his/her term as President-Elect. The President-Elect shall serve as the Conference Chair. The President-Elect shall have such other powers and perform such other duties as from time to time may be prescribed by the Executive Board or these Bylaws.

C. **Past-President.** The Past-President shall serve in an advisory role to the President and President-Elect and serve as chair of the Nominating Committee and the Membership Committee.

D. **Secretary.** The Secretary shall be responsible for the records of the Association; keep a record of all meetings of the Executive Board and of the general membership; process correspondence as directed by the Executive Board or the President; and have such other powers and perform such other duties as may be prescribed by the Executive Board or these Bylaws.

E. **Treasurer.** The Treasurer shall be the chief financial officer of the Association. The Treasurer prepares the annual budget, makes a financial report at all Executive Board Meetings and the Annual Business Meeting, advises the Board regarding other financial matters affecting the Association, has general powers and duties of the office of Treasurer and performs such other duties as may be prescribed by the Executive Board or these Bylaws.

F. **ALA Councilor.** The ALA Councilor represents the Arkansas Library Association (ArLA) and the American Library Association (ALA) members in Arkansas in accordance with ALA guidelines.

G. **SELA State Representative.** The SELA State Representative represents the Arkansas Library Association (ArLA) and the Southeastern Library Association (SELA) members in Arkansas in accordance with SELA guidelines.

H. **Members-At-Large.** Members-At-Large are elected to represent the entire Arkansas Library Association membership.

Section 7. Eligibility

Full-rate, individual members are eligible to serve on the ArLA Board. Employees of firms that provide goods or services directly to ArLA are excluded from serving on the ArLA Board.

Article IX. Nominations and Elections

Section 1. Nominations

The Nominating Committee shall annually present a slate of at least one or more nominees for President-Elect, and no fewer than four nominees for Member-at-Large positions to the Executive Board. The Nominating Committee shall present a slate of at least one or more nominees for an American Library Association Councilor every three years. The Nominating Committee shall present a slate of at least one or more nominees for a Southeastern Library Association State Representative every two years. All nominees must be members in good standing when nominated and during their tenure as an elected officer. Additionally, each nominee must either live in Arkansas or work in or be retired from an Arkansas library.

The Nominating Committee shall present its slate of nominees to the Board for approval at least 90 days prior to the opening date for elections. Names of nominees submitted by the Nominating Committee shall be communicated to the membership at least 60 days prior to the opening date for elections.

Section 2. Additional Nominees

Additional candidates may be added to the slate of nominees by self-nomination or nomination by any current ArLA member. A nomination by an ArLA member must include a statement by the nominee agreeing to be a candidate. The names of additional candidates must be submitted to the Board at least 30 days prior to the opening date for elections.

Section 3. Elections

Ballots and statements of professional concern shall be distributed to all voting members in a timely manner in order to permit notification of the winners at least twenty-one days prior to the beginning of the Annual Business Meeting. Only current ArLA members may vote in ArLA elections. To be eligible to vote, members must be current in their membership at the start of the election. Only ballots received by the designated deadline shall be counted. A committee of two selected by the Executive Board shall count all ballots prior to the Annual Business Meeting. In the event of a disagreement, an Executive Board member may be appointed by the President to act as a third committee member. Election results will be formally recognized at the Annual Business meeting, normally held during the Annual Conference. A plurality vote shall elect. In the event of a tie vote, those eligible members present at the Annual Business Meeting shall vote to determine the outcome.

Article X. Membership Meetings

Section 1. Annual Business Meeting

The Business Meeting shall be held at the Annual Conference of the Association.

Section 2. Voting Body

The meeting(s) shall be open to all members of the Association. The privilege of making motions, debating, and voting shall be limited to Individual Members and Affiliate and Institutional Member representatives.

Section 3. Quorum

The quorum shall consist of thirty members or ten percent of the total association membership, whichever is less.

Section 4. Special Meetings

Special meetings may be called by physical or electronic means by the President upon a majority vote of the Executive Board. All members shall be notified.

Section 5. Postponement or Cancellation

In the event of an emergency, the President, with a majority vote of the Executive Board, may postpone or cancel any meeting.

Section 6. Voting

- A. Any Individual, Affiliate or Institutional Member in good standing has a one vote privilege.
- B. An Institutional or Affiliate Member shall designate one voting representative.
- C. Voting may be conducted in writing, electronically, by voice, or by show of hands.
- D. For a vote to be valid, a majority of the votes cast is needed for approval unless otherwise provided in these bylaws.
- E. An institutional or affiliate member representative may designate a proxy voter by notifying the Board President in writing prior to a vote.

