

Western Council Spring Meeting

June 13-14, 2016

Tacoma, WA

In attendance:

Gene Heiner, CO

Ann Joslin, ID

Daria Bossman, SD

Holly Henley, AZ

Greg Lucas, CA

Carolyn Ashcraft, AR

Jennie Stapp, MT

Stacey Aldrich, HI

Mary Soucie, ND

Michael Scott, IA

Kathleen Pfeiffer

Barbara Reading, MO

MaryKay Dahlgren, OR

Greg Lane, WA

Mark Smith, TX, via conference call

Strategic Planning Session- our facilitator, Holly Valkama from Coraggio Group, led us through introductions, asking each person to share name, state and why they became a librarian.

Libraries are about opportunities, both for the people coming in and the people already there; it's an opportunity for people to change their lives and for staff to change people's lives.

Greg Lucas- more optimistic about our future now than in previous positions.

Discussion on Past-Present-Future

For the discussion, past is anything before 2014 and present is 2014-2016. We wrote on post-it notes, activities that were note-worthy, things that were impactful, things that set a reputation marker- something was done or occurred that WestCo played a role and helped define our organization.

Past:

Oldest regional state library agency group; contributes to our reputation. Others look to WestCo as leaders, other regional groups have followed; WestCo set the precedent. Founded in 1976.

Tribal Libraries, Archives, Museums initiative, 2007-2011. Brought focus to an underserved area that is common to Western states. Fostered "greater work", ongoing activities that grew out of grant.

Practitioner Project- need for education for non-MLS directors of small libraries; developing competencies for directors to know what they should do. Included CE providers. Was beyond WestCo's capacity to administer; expanded/adopted by national organization (ALA/APA). WestCo created the process for people to earn certificates through the program.

Explore e-book landscape, early on. Turned into a white paper; was turned over to COSLA to manage. Provided alignment on an important issue. Seeded a national project, ALA e-book taskforce.

PDE's- unique funding for development. Originally specifically for staff exchanges. Expressed need to expand for other professional development. Fosters sharing of practices.

Annual meetings- smaller group, not as overwhelming, opportunity for face-to-face which allows for virtual connection, shared issues. Opportunity for networking and relationship building.

Present:

Data Summit resolution which has become Measures that Matter. Bringing focus to an important issue. WestCo kicked started, now national

Funded conference for Library Development; one in 80's, 2 in recent past. LDD's find the opportunities valuable. Unique opportunity for LDD's to meet face-to-face. Small enough group to make deep connections and share things.

Leadership opportunities-

Idea generator- WestCo has been the idea generator for things that often become COSLA or ALA initiatives. Let's do something, not just talk about it. Idea Incubator

Pre-conference survey:

Holly handed out a one page overview of themes that emerged from the survey. There were 12 responses. Holly cautioned us from saying that this is what the membership thinks since almost ½ didn't participate.

Differing views on engagement- share information and discuss topics with one another, particularly when we meet; refocus on the value of synergy; pick a few core issues and focus on moving them forward. Does WestCo exist to come together for more informal networking or are we called to take action on issues that we choose to focus on and drive forward. Doesn't have to be one or the other but we should answer the question as to what we want to be going forward.

WestCo and SLA's priorities are similar. Finances and funding for both WestCo and SLA's. For WestCo, we need to make the meetings cost effective and tap into other meetings when we can. Fiscal agreement means our relationship to Amigos- does it work, should we continue with them or look for another agency/solution. Dues was discussed at both ends of the spectrum- some were willing to increase dues while others thought dues should be lowered. Another topic was to utilize resources in new way to address needs. Is there a way WestCo can facilitate cross state partnerships? WestCo and SLA's both need to be responsive to changing needs to maintain relevance.

Discussion:

The changes in the COSLA structure has influenced COSLA and we need to address that and decide how to deal with the impact.

Review was helpful. Won't have grand initiatives but if we're not meeting, won't have any issues.

Review was past. Was there a concerted efforts to do a needs assessment or did initiatives bubble up from conversation around the table at the meetings? Often came from conversation between a few people rather than a needs assessment.

