

NJLA Professional Development Committee Agenda

Tuesday, May 28th, 2024, at 2 p.m.

Start: 2:07pm


Attendance: Katie Kotacska, Adriana Mamay, Nicole Marconi, Eric Schwarz, Matheson Westlake

Absences: Christina Getaz, Neil Grimes, Jane Jiang, Bonnie Lafazan, Kate Mathe, Jennifer Sulligan, Brandy Walthall, Katy White

1. Acceptance of April Minutes:

<https://docs.google.com/document/d/1xU166u4Gr4CURK8ZqEhhw4JOMzUVxdw4jYHiC6hifTo/edit?usp=sharing>

2. NJLA 2024 Conference Updates- Bonnie & Susan

- a. How Did We Get Here? Breaking Down Barriers in Our Library Careers -- Friday, May 31st @ 11:40am-12:30pm
- b.  2024 NJLA Prof Dev. Committee Proposal
- c. Panelist questions- Susan and Bonnie have finalized the questions and sent them to all panelists.
- d. Panelists are: Caitlyn Decker (who recently joined us from Mercer County Library System), Christina Getz, Neil Grimes, Nicole Marconi, and Susan Vignuolo; Bonnie will moderate.
- e. Trailer - Christina created a trailer for the Library Career Path Series that will be presented at the conference.
- f. Katie will make a flier for the conference with a QR code for the Library Career Path series and a link to the PD Committee page.
- g. Slides will be made with a headshot and a short bio for each panelist to be displayed when they answer their first question. We will also have a slide about the PD Committee.
- h. Reach out to Emerging Leaders Question??
- i. Any questions?

3. Next in-person meeting

- a. The next in-person meeting is on June 24th at 2pm. The location for this meeting is the Westguard branch of the Piscataway Public Library. The address is 20 Murray Ave, Piscataway, NJ 08854.
- b. A list will be sent out if anyone wants to bring food in the meeting. Pizza, soda, and coffee will be provided.

NJLA Professional Development Committee Agenda

Tuesday, May 28th, 2024, at 2 p.m.

- c. For any future in-person meetings, would your library consider being the host? Should also a hybrid option be considered? Some committees do meet in person/hybrid for each meeting.

4. Library Career Path Series- Katie, Susan & Christina:

- a. The first episode with Katie Salerno, youth services librarian from Somerset County Library System premiered on May 14th. Click [here](#) to view the video.
- b. Discuss video statistics.
- c. The next video will be premiering today, featuring Sarah Mason from Westminster Choir College of Rider University. She is the Music & Outreach Librarian there.
- d. Interview backups - Susan, Christina & Matheson
- e. Library Career Path Series Interviews still needed to film:
 - i. Medical Librarian Update
 - ii. Corporate Librarian Update- Still on the search. Bonnie recommended reaching out to SLA for a potential corporate librarian interview for the New Librarian Series. Katie will reach out to them.
 - iii. We can ask at the conference for possible contacts and/or put out an open call in the NJLA newsletter.
- f. Date to post series on Youtube discussion- will be posted biweekly as discussed with the members. This will help with renewed interest in the series. Here is the list of the librarians and the dates they will be posted to YouTube:
<https://docs.google.com/document/d/1eHMDMXB9XgVNeHotWSXIR1IL6juKNoQHK1ggapNZx8o/edit?usp=sharing>
- g. Playlist on Youtube- Katie created a playlist for the Library Career Paths to be compiled into. So far there are only two, but the rest will be featured there.
- h. End Card

5. Social Media 101 Program Follow-Up- Katie:

- a. Committee members discussed a follow-up program last meeting based on the survey results. Based on the results, the members felt that the topics of “social media strategy and library program effectiveness” would be a good follow-up. Katie will reach out to Jasmine to see if she is interested in doing a follow-up program.
- b. Katie will check with Katy and Brett about getting access to post-conference data on programs people would like to see in the future.

6. Future Speakers/Programs- Katie & Susan:

- a. Susan submitted the mini-grant application to NJLA for the program with Susanne Markgren and Linda Miles. Their program is called Career Satisfaction through Engagement and Empowerment: Strategies that Work. If accepted for the grant, we will be notified by June 15th.

NJLA Professional Development Committee Agenda

Tuesday, May 28th, 2024, at 2 p.m.

