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Welcome to the LAMS newsletter! Through contributions from the LAMS Board and members, this newsletter aims to explore insightful topics on leadership and management, and keep you informed of upcoming events, trainings, and professional development opportunities so you never miss out. If you have questions or would like to become involved with LAMS, please email ncla.lams@gmail.com - all inquiries are welcome!

From the Board Chair

Dear LAMS Members,

In a few short months, at the 2019 NCLA Conference, we begin our new biennium. So, what has your LAMS Board accomplished during the last couple of years? The first year, we reviewed the current LAMS mission statement and bylaws, reached out to LAMS members via email and phone to hear about your needs, and sponsored the NCLA Leadership Institute by providing tote bags and other swag. Second year programs included the ever-popular "Present Like a Pro" workshop and networking social events held in the Winston Salem and Raleigh areas, as well as sponsorship and co-sponsorship for seven NCLA pre-conference and conference sessions as well as a conference luncheon. More detailed information about these conference events can be found in this newsletter. I hope you will continue your membership and engagement with



LAMS into the next biennium, as it promises to bring some exciting changes! We are electing new officers to serve on our Board, as well as adjusting our Section name, mission, and bylaws to meet the current and relevant needs of our members and prospective members. Please take a moment to vote in our officer elections and for our bylaws revisions! Information about the candidates and proposed changes to the bylaws are included in this newsletter, as well as information about how you can vote. Finally, I would like to give a tremendous thanks to the current LAMS Board for their hard work and commitment to LAMS and I'd like to wish Brandy Hamilton, our incoming Chair, a productive and enjoyable 2019-21 term!

Elizabeth Novicki, 2017-2019 LAMS Chair

2019-2021 Officer Candidates

Vice-Chair/Chair Elect

Will Ritter

Library Director, Greensboro College



Will Ritter is the Library Director at Greensboro College, as well as the Director of the College's Center for the Enhancement of Teaching & Learning. As Library Director, he develops and administers the Library's budget, supervises a small staff of librarians, and manages all library services and operations. He also serves on a wide range of campus committees, acts as faculty advisor to an LGBTQIA campus student organization, and teaches occasionally in the college's first-year seminar program. Previously, he worked with collection maintenance in the law library at Wake Forest University School of Law. He also spent six years working virtually with an online chat reference service answering research questions from library patrons across the country. He currently lives in Winston-Salem with his significant other where they foster kittens from a local rescue while also trying to herd three of their own cats.

Secretary/Treasurer

Amy Mason

Library Branch Manager, Wake County Public Library System



Amy currently works with Wake County Public Libraries as the Manager of the Zebulon Community Library in Zebulon, NC. She has 9 years of library experience and has worked in academic and public libraries in a variety of roles. After receiving her MLS in 2011 from North Carolina Central University, she began her career with Wake County in Adult Services, later moving to Youth Services. She is passionate about digital literacy and serving vulnerable populations. Amy has been a member of NCLA since 2010, having served on multiple committees, including the Membership Committee and the 2015 Conference Planning Committee. She has been active in LAMS since 2018. Amy is enormously grateful for the mentorship and coaching she received as she advanced her career and hopes to help develop new leaders and managers while continuing to learn from others.

www.linkedin.com/in/amy-mason-11821433

Directors-at-Large

Director-at-Large, Position 1: Membership/Marketing



Suchi Mohanty

Head of the R. B. House Undergraduate Library, UNC Chapel Hill

Suchi Mohanty has worked at UNC Chapel Hill since 2002 and has been the Head of the R.B. House Undergraduate Library, part of the University Libraries, since 2012. She leads a dynamic library offering 24-hour service, student-centered learning spaces, information and digital literacy programs, and print and media collections. Her professional interests include developing learning spaces, student success, staff development, and mentoring new library professionals. Suchi has been a member of NCLA since 2004; she previously chaired the Bibliographic Instruction Discussion Group and served on the College and University Section Board and the Constitution, Codes, and Bylaws Committee. She also served on the Library Instruction 2.0 Conference Planning Committee. Suchi has a BA from the University of Mary Washington and a MLS from University of North Carolina at Chapel Hill.

Meghan Wanucha Smith

Coordinator of Instructional Assessment, Joyner Library, ECU



Meghan Wanucha Smith believes that marketing is about more than advertising: It's about communication, celebration, and transparency among members, board, and community. Throughout her career, she has built skills doing just that: Stints in newspaper and book publishing showed her the importance of a well-designed product, while work in graduate admissions taught her how to keep lines of communication open no matter how busy the workday is. Since joining the library field (MLIS University of Denver), she's formatted and designed content for a variety of constituents, from infographics supporting the value of school librarians at the Colorado State Library to welcome newsletters showing off teaching support services at ECU and UNCW. Whether teaching students how to navigate library databases or connecting faculty to researchers in their field, her academic library work is about building up and collaborating with others. She is eager to connect with more NC library folks, serve the profession, and continue building her own leadership skills as an extension of her experience in this year's NCLA Leadership Institute.