Aligning our "Why"

We watched a Simon Sinek TED video on "Why" called "How great leaders inspire". What is our purpose, our cause, our belief, why do we exist? Why should anyone care? Most of us say what we do and why we exist and we expect people to respond; uninspired. Inspired leaders and organizations all think, act and communicate from the inside out. The reverse the order of the information; people don't buy what you do, they buy why you do it.

Hire people that believe what you believe. If you hire someone who believes in what you do, they'll work for money. If you hire people that believe in what you believe, they'll work for blood, sweat and tears.

Discussion on video:

What is WestCo's "why"?

What we do has changed but there are core things we've identified as the why- common purpose, common issues, want to move things forward for libraries in our state. The how we do it will change but the why stays the same.

People showed up on the mall in DC to hear MLK not to see but for their own reasons. We need to create personal ownership~ connection.

WestCo has been an idea incubator; they didn't happen because of the organization but because of the people in the organization. Need to determine if we want to be what we've been of redefine ourselves.

Simple and powerful; the library profession hasn't been good at building our message around what inspires us.

TX is turning all statements into "because" statements for the next leg session.

Gene- don't know that we've really contemplated the "why" of WestCo. Power has always been the dynamic of the group rather than the organization, even though the organization is the group. Holly responded that we hope to determine the why so we're all clear on what we do and set boundaries on what we don't do. We should understand the lane we're in so that we don't dilute our effectiveness and that we can have impact in our lane.

Ann- our bylaws have five points that focus on the "what" and "how" but not the "why".

Similarities/differences of WestCo, COSLA, ALA, State Associations

Who they serve; why they exist; what they do; participant preferences- pros and cons

COSLA:

Who

Chief Officers and SLA's

Why

Represent SLA's- cohesive and consistent message

Idea sharing

Bringing us together to create the National Library Program

A voice for why state libraries are important- COSLA was first formed for preservation

Voice for state libraries and what we can do, what we can accomplish that other libraries can't. We, the SLA's, represent the libraries in our state. Circle of Life

Distribution system to all states. Funnel for bringing in other organizations or partners; single point of contact that filters for all

Establishing/driving unified messages

What

Strengthen SLA's and to strengthen the library field

Convene Chiefs annually

Convene other SLA staff virtually for projects and staff development

Focus conversations with other partners; not all partners are in the library field

Orientation for new Chiefs

Identifies and acts on/moves forward on specific causes

Pros/cons- why do people participate?

Information

Represent our state on the national stage

Opportunities for new projects

Scale our resources beyond our states

Only national organization for Chiefs- professional development, commiserating

ALA

Who

All library staff of all types and library supporters (attempts to)

Why

Professional organization that supports, promotes, advocates and lobbies for libraries and library staff

What

CE for all levels/types

Create standards

Advocacy campaigns

Influence national policy (attempts to)

Information clearinghouse on libraries

Wide ranging committee structure that members can participate in

Covers broad interests for all

Serve as bridge to vendor community

Accrediting structure

Recognition system- awards for people, books, organizations, vendors

Serve as funnels for initiatives to the library community, sometimes through COSLA and sometimes direct to library community

Provide leadership opportunities at all levels

Provide programming opportunities directly to libraries

Pros and Cons

Professional expectation

Some people really get involved and committed

Leadership/participation opportunities

Idea sharing/networking connections for specific role

Too expensive

Size can be overwhelming

Can be bureaucratic

Lack of equal opportunities

State Associations- chapters of ALA- loose association

There may be some commonalities but lots of differences

Who

Libraries in state- all types of libraries, staff and supporters

Members- those that join- non-members may not join but will still receive some benefits

Why

Because ALA is so big

Need to tailor to state needs

Provide professional opportunities that are more reasonably cost and geographically obtainable

Lobbying on the state level

Support state level activities

In some states, they are a resource for SLA and in others they don't have the capacity