- b. Susanne Markgren and Linda Miles submitted their program title and description for the program sponsored by the PD Committee:

- i. Title: Career Satisfaction through Engagement and Empowerment: Strategies that Work
- ii. Description: Do you feel engaged in your work? Do you feel a sense of empowerment in your job? Do you have meaningful connections at your workplace? Do you feel motivated, encouraged, supported? What roles do management/leadership, organizational culture, and personal ownership play in creating and sustaining engagement in the workplace? What is the relation between *feeling empowered* and *being engaged*? What does engagement look like to you?

Gallup, in its “State of the Global Workplace” report, categorizes an organization’s employees as engaged (thriving), not engaged (quietly quitting), or actively disengaged (loudly quitting). Which one are you?

Workplace engagement has been much studied in LIS, as in other fields, and is often considered a crucial factor in job satisfaction and retention, as well as a powerful antidote to burnout. Job satisfaction—which can involve a variety of factors like salary, benefits, condition and nature of work, coworkers, communication, and professional autonomy—is, in many cases, the ultimate goal. So, what can you do, as an employee, to become more engaged?

Join us for this interactive workshop to explore the concept of employee engagement and how it is related to, and intertwined with, institutional structures and personal factors. We will talk about strategies and tactics to promote and sustain an engaged workforce, one employee at a time. The presenters will provide an overview of the literature and research on employee engagement as a jumping-off point for a broader discussion with attendees where we will examine what engagement looks like from individual perspectives—considering workplace culture, relationships, communication, and self-care. You’ll come away with a greater understanding of how to contribute to initiatives and teamwork in a way that grows empowerment for you and your colleagues, clear ideas on how to align your engagement investment with both organizational mission and personal professional values and a plan to pave a smoother pathway for career satisfaction.

- c. Here is a link to their website:

<https://thriveasalibraryprofessional.com/workshops-presentations/>

- i. Discussion of program date. Is there a deadline when we have to use the money given by the mini-grant?
 1. The grant money must be used within a year after being approved.

- d. Future programming:

NJLA Professional Development Committee Agenda

Tuesday, May 28th, 2024, at 2 p.m.

- i. All about them paraprofessionals - Susan
- ii. Potential program about Social Media (TBD) - Katie
- iii. AI in Libraries

7. Newsletter Updates- Susan

- a. Susan met with Katy White and Erica Deb of the Newsletter Committee. Our content will now be published in both the main NJLA newsletter and the LibraryLink newsletter on a quarterly basis.
- b. Katie reached out to her colleague Christine and Selwa Shamy who is the assistant director Montclair Public Library to do a “How did I get here?” interview. The articles are due on the 31st.
- c. What will be in the next newsletter?

8. Open Comments: 1st Amendment Auditors could be a useful topic for a PD program. Matheson saw a presentation by a former police officer that was very enlightening.

9. Updates from NJLA Executive Board- Eric, Katy White

NJLA Organizational Update: May 2024

Dear NJLA Members,

We cannot wait for the 2024 NJLA Annual Conference. It starts in seven days!

This year’s theme is “Breaking Barriers: Inclusive Collaboration.” Online registration ends today (Thursday, May 23) and on-site registration will be available starting on Wednesday, May 28. We hope to see you there!

Did you know that you can get a library-themed tattoo at the Conference? Keep reading for more information.

NJLA’s Executive Board met on Tuesday, May 21. Here are some of the highlights.

- We’re on schedule for the Executive Board to approve the new Strategic Plan at its July meeting. Based on survey and focus group feedback from you and the rest of NJLA’s membership, the plan concept includes four focus areas:
 - Unite All Library Workers and Advocates
 - Increasing Member Engagement
 - Organizational sustainability

NJLA Professional Development Committee Agenda

Tuesday, May 28th, 2024, at 2 p.m.

- Advocacy
- We're developing a new mission statement, and we're seeking your ideas about NJLA's new core values. There will be a Core Values poster near registration and we look forward to getting your input.
- NJLA and NJASL are close to signing a contract for a merged conference in 2026-2028, occurring the Wednesday-Friday after Presidents' Day in February.
- We continued working with NJLA's lobbyists, Porzio Governmental Affairs, to advocate for the New Jersey's Freedom to Read bill and for restoring flat, year-over-year funding for Library Network aid in New Jersey's Fiscal Year 2024-25 budget. All of our discussions include the need for a Per Capita State Aid increase for the next budget.
- The Director Survey closed on May 10, and we received 139 responses. We shared construction-related data with NJLA's Permanent Construction Task Force, and will create a resource list for NJLA members. Thanks to everyone who participated!
- NJLA started working with Ozy Aloziem, the Equity, Diversity, and Inclusion consultant we joined LibraryLinkNJ in hiring. She will help us assess and improve the work that's taking place in New Jersey's libraries and library organizations.
- The Executive Board reviewed the 2024-25 draft budget and is on track to approve it at its June meeting, so it is in place at the start of the new fiscal year.
- Everything is in place for a great NJLA conference.
 - We have 799 registrations as of May 23 (we had 716 attendees at the 2023 conference). Exhibitor registration is 61 (vs. a total of 57 last year).
 - Stop by booth 320 for a \$100 business card sized "library themed" tattoo, created by ArtNSoul Tattoo studio! They will donate 10% of all proceeds to NJLA. Book online at www.artnsoultattoostudio.com.