Director-at-Large, Position 2: Programs/Events



Marlan Brinkley

Library Director at McDowell County Public Library System

Marlan has been serving as the Library Director for the McDowell County Public Library System since 2015. He started as a part-time library assistant for the Atlanta-Fulton Public Library System, which inspired him to attend the University of North Carolina-Chapel Hill and earn his MLS. After graduating, he became a Children's Librarian for the Jacksonville Public Library System in Florida. Since then, he's managed outreach services for the Gwinnett County Public Library System in Georgia, and returned to the Atlanta-Fulton Public Library System as a Young Adult Services Librarian, eventually becoming a Branch Manager. The past 16 years have offered a rich experience of working in a variety of library systems and their unique communities. He's excited to be a part of an organization like NCLA that's committed to developing the professional community and fellowship among all who work in libraries.

Director-at-Large, Position 3:
Newsletter



Mary Abernathy
Discovery & Delivery Librarian, Salem College

Mary leads the department responsible for access services, interlibrary loan, and electronic resource management at Salem College's Gramley Library. She received her Master of Library and Information Studies degree from UNC-Greensboro in 2018 and previously worked as the Learning Commons Manager in an academic library, supervising full-time, part-time, and student staff. She has experience creating and curating digital content, using tools such as Canva, Microsoft Publisher, Adobe Photoshop, and WordPress. Examples of this include working with a nonprofit organization to redesign their website, creating a website to connect immigrant mothers with community resources, and designing a booklet of early literacy activities for a public library to distribute to at-risk children.

LAMS Mission & Bylaws Revisions

The LAMS Executive Board met in February 2018 for an analysis and brainstorming of the section's current status by asking the following questions: Who are our current members and potential members? What are their needs? How have their needs changed? Are we meeting those needs? If so, how; if not, why not? We concluded that the current LAMS name was often confusing to NCLA members (e.g., Do I have to be in a management or administrative role to join this section? Is an MLS required?) We also concluded that the current mission statement was too "task oriented" and needed to be more inclusive of overall leadership qualities. We also noticed that "Article XII - Amendments" of the Bylaws delays any amendments from going to vote except during the election process, which only occurs every two years. The LAMS Executive Board respectfully submits the following revisions to the LAMS Bylaws for discussion:

Current LAMS mission: "Focuses on improving the practice of library administration and fostering the development of administrative skills in areas such as budgeting, personnel training, buildings and equipment, and public and governmental relations."

Revised LAMS mission: "Developing leaders, building skills, and creating networks"

Current LAMS name: Library Administration and Management Section

Revised LAMS name: Leadership, Administration, and Management section

Current Bylaws, 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.

Revised Bylaws, Article XII - Amendments: Proposed amendments to the bylaws will be emailed to the membership and must receive the approval of the members voting.

How to Vote:

LAMS members will receive an email on Monday, August 5, 2019 with a link to the election e-ballot. Voting is limited to current LAMS members only.



<https://sites.google.com/view/ncla2019conference>

LAMS-Sponsored Events

Tuesday, October 15

Present Like a Pro, 9am-4:30pm [Pre-Conference; Registration Required], see p. 7 for more information.

Wednesday, October 16

Onboarding for Maximum Employee Effectiveness, 9-9:50am

Presenter: Crystal D. Holland, Library Supervisor, Forsyth County Public Library

Employee effectiveness increases retention and overall team success. Learning how to harness the enthusiasm of the new hire and the goodwill of the rest of the team will be the focus of this presentation. Ideas will be shared on how to engage the new employee quickly and plan for coaching and training during those first few days of employment. How they start will determine whether they finish.

Management Lessons I Learned from my Children, 12-1:20pm [Luncheon; Registration Required], see p. 8 for more information.

Libraries: Spaces to Lead from the Middle, 2:30-3:20pm

Moderator: Mary K. DiRisio, Regional Library Branch Manager, Cumberland County Public Library & Info Ctr
This Conversation Starter will focus on how to be an effective leader while also working as a middle manager in a library. Discussion questions and topics will include:

- Recognizing where you are in the power structure
- Learning how to identify those with power both formal and informal
- Discussing challenges of being recognized as a leader
- Discussing practices that have proven effective in this situation
- Learning how to lead and inspire those around you
- Learning how to be recognized and respected for your worth as a leader and manager

Management: What I Wish I Had Known, 2:30-3:20pm

Moderated by: WILR - Women's Issues in Libraries Roundtable

A panel of 4-5 managers with varying levels of experience and in various types of libraries will briefly present their take on the most important or surprising lessons learned in their experience as managers, then open the floor for questions.