What

Varies from state to state

Conference- professional development (varying degrees of quality)/CE

Fundraising activities

Lobbying

Advocacy

Monetary support for professional development

Pros and Cons

"the" professional organization; professional expectation

Opportunity to network at a closer geographic area

Growth and leadership opportunities that are less intimidating

Can be costly

Alternative for CE

Aren't seeing value/benefit

Less clear value for younger generation (don't join just to join) - meaningful membership

State libraries are involved to build support and advocacy for state libraries and to assist with professional development and for the lobbying piece

Can be cliquey; no sense of belonging

Power doesn't change hands; also a problem for ALA. The "in-crowd"

Get stuck in parliamentary procedures; acting big when they're really small

"Why" WestCo

The "what" of making the "why" become a reality

Our past role as an incubator. Creates the opportunities for solutions.

Agree we can grow them to a certain point and then they needed to be handed off to someone/something else.

We look at things holistically, from the state and national perspective. How does this differ from COSLA?

We germinate things that are important to the West, to big bodies of land, which can be phased up.

Opportunity for collegiately runs deeper than COSLA because we're smaller but also because we have shared experiences and concerns.

Maybe we accept that our role is to be the thought generator and to be conscious of thoughtful reflection.

We need to acknowledge and be aware that we have the capacity and may move things to action.

Makes it easier to share best practices. Should reinstitute staff exchanges, but maybe with a little bit of a change.

Advocacy- stand together and support ideas and projects; say WestCo is in support of something.

Unified front. Power in saying effective practice and identify what our state gains from being part of this organization.

WestCo is about networking whereas COSLA is about national conversations. More business to conduct on national initiatives with a larger group whereas WestCo provides an opportunity to slow down and have deeper conversation.

COSLA can be a vehicle to scale up project/ideas to that are generated at WestCo.

Coming from "WestCo" carries a power with it due to our reputation and past leadership

There are levels that we can problem solve through- LDDs to Chiefs to COSLA or another organization.

LDDs are isolated and the Westies group helps them be less isolated.

Holly's synthesis of conversation, highlighting uniqueness:

Incubator role- surfacing areas of need and importance, greenhouse or germination, grow idea to certain point, someone else transplants or put in ground

Define greatly as "the west"

Look at things holistically- nationally, state, local

Big bodies of land

Collegiality and more in common than COSLA

In the past, germination appears to have been informal. Is that role best staying informal or does it need to be more intentional? Is it sufficient just having capacity to germinate or do we need to pursue it.

Create a common stance or POV. Greater credibility when WestCo supports

Small enough to collaborate and take action, allowing us to move faster than some other orgs

WestCo is about networking vs. COSLA which is about proposing at a national level

Committee of the whole, small enough that we don't require committee structure

People referenced that WestCo is different from COSLA w/o fully exploring what that means

Opportunities for LDDs to connect

Unique role:

Does there have to be a unique role? Yes because at some time, relevance to members will be questioned. Need to be able to articulate, as a member, what the ROI is on being a member. Knowing our uniqueness helps us define what projects we'll take on and helps us say no to other things.

Good testing question- are the people that aren't here not here because they don't find the organization valuable?

How do we evaluate what matters?

The structure that we have in place has allowed us to accomplish a lot and we need to acknowledge and celebrate this.

Focus on what we want to accomplish more of rather than constrain ourselves by the how.

We need to be able to articulate the value of WestCo to ourselves and others.

Unique value is the synergy from the group dynamics, including experience, smarts and education that are facing similar things.

We're like Goldilocks, not too big, not too small, just right size. Shared perspectives.

Western Governors is 19 states.

Shared solutions aired at WestCo are more likely to be applicable to our states than at COSLA.

Sharing time of what's happening is important and valued.

Ideas to action- we're the right size to take ideas to action. There's a development component because we're Chiefs.

Libraries are places of human connectivity; we need to model what we are calling our libraries to.

Ideas are generated outside of just the annual meeting; we are WestCo even when we're coming together at other events such as COSLA, NLLD, etc.