Article XI. Executive Board

Section 1. Composition

The Executive Board shall be composed of the President, President-Elect, Past-President, Secretary, Treasurer, ALA Councilor, SELA State Representative, and four Members-At-Large. All members of the Executive Board have voting privileges.

Section 2. Powers

The Executive Board shall have all power and authority over the affairs of the Association during the interim between meetings of the Association, excepting that of modifying any action taken by the Association. Without prejudice to such general powers, but subject to the limitations of the Articles of Incorporation and of these Bylaws, the Executive Board shall have the following powers:

- A. To conduct, manage and control the affairs and business of the Association, and to make such rules and regulations therefore not inconsistent with the law or with the Articles of Incorporation or the Bylaws, as they may deem best.
- B. To delegate to committees any of the powers and authority of the Executive Board in management of the business and affairs of the Association.
- C. To adopt rules of procedure for the transaction of business by the Executive Board and a handbook for committees provided they do not conflict with these bylaws.

D. To approve the Budget and all fees other than membership.

E. To remove any officer, agent or employee of the Association, prescribe such powers and duties for officers, agents and employees of the Association as may not be inconsistent with the law or with the Articles of Incorporation of the Bylaws, fix their compensation, and require from them security for faithful service.

Section 3. Meetings

The meetings of the Executive Board may be held before and after the Annual Business Meeting. The Executive Board shall meet, physically or by electronic means, a minimum of five times throughout the year, the place and date to be fixed by the President. There shall be a Board meeting in November to adopt the budget. The agenda of all regular meetings of the Executive Board shall be determined by the President and must include all items submitted by members of the Executive Board. Meetings may be conducted via telecommunications.

Section 4. Special Meetings

Special meetings of the Executive Board may be called by the President. If the President is absent or unable or refuses to act, any other officer may call a special meeting upon the request of five members of the board.

Section 5. Annual Report

The Executive Board shall make an annual report of its activities to the Association.

Section 6. Quorum

A majority of the Board shall constitute the quorum.

Section 7. Action without a Meeting

Any action that may be required or permitted to be taken at a meeting of the Executive Board may be taken without a meeting if all members of the Executive Board consent to the action in writing. The action shall be reported in the written consents filed with the minutes of the next regular or special meeting of the Executive Board.

Article XII. Committees

Section 1. Committees

There shall be standing and ad hoc committees.

Section 2. Composition

The composition and requirements of standing and ad hoc committees shall be as set out in the ArLA Handbook. Plan of work shall be approved by the Executive Board prior to action by the committees.

Article XIV. Parliamentary Authority

The rules contained in the latest edition of *Robert's Rules of Order Newly Revised* shall govern the Association in all cases to which they are applicable and in which they are not inconsistent with these Bylaws and any special rules of order the Association may adopt.

Article XV. Amendment of Bylaws

Proposed amendments may be approved by one of two methods:

- a. By sending proposed changes to all members in good standing at the time of the ballot at least four weeks in advance of the annual or a special meeting. Approval must be by a majority vote of total ballots returned at the annual or special meeting.
- b. By sending proposed changes and an electronic or paper ballot to all members in good standing. Approval must be by a majority vote of total electronic and paper ballots returned. The voting period shall be no less than four weeks.

DRAFT

- Approved by the ArLA Membership _____
Amended _____

AROUND ARKANSAS

by Heather Hays, Associate Editor

We are saddened to report the passing of Susie Boyett. Susie served as the White County library director from 1985-1989, then 1996 to 2008. She earned two Master's in Library Science degrees from the University of Arkansas at Little Rock and the University of Alabama. She was an active member of AAPL and served as the organization's president in 2000. She served as a board member with the Literacy Council of White County and with the Arkansas Literacy Council. After retirement, she served on the Searcy Library Board. She will be greatly missed by her friends and colleagues.

Kay Taylor retired from the Craighead County Jonesboro Public Library after 35 years of service. She officially retired on May 31, with a reception held at the library in her honor. We wish her well in her future endeavors.

A retirement party was held in Kathy Whittenton's honor on Friday, April 26, at the Brown Chapel's Bevens Music Room. Kathy retired after more than 33 years at Lyon as a public services librarian.

We are saddened to report the passing of Audrey Campbell on April 30, 2019.

