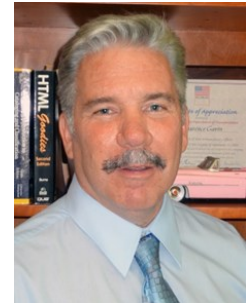




INFORM
CONNECT
SUPPORT

Spring 2015

Volume 4, Issue 2



LAMS Letters

A Newsletter of NCLA's
Library Administration & Management (LAMS) Section

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During a seminar on library advocacy at the 2012 NCLA Leadership Institute, Dr. Anthony Chow, Professor at UNC Greensboro, stated that "the most effective type of advocacy is performed by people from outside the library, volunteers who can tell their stories about the library... replacing negative views with positive views."

LAMS Bylaws 4-5

The Cumberland County Public Library was recognized during a press conference last week as a sponsor of an upcoming job fair for ex-offenders being conducted by the City of Fayetteville Police Department, it even made the news. I mention it because as I listened to the City of Fayetteville Chief of Police, and President of the Fayetteville Chamber of Commerce thank the library for its involvement in the job fair I was reminded of Dr. Chow's seminar. These two men, publicly telling their positive stories about the library, became impromptu advocates, the latest outcome of a 5 year library effort to provide job and career and small business resources for job seekers in our community and culminated with job fairs at the library.

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Traditionally, libraries have been a community resource to inform those seeking employment through print materials and more recently with databases, internet resources and most importantly programs to instruct people on how to use these resources. In 2010, the Cumberland County Public Library took it one step further; connecting job seekers attending library programs with local employers at the library. In so doing, the library has conducted 9 job fairs over the last 5 years, reached over 7000 job seekers with a 5% - 8% hiring rate, or 353 - 564 people hired.

The proposal to library administration stated that conducting a job fair seemed a natural progression after providing training on job searching, interviewing, and resume writing skills. At the time, unemployment rates for the City of Fayetteville and Cumberland County were among the highest in the state. Recognizing this, one goal established in the Library's 2011 - 2015 5 Year plan was to ensure "all Cumberland County teens and adults will have access to current resources in order to make informed decisions about careers." The job fair would provide a variety of local industries, educational institutions, and provide concurrent programming to improve skills, have resumes reviewed by local HR managers, and a computer lab available where job seekers could complete online applications or make changes to their resumes. Benefits of the job fair would be the library addressing a community need by taking a more active role toward improving economic development, while at the same time reaching beyond our regular customer base to introduce library resources to new individual customers as well as the local business community. (continued)



North Carolina
Library Association

Where Does Advocacy Start?

(continued from page 1)

As the job fairs created more recognition of library job and career programs and services among community leaders working toward the same goal to improve economic development the Library Director was asked to sit on the Workforce Development Board. This appointment put the library on equal ground with other workforce development agencies. Members of the board who might not have thought of the library as a resource to assist in economic development now turned to the library on projects like the Tri Metro Workforce Collaborative Project, working with North Carolina Department of Health and Human Services, Child Support Program and North Carolina Career Readiness Certificate Program to improve job searching and employment skills for unemployed non-custodial parents. Partnerships like this had a direct effect on the library winning grant awards from the Cumberland Community Foundation to collaborate with the UNC Gillings School of Global Public Health to conduct a job and health fair and another from the GoldenLEAF Foundation for the library to expand our capability to go into the community to provide programs through the purchase of laptop computers and other equipment. One such program made possible due to the GoldenLEAF grant funding is the Internet Job Café provided by the library at other job fairs in partnership with government agencies such as the Department of Social Services and the City of Fayetteville Police Department. Far too often we hear complaints from job seekers about vendors handing them a brochure and telling them to complete the online application. Now they are able to do so while still at the job fair, with the help of library staff.

Since the library began conducting job fairs, use of available library job and career resources is considerably higher than before. We started with a clear message stated in our 5 year plan, established dialogue with community stakeholders through outreach and a strong marketing strategy that takes advantage of opportunities as they are presented, built coalitions with like-minded organizations and developed a means to gather feedback, assessment and measurable outcomes that demonstrate the effectiveness of our efforts, all key elements of an advocacy plan. A plan that began with identifying a community need and taking action.



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Call for Library Administration and Management Section Officer Nominations!

Would you like to become more active in LAMS?

Are you interested in serving as an officer of this section?

We are currently looking for interested candidates for the offices of

Vice Chair/Chair Elect

Secretary/Treasurer

Directors (3)

If you are interested in serving in any of these capacities

during the 2016-2017 Biennium, please contact

Lorrie Russell, Nominating Committee Chair, at

Lorrie.russell@highpointnc.gov or 336-307-0930

In this expanded edition of LAMS Letter the current Board of Directors would like to share information on some updates and changes to the bylaws (next two pages) and invite other members of our group to participate in our organization's leadership by considering serving as a board member in the next biennium. Information will become available soon from NCLA regarding elections and voting so please read and consider your contributions and stay tuned for more information.