Synergy with Western Region Chiefs

- that are easily adaptable within our respective states
- that allow us to "quickly" move from idea to collective action
- Inclusivity and empowerment to meet the needs
- Face-to-face Meeting/community of practice to surface ideas

Tagline: we can do our jobs better

How:

Present structure is flexible and fluid that allows us to move to action quick

We need to make sure we value the sharing, while identifying a potential issue to share around

Goals: next 1-2 years

- Support data summit to meet the original intent
- Creating talking points or marketing to help articulate the value of WestCo
- Faster onboarding for new Chiefs
 - Orientation for new Chiefs- create a buddy system
 - Help them do their job better quicker
 - Succession planning
- Identify and prioritize potential western initiatives
 - Bring in western members of Congress and Western Governors
- Establish fiscal sustainability

Activities to help us meet goals:

1. Data Summit:
 - a. representative and regular updates by Stacey, member of the Advisory Board for What Matters Most- **Stacey**
 - b. Confirm original intent of data summit (WC 6-14) **Gene**

- i. Original intent came after a discussion on the role of the SDC's and the role of the Chiefs in the collection of data. Chiefs felt we should be driving the process rather than the SDC's defining the process
 - ii. Original motion was for IMLS to convene a meeting discussing public library data collection with a variety of named partners
 - c. Concentrated participation in the data summit process **All; Stacey is point person for information**
 - i. As information is shared, review and get comments to Stacey
 - ii. Our role may be to generate the action after the conversation happens at the data summit
 - d. Review results of data summit relative to original intent. Determine if original WestCo action is desired. **Stacey- potentially Spring '17**
- 2. Create "the message" **Greg completion date Fall '16**
 - a. Small group of WestCo to draft the message
 - i. Audience is current and future members, stakeholders, potential partners for initiatives
 - ii. Using the message is up to the individuals that need to use it
 - b. Document WestCo history (timeline and story/specifics)
 - c. "Welcome to WC" and other communication: end of September
- 3. Faster onboarding for Chiefs
 - a. Create a buddy system- **Executive Team completion date 7-1-16**
 - i. Matching new members w/a buddy
 - ii. Senior buddy welcomes via phone and invites them to the meetings, go over the norms for the meetings
 - b. Outline for onboarding- ensure don't duplicate COSLA process- part of the messaging **Michael, Mary Completion day 9-30-16**
 - c. Determine how to institutionalize (e.g. address in by-laws)
- 4. Establish fiscal sustainability **Executive Team, Jo as lead Completion date Fall meeting '16**
 - a. Define financial sustainability. What does WestCo need so it's not marginally sustainable **Jo (need to be asked) Fall meeting '16**
 - b. Review long-term financial projections **Executive Team, Jo as lead Fall meeting '16**
 - c. Review Amigos/ fiscal agent agreement
 - d. Develop long-term financial plan (what will we spend money on?)
 - i. If we pay for Westies, we need to convey our expectations that we receive a report back
- 5. Identify and prioritize potential Western initiatives **MaryKay Fall meeting '16**
 - a. Create culture of idea generation- overriding principle of WestCo; reason for existence
 - i. How are we going to make sure conversations happen to put ideas forward
 - ii. What will be the norms of WestCo? Reflect in onboarding and messaging materials

1. WestCo is a colleague group that focuses on generating solutions to common problems
 2. Be more intentional about the sharing time on the agenda
 - a. Are we going to look for the common themes that immerge
 - i. Members track thoughts as others are reporting and ID trends that have come up
 - b. Closer look at trends; sharing focuses on the trends that may be happening rather than sharing activities
 - c. Sharing what we're hearing from our libraries and legislators; making ourselves into futurists; talking about it before your head is ready to explode
 - d. We need both the "what's going on/bouncing ideas off" discussion as well as the trends/future topics that we dive deep into
 - i. Is there a tool we can use to capture those ideas prior to the meeting? Jennie is willing to do some research on this
 3. Intentionally build habits around strategic thinking
 - a. We need to open the meetings with the trend setting/future thinking to set the tone of the meeting. Might generate another project that will put us ahead of the game.
 - b. Anyone can put something on the agenda
 - c. Add a "pinch point" to the agenda; allowing members to throw out a topic for discussion
- b. Develop and trial a process to identify and prioritize

How do we fully involve members in discussions, initiatives, etc.?