Audrey was the wife of the previous director of the Stuttgart Public Library, Ted Campbell, and she was a longtime volunteer at the library. The Stuttgart Public Library closed on Friday May 3, 2019 at 1 pm in order for staff and patrons to attend the service.

Bentonville Public Library's Children's Librarian Sue Ann Pekel was awarded the 2019 Peggy Sullivan Award for Public Library Administrators Supporting Services to Children by the American Library Association (ALA).

Pekel earned her bachelor's degree from John Brown University and her master's degree from Texas Woman's University. Prior to joining BPL in 2007, she served as the children's librarian at the Rogers Public



Pekel

Library.

Pekel states, "It is an honor to receive the Peggy Sullivan Award for Public Library Administrators Supporting Services to Children...the Bogle Family Children's Library within the Bentonville Public Library has become a vibrant destination for discovery, creativity and imagination."

Hadi Dudley, library director, and Sarah Herford, teen services librarian, nominated Pekel for the Sullivan Award. She accepted the award during the ALA Annual Conference.

Twenty-eight teachers, six mentors, and two super mentors were recognized for their participation in year four of the Arkansas Declaration of Learning program.

Arkansas is the first state in the nation to participate in the program that gives educators the opportunity to create lesson plans using historical objects and art from state and national museums.

Program partners include the Arkansas Department of Education, Clinton Foundation, Crystal Bridges Museum of American Art, Central Arkansas Library System, William J. Clinton Presidential Library and Museum, and the U.S. Department of State's Diplomatic Reception Rooms.

Four educators received Best of the Best awards for their lesson plans: Anne Canada, school librarian, Paris Middle School; Taylor Gilbreth, social studies, Future School of Fort Smith; Susan Jobe, English language arts and theatre, Vilonia High School; and Arin Parks, school librarian, Westside High School in Jonesboro.

In four years, approximately 110 Arkansas educators have participated in the program, reaching more than 8,000 students with their lesson plans. The program was recently expanded for year-five participants.

Dennis T. Clark, associate university librarian for research, learning and spaces at the University of Virginia, Charlottesville, has been named dean of the University of Arkansas Libraries, Fayetteville, effective August 1. Carolyn Allen, who has served as dean of university libraries since 2000, will continue her work at U of A as special assistant to the provost.

Congratulations to Lynn Valetutti on her appointment as library director at National Park College!

Kathy Anderson, formerly at University of

Arkansas at Monticello, started her new role as director of Philander Smith College's library in Little Rock.

We are sad to report that Ellen Johnson passed away on April 15. Ellen was a librarian at UCA from 1987 to 2007. She was an active member of ArLA and served as ALA councilor from 2003-2009.

The Arkansas State Library is pleased to announce that Karen O'Connell is the new coordinator of the Arkansas Center for the Book. She will begin on July 29. Karen replaces Zoe Butler, who retired in April 2019.

Karen was previously head of the Preservation Services Unit at the Georgetown University Library. Her responsibilities included preservation planning and programming, managing the rare book collection, and curating exhibitions for the Special Collections Research Center. She has been awarded the Lauinger Library Award for Excellence two times.

Karen holds an MLS from The Catholic University of America, a Master of Arts in Liberal Studies from Georgetown University, a Certificate in Preservation Management from Rutgers University, and a Bachelor of Arts in English Language and Literature from the University of Maryland.

On March 29, Martha Morrison retired from Bentonville Public Library. She faithfully served BPL for over 20 years. At the farewell reception, Martha was presented with several gifts, including her very own library action figure, a customized art piece, and several books that were added to the

collection in her honor.

In recent months, Bentonville Public Library welcomed new faces to its full-time team: Robin Mitchell, Suzanne Sease, Nakeli Hendrix, Anna Sharon and Vira Kousol. Suzanne and Anna work in the youth services department; Robin is the volunteer coordinator and Nakeli is the adult cataloger. Vira is BPL's administrative assistant replacing longtime teammate, Martha Morrison. Nakeli and Anna are both enrolled in library and information science graduate programs.

Becky Hughes retired on June 28, 2019 after 30 years of service at Henderson State University's Huie Library. After completing an internship at Huie, she started a full time job in 1989, working in the circulation department. She also worked in cataloging and in the serials department.

In 2002, she began a Bachelor of Arts program in Sociology, which she completed in 2011. She plans to spend time with family and pursue her hobby of writing.

