

# NJLA Professional Development Committee Minutes

Wednesday, March 16, 2022 ~ 2 p.m.

## Zoom meeting

<https://us02web.zoom.us/j/81508482960?pwd=TUJJNE0xO21WZzdDMjF4eXAzWWV5QT09>

**Attendance:** Deborah Fagnan (Ridgefield Park PL), Molly Hone (Montville PL), Katherine Kotacska (Middletown PL), Sarah Mason (Westminster Choir College, Rider University), Eric Schwarz (Clarence Dillon PL), Selwa Shamy (Montclair PL), Lisa Thornton (Scotch Plains PL), Rosary Van Ingen (Hoboken PL).

**Start time:** 2:03 p.m.

1. **Welcome and introductions.**
2. **Acceptance of minutes from February 16 meeting.** Approved by consensus.
3. **March 2022 NJLA Executive Board Meeting Highlights** (Selwa, March 15 meeting).
  - Per Capita State Aid Bill, A3647, was introduced on March 1. The bill asks for a \$10.5 million supplemental appropriation to restore the PCSA to full funding. At present, PCSA is funded at 46%.
  - In addition to the Per Capita State Aid Bill, also focusing on the Library Network Aid Bill and library funding from NJ's ARPA funds. Also planting seeds for permanent library construction funds.
  - The Enhanced Institutional Membership goes into effect January 1, 2023. Kate Jagers encouraged talking this up at committee and section meetings.
  - NJ Equity Scholarship - Betty Turock was instrumental in talks with ALA and NJLA partnering to provide two Spectrum Scholarships in NJ. However, due to some issues, that partnership will not go into effect this year. The upside is that the \$8500 that is allocated for each recipient will go directly to them instead of just \$5000. \$1500 was supposed to cover travel and \$2000 for administrative expenses. Two scholarships are available for fall '22, the deadline to apply is April 15.
    - Rutgers University is still partnering and will help with promotion.
    - LibraryLinkNJ committed to contributing
  - Vice Chair appointments for committees
    - Leadership & Education: Cassie Calluci, Somerset County Library System
    - Public Policy: Danielle Cesena, Livingston Public Library and Jennie Pu, Hoboken Public Library.
  - Strategic Planning Update - The FY23 Operations Plan for July 1, '22 to June 30, '23 was passed.
  - Archives & Records Committee - proposal to re-establish this committee to record and organize the history of NJLA. It was originally created in 1972 and then dissolved years later.
  - Conference Update
    - 80+ people have registered. Vendor and sponsorship funds are up to \$44,000 with an additional verbal commitment of \$15,000.

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- Masks will be optional but proof of vaccination or a negative COVID-19 test will be required to attend.
  - The Conference Futures committee is talking about potential partnerships for conferences with a possible hybrid option.
  - The next meeting will be held on April 19, 10 a.m. at the Clifton Public Library.
- 4. Funding of PD Program speakers - Katie / Ellen / Eric.**
- a. \$2,000 fund approved by the NJLA Executive Board for 2021-2022. (For reference: [old guidelines](#)).
  - b. Katie is working with Kate Jagers and NJLA on guidelines for paying speakers in advance.
  - c. PD Committee was of the general consensus that speakers should be paid after their events, which is what NJLA is already doing for the conference.
- 5. Core competencies/library job titles - Rosary / Lisa / Molly / Deborah.**
- a. Information is on the PD Google Drive. The team has been actively editing the document in March, and is covering public, academic, and school positions.
  - b. Rosary and Deborah: The team met twice already, and plans to meet again in early April. The core competencies document will be a “living document.” More titles are being added. For example, the head of circulation might be called something different at a different library.
- 6. Surveys about PD needs among association members - Katie / Eric / Natasha**
- a. March survey: Personal/career professional development. Promoted in NJLA NewsAlert on March 11, and also to be promoted on March 18 and 25. Will also be promoted in the March 21 and 28 [NJSL Direct newsletters](#) from the New Jersey State Library. The March survey specifically asks members to forward the survey to NJ library workers who may not be members of NJLA. Eric also encouraged the PD Committee to promote the March survey to NJLA sections. Response deadline: Thursday, March 31. 8 responses as of 1:25 p.m. on March 16.
  - b. Distribution of survey results. Katie is working on a summary document to post on our website.
  - c. Eric reviewed the free-text comments and contacted various respondents to ask questions or provide information. He also asked the committee and section leaders to respond to certain members.
  - d. May survey: Programming (for community/patrons). We picked this date in order to promote it in the newsletter and also so members could see what was planned for the conference and base their responses accordingly. The surveys specifically say that they are meant for non-conference planning, but if sections or committees want to use them for conference planning, that’s a bonus.
- 7. Professional Development Newsletter / Website - Eric**
- a. [Winter 2022 issue](#) went out Tuesday, Jan. 18. A separate email promoting the newsletter was sent.