Library Administration and Management Section - Bylaws

Article I – Name

The name of this organization shall be the Library Administration and Management Section (LAMS) of the North Carolina Library Association.

Article II – Mission and Objectives

The Library Administration and Management Section will provide an organizational framework for improving the practice of administration in libraries and for identifying and fostering administrative skill. Areas of interest may include organizational structure, financial administration, personnel management and training, buildings and equipment, public relations, and relations with governing bodies. The Library Administration and Management Section meets this responsibility by aiding the professional development of personnel interested in administration and management and by planning and developing programs, study and research in library administration and management problems.

Article III - Membership

Members of the North Carolina Library Association who state a preference for this Section at the time of payment of the Association dues shall become members.

Article IV - Officers

The officers of this organization shall be: Chair, Vice-Chair/Chair-Elect, Secretary/Treasurer, and three Directors-At-Large. The officers and directors shall be elected by email ballot prior to the biennial meeting and shall serve for a two-year term commencing with the adjournment of the regular biennial meeting following their election.

Article V – Executive Committee

The Executive Committee shall consist of the Chair, Vice-Chair/Chair-Elect, Secretary/Treasurer, the immediate past Chair, the three Directors-At-Large, committee chairs, plus a representative from each interest group. The Executive Committee shall have general supervision of the affairs of the section and shall have the power to act for the Section on administrative business of the Section in the intervals between biennial meetings. Such administrative business shall include only that business which necessarily must be dealt with prior to the regular biennial meetings. This group is responsible for all programming.

Article VI – Terms and Duties of Officers

Section 1. The Chair shall, with the Executive Committee, appoint such committees and define their duties as may be necessary to carry on the work of the Library Administration and Management Section.

Section 2. The Chair of the Library Administration and Management Section shall serve as an ex officio member on all committees with the exception of the Nominating and Elections Committee. The Chair shall also serve as Chair of the Executive Committee.

Section 3. The Chair shall preside over all meetings.

Section 4. The Chair shall submit a biennial report to the NCLA Executive Board and membership of LAMS.

Section 5. The Vice-Chair/Chair-Elect shall assume the responsibilities and perform the duties of the Chair in the absence or resignation of the Chair.

Section 6. The Vice-Chair, with the assistance of the Executive Committee, shall be in charge of membership.

Section 7. The Secretary/Treasurer shall keep the minutes of the section and maintain financial affairs of the section as needed.

Section 8. In the event of absence or resignation of any elected officer during the interval between the biennial meetings, the Executive Committee shall fill such vacancy or vacancies by the appointment of a member or members of that committee. Such appointment or appointments shall remain in force until the next regular election of the Section.

Article VII - Elections

Section 1. The Chair shall appoint a Committee on Nominations and the Election Committee will present for each elective office the names of no more than two candidates who have given consent to serve if elected. In addition, any member or members of the Section may present a candidate or candidates for the elective officers of the Section provide] (1) that they notify the Chair of such action, in writing, (2) that the notification be signed by three members of this Section, and (3) that the consent of the nominee or nominees has been secured and indicated on the notification.

2. Section 2. A slate of candidates and ballot shall be emailed to the membership prior to the biennial conference.

3. Section 3. The candidate with the greatest number of votes for each office shall be elected. The results shall be announced at the regular biennial meeting.

Section 4. Article VII election will become effective at the time of the election of the next biennium officers.

Article VIII - Meetings

Section 1. The regular meeting shall be held as a section meeting of the biennial conference of the North Carolina Library Association.

Section 2. Special business meetings may be called at the direction of the Chair or the Executive Committee.

Section 3. A quorum for the transaction of the business of this Section shall consist of those members attending the meeting.

Section 4. Robert's Rules of Order, latest edition, shall be the governing authority in any matter not specifically covered by these bylaws.

Section 5. Nothing in these bylaws shall conflict with the Constitution and Bylaws of the North Carolina Library Association.

Article IX - Finances

The Executive Committee shall review and approve the budget and fees for all section activities.

Article X – Interest Groups

Section 1. The Section shall sponsor interest groups on a continuing basis.

Section 2. Each interest group shall represent an aspect of library administration and/or management.

Section 3. Interest groups of the Section may be organized upon application to the Chair of NCLA/LAMS, the application to be signed by ten members of NCLA/LAMS, with approval to be by the Executive Committee of the Section.

Section 4. Officers of each interest group must be members of NCLA/LAMS. The head of each interest group shall be named by the membership of that interest group and shall become a voting member of the Executive Committee of the Section.

Section 5. Each interest group is expected to be self-supporting. However, seed monies for programs and projects may be granted upon application to the Executive Committee of the Section. No commitment of NCLA/LAMS funds shall be made without prior Executive Committee approval.