A reminder to Arkansas librarians: please submit news items to me for the next *Arkansas Libraries* issue! Births, deaths, new hires, retirements, funding, new buildings, and news that affects Arkansas libraries would be perfect fits for this column. Just jot me an email at hhays@bentonvillear.com, and you'll most likely see it published in our journal.

Heather Hays is senior librarian for Bentonville Public Library.



Grow with Google

by Robin Campbell

Laman Public Library

According to an article from *The Economist Intelligence Report* (April 2015), only 44 percent of 18- to 25-year-olds believe their education gives them the skills they need to enter today's workforce. "The Future of Jobs Report" from *World Economic Forum* reported in January of 2016 that one in three jobs in 2020 will require skills that aren't common today. In recognition that libraries are increasingly centers for digital skills learning, Google is visiting every state to provide librarians tools and resources for delivering digital skills training directly to jobseekers and small businesses in their communities.

"We know that the role libraries play to educate the greater public is ever-evolving, especially when it comes to technology," according to Crystal Gates, executive director of the William F. Laman Public Library, where Grow with Google trainers kick-started their Arkansas initiative on June 19. "According to the American Library Association, nearly three-quarters of public libraries assist their community members with job applications and interviewing skills, 90 percent help their patrons learn basic digital skills, and just under half provide access and assistance to entrepreneurs looking to start their own businesses."

On June 21, the tour stopped by Craighead County Jonesboro Public Library for workshops and one-on-one trainings with small business owners, job seekers, and anyone else looking to improve their digital know-how.

Grow with Google invited other librarians

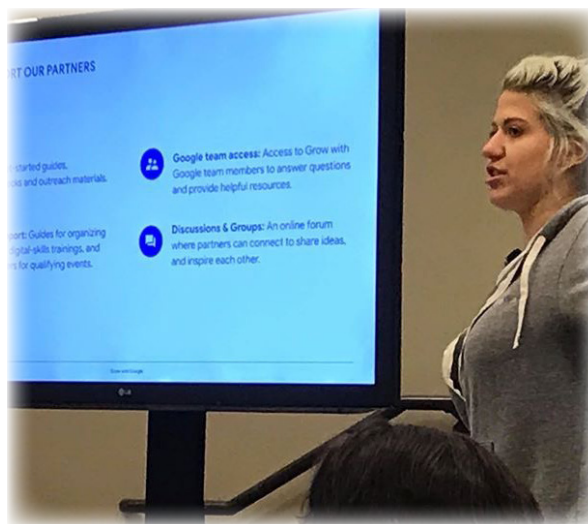


Laman Public Library staff members get ready to grow with Google.



and trainers from organizations across the state to become Google partners, with access to free tools and curriculum for providing digital skills training. The program includes an online forum where partners from libraries, chambers of commerce, workforce development organizations, schools and universities, and state/local governments connect to share ideas and inspire each other. For details, visit <https://grow.google/>.

Robin Campbell is assistant director – communications at Laman Public Library in North Little Rock.



Google partners have access to free tools and curriculum for providing digital skills training, according to Paula Fogarty, who led the "Discovering Digital Resources to Empower Your Community" Grow with Google session for nonprofits at North Little Rock's William F. Laman Public Library Main Branch on June 19. The partnership initiative includes an online forum where partners can connect to share ideas and inspire each other. To get involved, visit <https://grow.google/>.



Fayetteville Public Library held their Summer Reading Club kickoff on Saturday, June 1. Over 4,500 people attended the event and 400+ individuals (including kids, teens, and adults!) signed up to participate in the summer reading program that day! There truly was something for everyone, with activities ranging from bounce houses and ballet dance performances to CPR demonstrations and free pizza! Photos submitted by Steve Litzinger, director of Marketing and Communications at Fayetteville Public Library.