The Happy Place: Creating Positive Library Spaces Using Emotional Intelligence, 2:30-3:20pm

Presenters: Brandy Hamilton, Regional Library Manager; Rita Bhattacharyya, Adult Services Manager; Christy Moore, Youth Services Manager, Wake County Public Libraries

Employee engagement can be challenging. In this fun and interactive workshop, participants will learn how to engage staff in meaningful ways while creating a culture of positivity and respect. Based on real life situations and years of communicating and working with staff, managers from Wake County will explore the key factors they discovered that contribute to a happy work environment. Participants will have an opportunity to share ideas that have worked in their organizations.



<https://sites.google.com/view/ncla2019conference>

LAMS-Sponsored Events

Thursday, October 17

Space to Define Purpose: Strategies for Creating Mission, Vision & Values with Your Team, 9-9:50am

Presenters: Shelly Hypes, Director of Access Services & Ryan Harris, Head of Research & Instructional Services, J. Murrey Atkins Library, UNC Charlotte

While many libraries develop a strategic plan and define Mission, Vision, and Values at the administrative level, how do you accomplish this at a smaller, departmental level? Join us as we define and differentiate between Mission, Vision, and Values, and examine how developing each of these can benefit high-performing teams. The process and the final products can help us understand our purpose, the beliefs that guide our professional behaviors, and how we envision our futures. Practice-based information will be provided that can be used to lead your team through the highly collaborative process of creating your own unique Mission, Vision, and Values. We will discuss strategies for honoring the already existing core values of your larger organization, approaches for creating space for all team members to participate, and techniques for including diverse learning styles and communication preferences.

Tidying Up and Calming Down: Tips for Increasing Workplace Productivity, 3:30-4:20pm

Presenters: Claire Leverett, Assistant Director & Caroline Hallam, Open Educational Resources Librarian, NC LIVE

Do you feel like you're working on everything and completing nothing? Running around in circles and somehow still letting things fall through the cracks? You're not alone! In this presentation, we'll discuss our experiences using strategies and tools for time management and productivity. We'll talk about how to tackle today's workplace issues, such as battling the overflowing email inbox, organizing digital clutter, prioritizing tasks, setting realistic expectations, and minimizing distractions with mindfulness. We've read up on current strategies and applied them to our own work, and we'll present what was effective and what wasn't (as well as what we're still working on improving). We'll also open it up to the audience to discuss their own productivity tips and workplace efficiency experiences.

The Value of Safe Spaces: Anticipating the Needs of Trauma Survivors, 3:30-4:20pm

Presenter: Andrea Winkler, LCAS, LCSW, Clinical Social Worker, Duke Health

As American society increases its understanding of the potential effects of traumatic experiences among all populations, we see the value in developing safe spaces to anticipate the needs of these individuals across human service domains. Join Andrea Winkler, clinical social worker from the Duke Psychiatric Outpatient Clinic and Duke Area Health Education Center. Attendees will learn how to better serve their clients through using a "trauma informed service approach." Attendees will learn what principles to employ when working with people that may be at risk for traumatic exposures.

LAMS Business Meeting, 4:30-5:50pm

Join us for a update on LAMS priorities and events from the 2017-19 biennium, a look forward to what's ahead in 2019-21, and an introduction to your newly-elected LAMS Officers and appointed Board members. All are welcome to attend.

STRESSED

at the thought of speaking
in front of groups?



Would you like to improve your
presentation style and learn
tricks to develop a more

dynamic presence?

If so, join us for a pre-conference workshop:

Present Like a Pro

Tuesday, October 15, 2019 - 9am-4:30pm
lunch on your own

This workshop will give you the tools you need to sharpen your public speaking, presentation, and facilitation skills. Attendees will learn more about how to:

- navigate current presentation technology trends
- connect with your audience & increase engagement
- design a poster, both professionally and creatively
- craft an elevator speech that resonates and motivates
- define a presentation topic & create learning outcomes
- improve your body language and confidence & reduce presentation anxiety
- roll with unexpected issues & recover quickly when things go wrong
- create a mindful presentation that's tailored to your message
- effectively facilitate group conversations for maximum productivity

Presenters: Amy Harris Houk, Lauren Clossey, Kathryn Webb, and Jennifer Hanft

This **pre-conference session** requires registration.

Cost: \$25 for LAMS members, \$35 for NCLA members, \$45 for non-members

Management Lessons I Learned from my Children

Marlin Smith, SHRM-SCP, founder of Mandrake HR Consulting, LLC

Wednesday, October 16, 2019 - 12-1:20pm



In this luncheon, Marlin Smith uses humor and valuable life lessons he learned raising three small children to address several of the challenges that come with managing people, as well as some of the common missteps that supervisors/managers make. Fast-paced, and packed with great lessons, this session is ideal for employees in leadership roles.

This luncheon requires registration.

Cost: \$40