Section 6. Each interest group shall submit a written report of its work during the biennium to the Executive Committee 30 days prior to the NCLA biennial meeting.

Section 7. Either the Executive Committee of the Section, or the interest group itself may discontinue affiliation of the interest group with the Section whenever either one determines that such action is appropriate.

Article XI - Affiliations

The section shall be a charter member of the American Library Association Council of LAMA Affiliates. The Section chair shall normally serve as the voting representative to the council but may designate another Section member to serve as the voting representative.

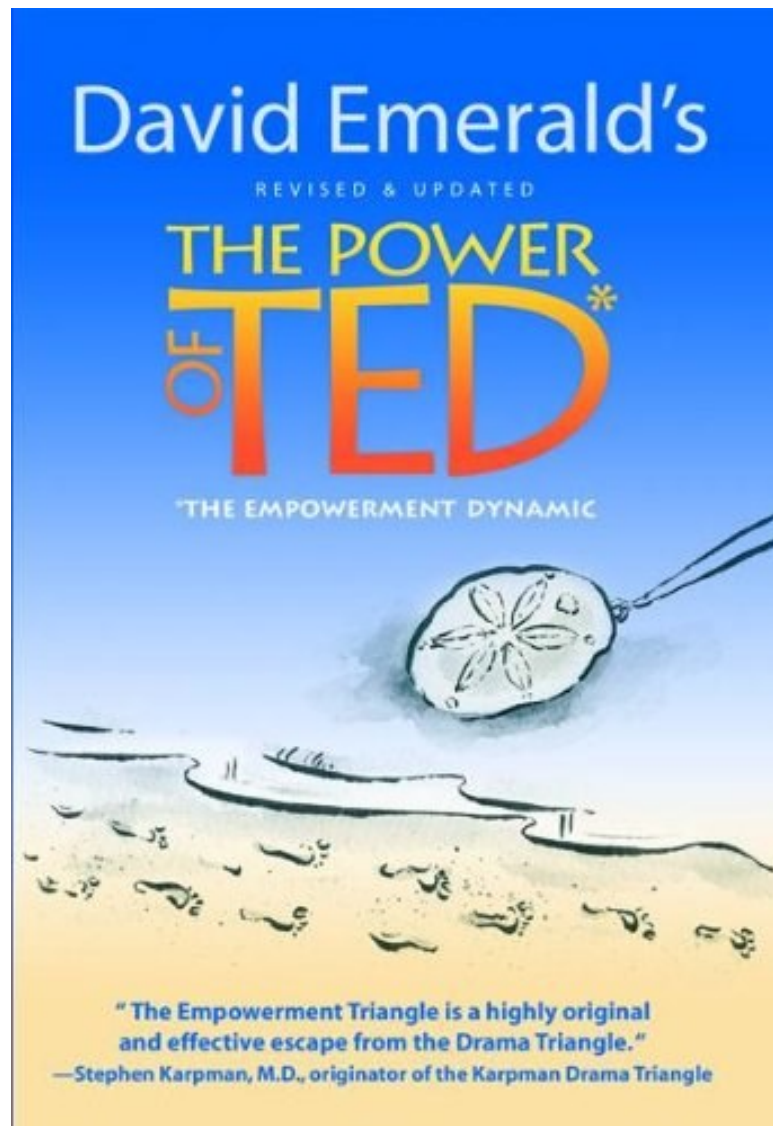
Article XII - Amendments

Proposed amendments to the bylaws will be emailed to the membership concurrent with the election process. The amendments must receive the approval of the members voting.

Book Review!!

The Power of TED* (*The Empowerment Dynamic) offers a powerful alternative to the Karpman Drama Triangle, with its roles of Victim, Persecutor, and Rescuer, and provides the pathway for making the shift happen. This simple, friendly and engaging story conveys a meeting of three characters in a life-transforming conversation on a beach: the central character, David, a fellow named TED* (the embodiment of “The Empowerment Dynamic” who acts as Challenger to the Victim Orientation) and Sophia, who surfaces to serve as David’s Coach. The book is illustrated to present essential models to the reader in a simple and accessible way.

Emerald, David. The Power of TED: The Empowerment Dynamic. Bainbridge Island, WA: Polaris Pub., 2009. Print.





The NCLA Leadership Institute held its Mid-year meeting on April 17th at High Point Public Library (thanks Lorrie). Participants shared updates to their projects and plans for participating in the upcoming biennial conference in Greensboro was discussed. Content enhancement was provided to reinforce skills and knowledge.

Thanks to Jason Rogers for being a tremendous guest speaker at lunch and to all of our group mentors who have encouraged and coordinated efforts with their mentees to extend the value of leadership beyond the classroom.

You may eagerly anticipate some wonderful presentations at conference from very talented and motivated leadership institute participants.

— Mike Crumpton