Arkansas Books & Authors

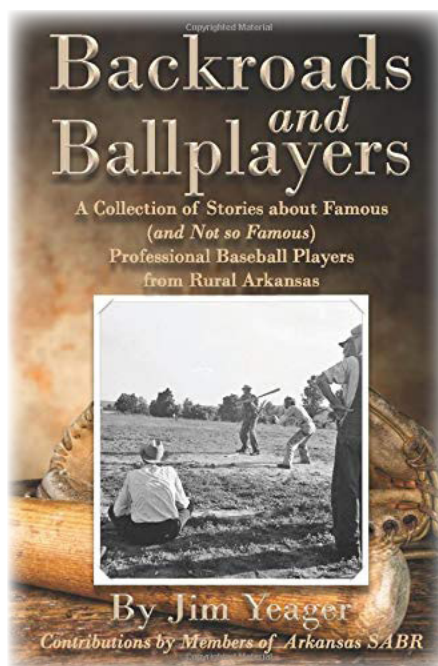
Compiled by Tim Nutt

Historical Research Center, UAMS

Backroads and Ballplayers: A Collection of Stories About Famous (and Not So Famous) Professional Baseball Players from Rural Arkansas. Jim Yeager. Published by the author, \$15.00. Order from: Jim Yeager, 2350 W. 4th Street, Russellville, AR 72801; more information at www.backroadsballplayers.com.

Baseball, of course, is the American pastime. Even I, a non-baseball lover, can appreciate the thrill of a home run, the disappointment of a double-play, and the excitement that fills a stadium. Arkansas has a history of sending star athletes to the major leagues. In the new book *Backroads and Ballplayers: A Collection of Stories About Famous (and Not So Famous) Professional Baseball Players from Rural Arkansas*, author and baseball historian Jim Yeager recounts the stories of some of the Arkansans that impacted the game during the first half of the 20th Century.

If a roving reporter stopped sports fans on the street and asked them the name the most famous baseball player from Arkansas in the early 1900s, the answer most likely would be Jay Hanna “Dizzy” Dean. Dean, from Western Arkansas, played for the beloved St. Louis Cardinals and later the Chicago Cubs. Signed in the early 1930s, Dean became a household name for his pitching as well as his folksy braggadocios style. After an injury ended his career on the field, Dean became just as popular as a sports announcer. His unique take on the English language (slud into third, instead of slid), too, endeared him to most fans while puzzling others. Dizzy, of course, was not the only famous Dean. His brother Paul, known as “Daffy,” also found fame with the Cardinals. And, of course, the Deans were not the only famous baseball players from Arkansas—George Kell, “Preacher” Roe, among others, all found success in the sport. Also included in the book are players from Arkansas that are not as well-known as the others, but that does not mean their careers were any less successful or inspiring. For example, the story of Henry Eugene Bearden is especially interesting. Born in Lexa, AR but reared in Memphis, Bearden eventually ended up in Greenbrier, AR after high school. From there, under the guidance of Earl “Doc” Williams, Bearden signed with the Philadelphia Phillies and then the New York Yankees. His rising career, though, was sidelined by a shattered knee and head injury. But



like a good comeback story, Bearden’s career later ended in victory.

These are just a few of the stories captured in *Backyards and Ballplayers*. The stories are brief but provide enough information to satisfy both the baseball enthusiast and a non-athletic librarian/archivist. As an historian, it is also gratifying to see a locally-produced book such as this with footnotes. That is often not the case with self-published books. A “Final Chapter” in the book, written by members of the Arkansas Society of American Baseball Research, includes brief paragraphs on the final resting places of the deceased players. This chapter complements the rest of the book excellently. Yeager has contributed to the Arkansas bibliography by writing an interesting, informative, and highly-readable sports history for anyone interested (or not) in baseball. To stay with the baseball theme, Yeager has hit an all bases loaded, two strikes, at the bottom of the ninth home run with this book. *Backyards and Ballplayers* is a nice, concise introduction to the state’s contributions to sport of baseball and is highly recommended for all Arkansas collections.

Yeager, a former women’s basketball coach at Arkansas Tech University, has been on the speaking circuit as of late and has recently joined the team of Only in Arkansas, the blog site devoted to interesting Arkansas facts and history. Yeager contributes a monthly post on baseball history. It is hoped, though, that he will write a follow-up to this book and continue to document Arkansas’s sports greats.

Arkansas Books & Authors Bibliography

Compiled by Timothy G. Nutt

Historical Research Center, UAMS

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- *Arkansas author

Inclusion does not indicate recommendation



A medieval book stand for research at the Strahov Library in Prague, Czech Republic. The shelves spin around, and each one pivots, holding each book in exactly the right position. Photo submitted by Kay Walter, professor of English at the University of Arkansas at Monticello.



Henderson State University enriched its community this season with a summer reading program. Photo by Tiffany Carter, Adjunct Professor of Composition at Henderson State University.



