

**NLA Board Meeting Minutes**  
**January 31, 2020**  
**2:15pm - 5pm**  
**Millard Branch, Omaha Public Library**

In Attendance: Michael Straatmann, Ginger Jelinek (guest), Evonne Edgington, Lisa Mount, Janet Greser, Laura England-Biggs, Donna Kruse, Denise Harders, Bailey Halbur, Tim Lentz, Jayne Germer (virtual), Rebecca McCorkindale (virtual), Meg Mering (virtual), Scott Childers (virtual), Devra Dragos (virtual), Anneka Ramirez (virtual at 3:01pm)

Business Meeting

A. Call to Order - Michael Straatmann at 2:18 pm

1. Announcements
  - a. [Consensus voting](#) will be used for this meeting, in lieu of Robert's Rules of Order.
2. Approval of the agenda
  - a. Vote: all yes (green cards).
3. Approval of [minutes from December 20, 2019](#) board meeting
  - a. Vote: all yes (green cards).
4. [Treasurer's Report](#) and Approval
  - a. Denise Harders reported that there are about \$600 dollars in dues to deposit. Her role as treasurer just started; she's getting her toes wet with the position now, and while there's a steep learning curve, Denise is learning a lot. She plans to meet with the Auditing Committee (Devra Dragos) to learn more about NLA expenses.
  - b. Ginger Jelinek commented that allocations from registration dues for last quarter have been sent to each subsequent roundtable and section, which include those from the last of 2019. Another set of section and roundtable allocations will be sent at the end of April.
  - c. Approval of Treasurer's report. Vote: all yes (green cards).

B. Old Business

1. [2019 Conference Report/Wrap-up](#)
  - a. Conference groups JCPC and DMS reported to NLA board members that NLA will likely profit in the range of \$15,000 to \$20,000. After some discussion and input from the JCPC members and NLA board members, it was claimed that per the conference MOU, the conference profit is to be split with NSLA. The split of profits with NSLA will be determined based upon the traditional conference profit formula linked to below.
  - b. It was voted upon by board members to follow the traditional formula for reimbursing NSLA for conference profits. Vote: all yes (green cards).
  - c. [Conference Profit Formula](#)
2. [National Library Legislative Day Update](#)
  - a. The above linked document is a blurb sent to NLA members asking for additional attendees for the National Legislative Day in Washington D.C. this May 2020. The Nebraska Library Commission has offered to supplement our original allowed funds from NLA to also assist in covering travel costs for this event. As of now, the NLA President Michael Straatmann will be attending with NLC staff. Most costs will be incurred on hotel and flight expenses for this event. The Advocacy Committee will work through potential attendees that apply to attend this event and make a decision.

- b. Those interested in attending need to email Ginger Jelinek by February 14. For those that are new to the event and process, there will be guidance and training and you will be going with veteran attendees. Ginger Jelinek will send out a follow up email with additional information about the need for potential attendees to have a future investment in Nebraska and NLA.
- c. [Agreement from NLC](#)
  - i. It was recommended and voted upon to accept the agreement above from the Nebraska Library Commission for additional assistance with expenses. Vote: all yes (green cards).

### 3. 2020 Conference Update

- a. In an update from Laura England-Biggs, she noted that a program selection committee email was sent out asking for volunteers to assist with the selection process. A trip to Kearney will be made by Laura, Michael and the Executive Director to begin working with Kearney convention center staff on the exact organization and room set up for 2020. A call for program submissions will be sent out soon by Laura. One takeaway from the 2019 conference with ILA that we will use for 2020 is the blind program selection process, due to the large amount of positive feedback on that changed procedure.

### 4. Additional Business

## C. New Business

### 1. Committee Rosters Presentations and Approvals - Committee Chairs

- a. Advocacy Committee - no additional selections as of yet.
- b. Auditing Committee
  - i. Add members Jodene Glaesemann and Eric Jones. Vote: all yes (green cards).
- c. By - laws & Handbook Committee
  - i. Add members Angela Kroeger, Devra Dragos, Michael Straatmann and Scott Childers. Vote: all yes (green cards).
- d. Communications Committee
  - i. Sarah Haack as new committee chair. Vote: all yes (green cards).
  - ii. Add members Danielle Shultz, Erin Duerr, James Tidei, and Shelby Janke. Vote: all yes (green cards).
- e. Diversity Committee - no additional selections as of yet.
- f. Scholarship & Awards Committee
  - i. Add members Erin Hanna, Sherrie Dux-Ideus, and Susan Franklin. Vote: all yes (green cards).
- g. Membership committee
  - i. Add member Jennifer Lockwood. Vote: all yes (green cards).
- h. If you have not yet, committee chairs need to send the names and institutions of committee members that were just approved to Executive Director Ginger Jelinek.
- i. It was recommended by the NLA Board that committees should be full by the end of February. There are some strategic reserve NLA members who are willing to serve that the Executive Director has on hand to assist.

### 2. Communications Chair Approval

- a. Sarah Haack.
  - i. See above.