How do we create/harness the cult of libraries?

Parking lot:

Messaging- build value around state library organizations and how that differs in western states

Addressing new generation of state library employees

Strategic recruiting and retention, employer of choice, secession planning.

Database vendors- evaluating how we're engaging with them, what we need and what we want

MaryKay shared some thoughts to wrap-up our first day. Names will be assigned to tasks that haven't been assigned the next day and she encouraged us to volunteer. We need to be conscious of the goals and keeping out momentum going.

Take aways from the day

Gene- getting goals and activities; people participating

Anne- huge sense of satisfaction that this group embraces value of WestCo

Daria- impact of the past, present and future that WestCo has on COSLA

Holly- process helped to understand better value of WestCo

Greg Lucas- possibility of cool stuff we can do

Carolyn- there really is value to WestCo, wasn't aware of what it was prior to joining

Jeenie- commitment to ideas to action

Stacey- good to build common language and we'll build more

Mary- we defined and created our organizational sustainability

Michael- in the right organization that I needed to be in as a new State Librarian

Kathi- best organized ways to think about topics that we had- past/present, settings goals, action items- got very far well facilitated

Barbara- greater appreciation for potential group has of working together; high collegiality and respect that we have for each other

MaryKay- organization is revitalized; want us to make that work into future

Greg Lane- great strength in collaboration among organizations, really partnering together on projects

Holly (facilitator)- we did really good work. How do we put it together so that it lasts? Messaging will be important. Response when we return is important- how do we go back? How do we package material so we can inspire leaders?

Morning wrap-up

We reviewed the activities identified the day before, assigned the tasks and created due dates. The fall meeting will have a lot of business this year and it will be beneficial to have as many WestCo members as possible.

We knew that WestCo had a unique role but couldn't voice it before. Now we can more easily voice it.

Inspire as leaders- heart thing, taps into people's emotions.

Sharing is a 2-way dialogue; not just sharing our thoughts and opinions but inviting others in to share their thoughts and ideas; engaging others.

We watched a short video whose message was "Change your words. Change your world"

www.purplefeather.co.uk

Business Meeting:

Susan McVey, OK, Mark Smith, TX and Jamie Markus, WY, joined the meeting via conference call.

Minutes: Carolyn moved, Michael seconded to approve the spring and fall 2015 minutes. **Motion** carried by unanimous voice vote.

Officer election: nominating committee, Past President Ann Joslin, recommended Mark Smith, Texas, as President-elect. No candidates from the floor. Ann moved, second by Stacey, to accept the recommendation from the Nominations Committee. **Motion** carried unanimously. Treasurer Jo, Kansas, is entering the last year of her 3 year term.

Upcoming meeting location, dates: Fall meeting will be in conjunction with the fall COSLA meeting in St. Paul, MN. Gene will speak with COSLA Director Tim Cherubini to see how it might fit into the COSLA agenda. Spring meeting: CA- San Francisco, SD- Sioux Falls, AR- Fayetteville, MT- Helena all offered to host. WestCo was last in MT for a long time. MaryKay moved, seconded by Carolyn by to meet in Helena, MT. Motion carried by unanimous voice vote. Mark requested a June meeting; AZ and SD have a summer institute the first week in June.

Treasurer's report: financial statements were sent to the list by Jo. Greg Lucas moved, second by MaryKay to approve the financial statements. **Motion** carried by unanimous voice vote. Suggestion was made that we choose future spring meetings at the fall '16 meeting. Greg Lucas suggested that we begin the process of creating an RFP for association management sooner rather than later. MaryKay suggested that a copy of the contract be shared with everybody; members can do some exploring to see if we want to send out an RFP. Ann pointed out that part of our management costs are for the tracking of the PDE's. Susan reminded us that tracking the staff exchanges was a sticking point the last time we went out to bid. Gene will share a copy of the last RFP, which was done in 2010. Susan moved, second by Greg Lucas that the Executive Board oversee the process of creating an RFP for fiscal agent services and authority to contract if a better deal can be found. **Motion** carried by unanimous voice vote.