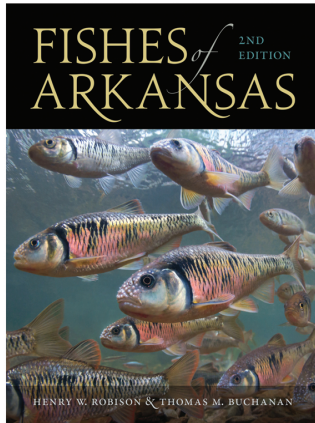
Rob Holladay's Magical Balloon Show delighted Garland County Public Library's young patrons, who absolutely loved his balloon creations. Photos submitted by Erin Baber, Public Relations/Marketing Coordinator for Garland County Public Library.



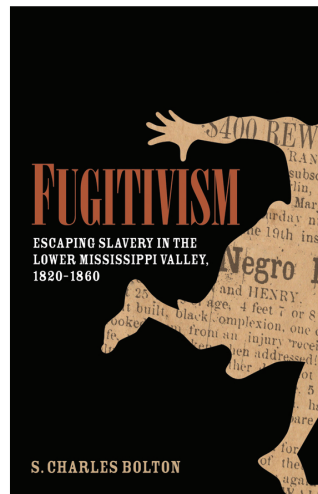
Nothing says summer quite like a child, a sidewalk, and some chalk. Photo submitted by Kathleen Frankl Ashmore, branch manager/assistant director at the Cabot Public Library.

The University of Arkansas Press

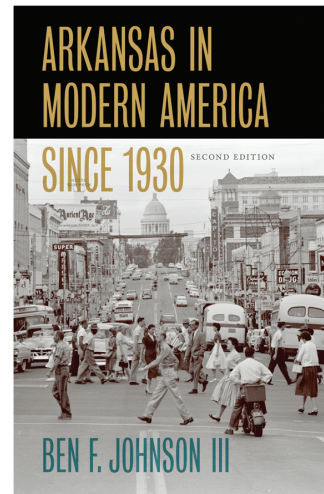
NEW BOOKS!



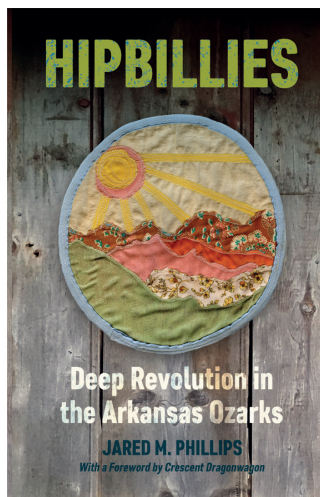
The second edition of *Fishes of Arkansas*, in development for more than a decade, is an extensive revision and expansion of the first edition, including reclassifications, taxonomic changes, and descriptions of more than thirty new species.



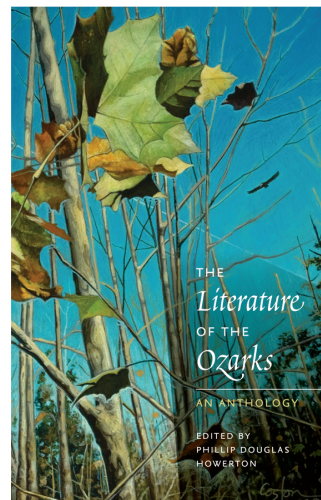
“With profound insight and deep research, *Fugitivism* is a brilliant and comprehensive analysis of the role of escaped slaves in Louisiana and the Lower Mississippi Valley.”
—Urmi Engineer Willoughby



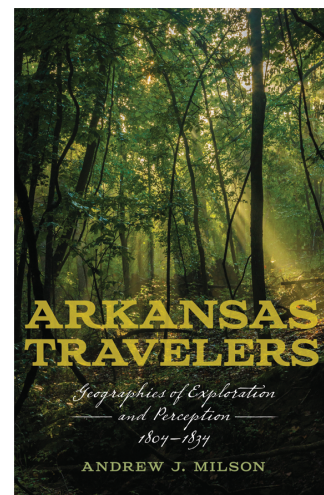
“Few people know modern Arkansas as well as Ben Johnson, and fewer still can write about the state with as much authority.”
—Patrick G. Williams



“This is a fascinating read and an important contribution to recent Ozarks history.”
—Blake Perkins



“*The Literature of the Ozarks* is an inspired collection that manages to be both broad and deep in its scope.”
—Brian Hardman



“That Andrew Milson is both an historian and a geographer is what makes *Arkansas Travelers* so special.”
—Richard L. Nostrand

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