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- b. Editor/editorial board: Eric, Selwa, Molly.
  - c. Next newsletter is May (exact date to be determined, should be no later than May 9): Neil Grimes is writing about how public libraries can better serve Hispanic populations in New Jersey communities. The “Well, How Did I Get Here” author will be Jacqueline Silver-Morillo, Head Reference Librarian/Archivist, Atlantic City Free Public Library.
  - d. Minutes for meetings through Feb. 16, 2022, are now on the [website](#).
  - e. Katie, Natasha, and Neil are now editors on the website.
- 8. Updates from other NJLA committees/sections/task forces**
- a. Equity, Diversity & Inclusion Town Hall Meeting (NJLA, NJSL, LLNJ) held Feb. 24.
  - b. NJLA general town hall held March 9. A lot of information questions about conference and the upcoming enhanced institutional memberships.
  - c. NJLA meetings are listed on the [calendar](#).
- 9. Mid-Career Series**
- a. Upcoming spring series [Well, Now What? A Series for Mid-Career Librarians](#). Sponsored jointly by NJLA and LibraryLinkNJ, will focus on helping mid-career librarians explore what they want next from their career — and how to get there — through webinars, panel discussions, and more!
  - b. First event: Preparing for Your Library Job Search with Kae Bara Kratcha conducted a resume writing and career change workshop from 3:30-5 p.m. on Thursday, March 3, via Zoom.
  - c. Second event: Panel Discussion: Moves and Transitions: Fulfilling Career Pathways - Thursday, March 17, 2-3 PM. Join us for a panel discussion and Q&A featuring current and former library staff who will share where their careers have taken them and the steps they took to get there. Learn more and register for this virtual program!
  - d. Third event: Building Your Personal Branding & Marketing Your Professional Value. Wednesday, April 13, 10 a.m. to noon. Speaker: [JeanAnn Morgan](#). The event will feature an optional worksheet for attendees to fill out in advance.
  - e. Planning committee: Mi-Sun Lyu and Darby Malvey from LLNJ, Kate Jagers, Jessica Trujillo, Emily Witkowski, Eric Schwarz.
- 10. Other upcoming PD Committee Programs/Virtual Keynotes/Webinars - Placeholder.**
- 11. Upcoming PD programs from other organizations:**
- a. [LibraryLinkNJ events](#)
  - b. Library 2.022 mini-conference: [Virtual Reality and Learning: Leading the Way](#), will be held online (and for free) on Tuesday, March 29, 2022 (3-6 p.m. ET).
- 12. Conference Updates**
- a. [NJLA Conference](#) to be held June 1-3 at Harrah's in Atlantic City, in person only. For NJLA members, the cost is \$115 for one day (Thursday or Friday), or \$170

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for both days. Lunches vary from \$15 to \$35. Online registration is open until Monday, May 16.

- b. Six different preconference events (\$50 for AM or PM only; \$75 for both AM or PM or all-day EDI event)
  - i. AM Pre-Conference Choice: Age Friendly Libraries: A New Model of Engagement for Older Adults; Making Your Board a GEM -- The Governance Effectiveness Model Guide to Brilliance!
  - ii. PM Pre-Conference Choice: Building, Marketing, and Promoting Diverse Collections; Are you Prepared: Understanding and Managing Freedom of Information; Exhilarating Zines: Zines in NJ Libraries
  - iii. Implementing and Sustaining EDI at Your Library (all day, includes lunch)

## 13. Previous NJLA Events - Placeholder

## 14. Next meetings:

- a. Third Wednesday of the month for the rest of the term (through June 2022), all at 2 p.m. via Zoom:  
<https://us02web.zoom.us/j/81508482960?pwd=TUJJNE0xO21WZzdDMjF4eXAzWWV5QT09> / Meeting ID: 815 0848 2960 / Passcode: 930585 / Dial-in: +1 646 558 8656
- b. Schedule:

Wednesday, April 20, 2022, from 2 p.m. to 3 p.m.

Wednesday, May 18, 2022, from 2 p.m. to 3 p.m.

Wednesday, June 15, 2022, from 2 p.m. to 3 p.m.

## 15. Old business / Good of the order:

## 16. Adjournment (time): 2:51 p.m.

**Absent committee members:** Theresa Agostinelli (LibraryLinkNJ), Ellen Callanan (Sussex County Library), Neil Grimes (William Paterson University), Natasha Mikulich (Monroe Township Library, Middlesex County), Barbara Pickell (Red Bank PL), Seth Stephens (Jefferson Township PL).

**Ex officio members:** Cynthia Becker (Conference, Newark PL), Pham Condello (Conference, Old Bridge PL), Joslyn Bowling Dixon (Leadership & Education, Newark PL), Kate Jagers (NJLA President, Highland Park PL), Juliet Machie (NJLA ED, NJLA), Jessica Trujillo (NJLA VP/President-Elect, Montclair PL), Emily Witkowski (Leadership & Education, Maplewood PL).