Executive reports: Greg Lucas offered CaSL as a location to store the association's archives. We will need to keep the incorporation in NV; CA will cover costs if we need to move the incorporation to CA. Linda, AK, will be retiring this month. Jamie Markus, WY, is interim. Greg Lane, Acting SL for WA, was thanked for attending and participating in the meetings. Daphne DeLeon, NV, is no longer with the State Library. Ann was thanked for her long tenure of serving on the board. Executive Board as of July 1 will be MaryKay, President; Mark Smith, Vice-President, Jo Budler, Treasurer, Mary Soucie, Secretary, Gene Hainer, Past President.

New Business

1. Measures that Matter (aka data summit) update- Stacey reviewed the proposal that was submitted to IMLS for the Measures that Matter/data summit. There is definite carved out territory in the world of library data collection. IMLS, Kurt, Ken, Stacey, Tim, Univ. Washington, and TASCHA (Technology and Social Change Group) met with Gates Foundation about a similar project Gates was planning on overseeing; allowed group to write a proposal for a pre-summit

meeting. Data summit is 75 people; pre-summit will identify concerns, topics for summit. University of WA has created a summary of all the data gathering currently happening. Part of the conversation needs to include methods, what's being gathered and funding. Target date for summit is February; draft action plan targeted for April; final action plan targeted for June. Susan questioned if the pre-summit will include stakeholders that will receive or use the data rather than just the people that make or deploy the surveys. Mark asked who will determine the list of invitees to the data summit; IMLS and the COSLA working group will be responsible for that. Looking for individuals with expertise or who touch data and stakeholders. There was a meeting convened in 2014 that addresses many of the same things but nothing really happened; not sure if it was ALA or IMLS that convened the meeting. Gates also convened a meeting but not much happened. The focus of the data summit is to make sure we're getting the right data. We birthed a baby that is growing in a foster family; we will continue to try and guide along the way. We expressed our thanks to Stacey, Kurt, Jen and Annie for serving on the working group.

2. National issues discussion

- a. Edge- SD purchased 30 Edge subscriptions for Institute participants. Lourdes came and provided training. SDSL staff provided online training, with Lourdes assistance, over the winter for institute participants. Worked very well. OR is paying a subscription and anticipates paying for several years. Tech Development Consultant is almost full time working on Edge. She has been talking to groups of libraries, from very smallest up to Multnomah County. Has been impressed with support from the Edge staff; Lourdes attend the OLA conference. Governor's Policy person and local officials are interest to see the results. Talking about doing some challenge grants with LSTA to provide assistance with Edge. Their TDC was providing assistance for Plinkett websites but they are no longer doing that so was able to shift time to the Edge project. Jennie suggested that Edge folks put out some procedures and re-framing the message based on their work with rural libraries in SD. When Stacey was in PA, they adopted it for the whole state. Time to complete depends on size of library and level of engagement. TX has had a positive experience with Edge; Mark thinks it's money well spent. 210 libraries that have completed with others planning to. Incentivized process with small grants, up to \$5K, for technology. Did a speed test for broadband and got a much better response this time than before Edge. OK has had the same experience as TX; has reopened for people to do second assessment. 76% of libraries completed the assessment with less than ½ creating an action plan. Incentivizing the second round but libraries will need to complete the assessment and create an action plan to be eligible. OK has added a staff member to assist with the Edge. Stacey commented that we need to plan for sustainability at the start of the project.
- b. ALA policy agenda- ID asked for permission from OITP to reframe it to a statewide perspective. Presented to PL Director's Summit in January. They got some feedback but the librarians didn't understand the purpose which is to focus the ID library community about educating legislators and local officials on what 21st century libraries can and should be. Will be taking to school library summit in July for feedback. The audience is

the library community to help us hone in on what the opportunities are when we look at the state level.