### 3. Advocacy Day Information - Scott Childers and/or Ginger Jelinek

- a. Takes place March 5. A panel will be put together to discuss 'everyday advocacy' with pertinent training and advice. NLA Lobbyist Nick Paden will talk about how to communicate with senators on a more consistent basis. Lunch and a speaker will take place at the Cornhusker, as usual. Galen Hadley will likely be the selected speaker for that day along with a volunteer spotlight.

Registration for the event is available. Please submit volunteer applicants to be recognized!  
Invite library board members, city administrators, etc. to join in on this event.

- b. Ginger is sending out emails about the event to NLA members, and Janet Greser will also send this information to the NLC systems email list.
4. Emerging Leader Recipient
  - a. Tonya Ferrell - UNO Criss Library
    - i. Tonya will receive a stipend to attend and will submit any receipts for expense afterwards.
    - ii. State chapters like NLA have the opportunity to select or send an Emerging Leader, who must be both an ALA and NLA member, or ALA will fill Emerging Leader slots with their own selections. It's an excellent opportunity to serve on ALA boards and work on group projects through the program.
    - iii. NLA Board members requested to post Tonya's information and selection on the NLA website along with past Nebraska Emerging Leaders.
5. Process for posts/updates to social media - Ginger Jelinek
  - a. For the time being, send any social media updates to Ginger so that both Ginger and Rebecca McCorkindale can post to NLA social media outlets until we have a more formal process in place. The new Communications Committee will be working to complete a communications audit to figure out what they are doing now and to guide what they do going forward, to prevent the current scattered and reactionary process in place. Sections and roundtables have their own separate social media accounts.
6. [NMRT By-Laws Changes](#) - Donna Kruse
  - a. NMRT put together some by-laws changes this fall, and the group waited to make sure it matched with the updates made to the NLA by-laws approved in 2019. A draft of the changes is on their web page, and the roundtable is set to vote on the changes within the month. Once they are approved, it is the NLA board's job to make sure they don't conflict with the overall NLA by-laws.
  - b. Now is a good time for other sections and roundtables to also look over their by-laws and send to Ginger Jelinek to post any updates to the NLA website.
7. ALA Update - Micki Dietrich
  - a. ALA Finances
    - i. [ALA Financial Planning: 2020 and Beyond](#)
    - ii. [ALA Treasurer Report](#)
    - iii. Overall ALA finances are in a good position long term; however, there are liquidity and short term investment account issues. If you take a look at page 12 of the treasurer's report linked above, in 2016 there was 14 million in short term investments but as of November 2019, there is only 1.8 million.
    - iv. The three main areas of revenue for ALA (publishing, conferences, and membership) have been down, and ALA has been operating in a deficit since the recession. Projected estimates from publishing have been wildly inaccurate. ALA Council has never been given full snapshots of expenses; it's usually only one year at a time & council turns over every three years. That makes it difficult to fix any issues, because by the time Council understands the issue and what's going on, it's too late and they transition. There have been severe overruns from 2016 until now (purchases for IT, infrastructure, development, and advocacy).
    - v. What does this all mean? Severe lines of liquidity issues. The checking account holding 1.8 million does not even cover staff salaries. Staff are being asked to find cost savings.

One of the major causes for contention is that the reserves from divisions and roundtables are now essentially gone. The short term investment account previously mentioned was the account that housed the reserves for all of the divisions and roundtables. So even if it says on paper that those groups have that money available, the money is technically already tied up/gone. Some of these groups are going to start from scratch, some are going to fight to get that money back. There was an existing operating agreement between ALA and the different divisions about how much they would pay to ALA for overhead, but part of this agreement included keeping the divisions aware of budget issues. This obviously did not happen.

- vi. Next steps: ALA staff are being asked to make cuts, find savings, and not fill positions that come open. The ALA Council and Board are asking a lot of questions of staff.
  - vii. NLA will need representation on Chapter Leadership Assembly, and more than one person may need to be involved with these issues in the future due to the large implications. Our relationships with other ALA offices should not change due to these issues.
- b. Reorganization
- i. [Forward Together Report](#)
  - ii. [ILA Response](#)
  - iii. [NJLA Response](#)
  - iv. Restructuring of the organization will helpfully save ALA money in the long run.
  - v. Meg Mering mentioned the merging of several ALA divisions due to financial issues too, which will be called CORE and will focus on training competencies for all librarians.. These divisions weren't meeting the threshold of financial and organizational requirements.
  - vi. Report from Steering Committee On Organizational Effectiveness - 'Forward Together'
    - 1. How the restructuring model of leadership within ALA would look:
      - a. Elimination of council
      - b. Three leadership assemblies to be created
      - c. Increase members of executive board to 17
      - d. Direct election to Council
      - e. Standing committees for Finance & Audit and Policy Development elected, Nominating & Leadership Development appointed.
    - 2. Pros: The changes are designed to increase member engagement, and allow for more avenues for members to get involved. There's room for interest groups without formally becoming a division. Expert committees can exist to just perform a specific task, and it would simplify the organization chart for ALA.
    - 3. Cons: The loss of a democratic process and less representation within leadership. It's not clear how leadership assemblies will work, or how to remove executive board members. Details on the process are very unclear. Chapter councillors may not look the same as they do now, but someone from NLA should still be assigned to work directly with ALA.
    - 4. These changes will only be in the governance, not in staff offices of ALA.
    - 5. These changes won't affect student memberships
    - 6. SCOOE will transition into a second implementation committee to look at how this will look in practice.
    - 7. Old by-laws will probably have to be completely scrapped and rewritten from scratch.