Board meetings are open and we welcome your attendance. Check njla.org/executive-board-agendas for dates and meeting links. You can also find Organizational Updates at njla.org/organizational-updates.

We would love to hear your feedback about this update or any other NJLA service. Please contact us using the methods below.

See you next week!
Brett, Katy, and Alicia

NJLA Professional Development Committee Agenda

Tuesday, May 28th, 2024, at 2 p.m.

9. LLNJ & other events (other than newsletter)

- i. Bonnie and Adrianna do a program called Wellness Wednesdays (on the first Wednesday of every month)- currently postponed via zoom but will be doing a panel at NJLA Conference.

<https://librarylinknj.org/calendar/mentornj-online-meet-wellness-wednesday-meetup>
- ii. **Empowering Library Workers: Navigating Unionization in Challenging Environments** will be held May 1st, 2:30 – 4:00pm. [Register](#) now.
- iii. **What Comes after Unionization: Effective Engagement with Library Workers** will be held May 8th, 1:00pm-2:00pm. [Register](#) now.
- iv. **Stand Up to Stand Out - NJALA Annual Conference** at Mercer Community College. Tuesday, **June 4**. The NJLA Store will be on site. [More info](#)
- v. **Black Americans, Jewish Americans: Racial and Ethnic “Passing” in Literature and the Struggle to Belong**. Virtual book club. Rutgers program. **June 5** at 7 PM: *The Human Stain* by Philip Roth. Session One: Learn more and register [here](#). **June 26** at 7 PM: *Passing* by Nella Larsen. Session Two: Learn more and register [here](#).
- vi. **The Supportive Library: Helping Patrons Experiencing Homelessness**, will be held online (and for free) on **Thursday, June 20th, 2024**, from 12:00 - 3:00 pm US-Pacific Time. The main conference page is at <https://www.library20.com/the-supportive-library>.
- vii. Other upcoming programs are listed on the [LLNJ calendar](#).

11. Adjournment: 3:14pm

2023-2024 PD Meeting Dates:

December 20th

January 24th - In-person meeting at JFK Library in Piscataway

February 28th

March 27th

April 24th

May 22nd

June 24th - In-person at Westerguard Public Library in Piscataway.

July 24th

NJLA Professional Development Committee Agenda

Tuesday, May 28th, 2024, at 2 p.m.

August 28th

2023-2024 committee members:

1	Kotacska	Katherine	Middletown Township Public Library	kkotacska@mplmain.mtpl.org	Chair
2	Vignuolo	Susan	Piscataway Public Library	svignuolo@piscatawaylibrary.org	Vice Chair
3	Mamay	Adriana	Middlesex College Library	amamay@middlesexcc.edu	Conference Future Chair
4	Sulligan	Jennifer	Somerset County Library System	jensulligan@live.com	Lead & Edu Chair
6	Getaz	Christina	Caldwell University	cegetaz@gmail.com	Member
7	Grimes	Neil	William Patterson University	grimesn@wpunj.edu	Member
8	Jiang	Yu "Jane"	Union College Library	yu.jiang@ucc.edu	Member
9	Lazafan	Bonnie	Springfield Public Library	blazafan@springfieldpubliclibrary.com	Member
10	Mathe	Kate	Mendham Borough Library	kdonnell@scarletmail.rutgers.edu	Member

NJLA Professional Development Committee Agenda
Tuesday, May 28th, 2024, at 2 p.m.

11	Marconi	Nicole	Hoboken Public Library	nicole.marconi@hoboken.bccls.org	Member
1 2	Schwarz	Eric	Clarence Dillon Public Library	eschwarz@dillonlibrary.org	Member
1 3	Walthall	Brandy	Atlantic City Free Public Library	brandydwalthall@gmail.com	Member
1 4	Westlake	Matheson	Mercer County Library	mathesonwestlake@gmail.com	Member