- c. Lifeline/broadband/e-rate- what should our role be in promoting Lifeline, new broadband service? Susan shared that in OK a major initiative this year was an update to the state Universal Service fee, which led to support for broadband for schools and libraries. Libraries will get increased bandwidth and Category 1 eligible service list will be covered by the state for public libraries and schools. This has been going on before but there was a reimbursement cap; Susan will send a copy of the legislation to the list. Mark asked what the tab was; \$50-60 million which also includes schools and hospitals. Gene asked if that was considered a statewide e-rate reimbursement rather than individual. CO is putting together an RFP to create a statewide plan similar to this. MO is working on the second private-public partnership to increase fiber in South Central MO. Has a \$750K increase next fiscal year for connection costs for libraries that are consortia members.
- d. IMLS relationship- Susan feels that we should all be aware of opportunities to learn more information about the IMLS priorities and to continue to build relationships. Stacey attended the LSTA meeting and felt like the information shared should've been shared with the Chiefs. She feels that we need to let IMLS know what information we'd like and are there ways to improve the communication. Several members expressed concern about the change in communication; that things are being reinterpreted and those changes are not being adequately communicated to us. COSLA President Ken Wiggins has been unable to schedule a meeting with Kit to date. Susan suggested that we invite someone from IMLS to meet with WestCo at our Spring '17 meeting. Mark wondered if working through the larger COSLA organization makes more sense. Gene stated that the plan will be to see what happens at the fall COSLA meeting. Stacey suggested that we formally submit our concerns to COSLA; there was agreement that we do that. Gene will collect concerns and create a document that can be submitted to COSLA.

Round table sharing:

CO- RIPL has been successful. Received an IMLS grant to present regional RIPLS's. Hired a Commissioner of Education, started in February, resigned last month. Commissioner is the State Librarian, although it's usually left to someone such as Gene. Did a one book, one management team called "Essentialism". Trying to use this as the impetus for some collaborative discussions on identifying the one or two key things to focus on for next 5 year plan. Better, more streamlined, more cost effective organization.

OR- during 2015 legislative session, focused legislation changed state library functions. State Librarian is now appointed by Governor. Library Board is now 9 people; 2 state agency employees, academic librarian, 2 public librarian, 2 members of the public, Deputy State Superintendent of Education or designee, Commissioner of the Blind or designee. Is enjoying have 4 state employees on her board. Needed to eliminate duplication of subscriptions; asking 130 agencies to designate a subscription liaison who will submit subscriptions; opened an incredible dialogue about resources being purchased by different agencies and ways to avoid the duplication. AR shared that their state IT department added it to a survey they were already doing.

CA: In early July, California Library Services Board will have \$3M in one time monies and 1.25M in ongoing monies; CaSL will provide support for how to spend the money. One idea is to deploy something cool in a few libraries and then ask for monies to expand to more libraries. Devoting larger chunks of LSTA to certain projects- digitation, immigration and mental health. Stacey suggested integration of physical and digital worlds as one area to look at for the one-time monies.

NM: Just finishing her first year. Learning about programs new to her, like books by mail and bookmobiles. Got monies for 2 additional bookmobiles. Working on paraprofessional certification. 18 tribal libraries that serve as community center.

WA: Announced hiring of new state librarian. Cindy Aden will start July 15; most recently at OCLC. Worked on stabilizing budget. Will be building a new library; house library and archives together. Plans will be open in 2020.

MT: Director of Library Development retiring next week; working on hiring replacement next week. Charged a task force to think about role of 21st Century Libraries, using Aspen Report, and what impact is on library development, in light of budget challenges. Library community informed the creation of a roadmap for library services into the future. Identified top needs in each focal area, including library, staff, trustees and budgetary. In March, Advisory Council did hard work to realign budget to address the identified needs; professional development and consulting budget impacted. Created a Lifelong Learning position. Faced a \$46K cut in tax monies as they were working on realigning budget; additional \$166K budget in May. Completely eliminated funding for statewide databases; study showed that the ROI on these funds wasn't enough. Feels they've shown great leadership in making tough decisions. Jennie will share some links of the results of their studies.