8. Idaho representation is in favor of this transition, and New Jersey is not. You can see attached statements from both state library organizations above. Micki recommends that we do not make a statement on the process quite yet, there's a lot to learn and work out yet on with these change. A good opportunity to learn more about this reorganization is during a webinar from ALA on February 13 at 1 pm CT, where SCOOE will talk about the reorganization and answer any questions.
9. It was proposed that NLA not make a statement in favor or against the reorganization at this time, and Micki will put together this statement using similar verbiage to the Wisconsin ALA Councillor's statement. Vote: all yes (green cards).

8. [LB992](#)

a. [Letter from Nick](#)

- i. Nick Paden, lobbyist, suggests we file the letter linked above in support of bill LB 992. There is not a lot of perceived opposition, and it's important to put our support behind this. The amount of money currently set aside for E-rate is extremely underutilized. Scott Childers made the comment that it would be extremely costly to have each small library pay for their own technological support; it would provide for cost savings overall if support came from the state instead of each individual small community. Rod Wagner, NLC, will be testifying in support of this. Micki Dietrich seconded Rod's concerns about more concrete plans for the four regional technician positions that would be created. These new positions would likely be NLC staff, according to a few NLA board members.
- ii. Follow lobbyist Nick Paden's suggestion to file the letter linked above. Vote: all yes (green cards).
- iii. It was open to the board to make amendments to Nick Paden's letter as drafted. Besides fixing the spelling for Michael Straatmann's name, the board was asked to vote to accept the letter as drafted. Vote: all yes (green cards).

9. [LB 206 update](#)

a. LB206

- i. This bill was created by Senator Morfeld to protect free speech of student journalists and student journalist media advisors.
- ii. Scott Childers noted that the voting record has been stable throughout the bill's life and should have a clear path to passing.

10. Ideas to celebrate NLA's 125th Anniversary

- a. It is traditional for testimonials to be sent to ALA council for occasions like these. Micki Dietrich will produce a statement for this purpose for ALA.
- b. It was suggested to sell t-shirts, tote bags, and other general items at conference. Evonne Edgington disclosed that she had a staff member who has a background in graphic design who may be willing to create a design for this purpose. Laura England-Biggs will follow up on the logo.
- c. It was also proposed to put together a timeline of NLA events that historic, or of significant pioneers in NLA past, etc.
  - i. Nebraska State Historical Society may have documents or items in their archive to review or use.
- d. Meg Maring suggested an 'I am NLA' picture selection of our membership to show our diversity.
- e. Keep brainstorming!

11. Additional Business

## **CONSENT AGENDA**

### D. General Reports

1. [ALA Councilor](#) - Micki Dietrich
2. [MPLA Representative](#) - Evonne Edgington
3. [AFCON Representative](#) - Todd Schlechte
  
4. Executive Committee Reports:
  - a. [President-Elect](#) - Laura England-Biggs
  - b. Secretary - Bailey Halbur
  - c. Treasurer - Denise Harders
  - d. [Past President](#) - Rebecca McCorkindale
  - e. [Executive Director](#) - Ginger Jelinek
  
5. Affiliate and Associate Reports
  - a. NSLA
    - i. Upcoming events for NSLA include NETA on March 26th & 27th in Omaha as well as the Future Ready Conference in Lincoln on June 15th & 16th. There will be school library focused sessions at both of those events. The guest speaker for NETA is Ashley Cooksey and for Future Ready is Jennifer LaGarde.
  - b. NLC
6. [Lobbyist](#) - Andy Pollock

### E. Section Reports

1. [College & University](#) – Jayne Germer
2. Paraprofessional – Janet Greser
3. [Public Library & Trustee](#) – Devra Dragos
4. School, Children's & Young People – Joanne Neemann
5. Special & Institutional – Tom Schmitz

### F. Round Table Reports

1. Intellectual Freedom – Vicki Wood
2. Information Technology and Access Round Table – Scott Childers
3. [New Member Round Table](#) – Donna Kruse
4. [Technical Services Round Table](#) – Meg Mering

### G. Standing Committee Reports

1. [Advocacy](#) – Scott Childers
2. [Auditing](#) – Devra Dragos
3. [By-Laws & Handbook](#) – Becky Baker
4. [The Bylaws/Handbook report](#) –
5. Professional Development – Laura England-Biggs
6. [Diversity](#) – Tim Lentz
7. Finance – Rebecca McCorkindale
8. [Elections](#) – Rebecca McCorkindale
9. [Scholarship & Awards](#) – Lisa Mount
10. [Membership \(Ad Hoc\)](#) - Anneka Ramirez

H. Adjournment by Michael Straatmann at 4:33 pm