AZ: Held the library leaders and summer library institute for non-degreed library directors; had 2 days overlap and brought them together for a dinner and keynote from Micah May (NYPL). Robin Dale from IMLS met with the Leaders and discussed the 5 year plan. 32 participants representing county library systems, academic libraries, tribal libraries, larger public libraries and Dean of the Library school. Figuring out how the position works now that the former state librarian position has been split into 2 positions- one over archives and one over library. They are required to digitize by statute; working on reducing physical collection in a positive manner in the eyes of the public.

ND: Underwent a strategic plan. New mission and vision statement. Managers retreat. Budget cut- 4.05% this biennium; 10% of the 15-17 base budget for next biennium. Hiring Library Development Specialist, first one from outside NDSL since department was created. LEAP program- identifying connection speeds, pursuing a state contract for libraries for e-rate; participated in a meeting with Senator Heitkamp and FCC Commissioner Rosenworcel on e-rate in rural communities. The ND Center

for the Book is back at NDSL. Our Letters for Literature contest received 123 entries, which is 100 more than last year. Talking Books did a reading program for the first time.

AR: Held the first ever library leadership institute in November; ALL-IN- Arkansas Library Leadership Institute; will do follow up with Maureen Sullivan and attendees at annual conference. At the end of last session, there was a \$1M cut to state library funding; has provided impetus for increased advocacy efforts. ArSL has assisted with education on a variety of activities. A group of libraries has hired a lobbyist. Monies have been put back in the budget but no guarantee that it will be restored. Fiscal year has frozen positions; 5 frozen positions sitting in the Governor's office waiting for approval. CFO, IT, Head of Collections have all been replaced; filled with in-house so those other positions are open. Might be a 3-5% budget cut for all state agencies but made it through without cuts; not getting COLA increases but are getting an end of year bonus. Has been on COSLA for LSWG; has asked to serve as GPO Liaison so may resign from LSWG.

SD:

MO: With completed of past leg session, library association became more assertive about advocacy and letting legislators know why they need the funding for libraries. Had an 57% cut but have gotten to 82% of FY15 budget. Per Capita went from .15 to .50. Increase to Internet access program of \$750K. Increase of \$200K for library collections to the Arts Fund. Started early literacy program in 2015; added a statewide license for Tumblebooks in May. Also adding early literacy component to Talking Book and Braille library in the form of tactile kits. Talking Book and Braille library also added a book club by conference call.

IA:

HI: Considering putting part of collection that circulate but not as frequently; balancing physical and digital collections.

ID: Focusing on leadership development for the last year, working in partnership with ID Library Association. They've held 2 events; LJ's Lead the Change and local facilitator on leading from within. Good attendance at both events with strong evaluations. Requiring participants to do some follow up, which they are doing. Have a large number of younger, enthusiastic people joining the ID library community. Trying to motivate public library community to become better advocates for the library field. Second vacancy on Library Commission; 5 commissioners serve for 5 years. Received 7 or 8 applicants for the vacant position; trying to get non-library folks to join the board. Board choice a young man with no library connections.

TX: Setting legislative priorities for next year; asking for monies for statewide e-books and broadband initiative. Not holding out much hope since oil and gas revenues are down. Cooperative project with Workforce; received \$200K for libraries to do some workforce development. Recruiting for Assistant State Librarian; interviews later this week.

WY: In a budget crunch; looking at average 18% cut for libraries, although one is looking at 60% cut. Jamie will be interim SL for one year as of Friday.

OK: Funding was bad due to being an energy state; there were some efforts to consolidate their agency, which was not successful. Concern is that PL's would lose voice at the state level if that happened. Started year with a 6.25% reduction, plus two additional cuts of 3% and 4%. Governor just signed appropriation bill, which included an additional 5% reduction. Will be revising state aid rules; interested in rules/experience/recommendations for state aid pass through. Most well received grants have been network assessment grants.