Attendees: Ed Falcone, Julie Johnson, Pat Kaufman, Rebecca Lubin, Richard Naylor, Frank Rees, Rebekkah Smith-Aldrich

Minutes:
Julie moved to accept the September 10, 2008 minutes. Ed seconded. So moved. The minutes of the November 5, 2008 meeting were distributed for corrections.

Treasurer’s Report:
Frank distributed the Treasurer’s report. The closing balance for 2008 was $12,666.36. As of yet, there is no detailed breakdown for conference income and expenses. The winner of the $600 for the Conference Scholarship is still to be decided.

Julie moved to accept the Treasurer’s report. Rebekkah seconded. So moved.

Discussion of Board membership:
It was decided to hold off on Board vacancies until the next calendar year.

LAMS Appointments to NYLA Committees:
Legislative Committee—Rebekkah Smith-Aldrich will stay on as liaison.
Membership Committee—Julie Johnson will stay on as liaison.
Continuing Education and Public Awareness Committees—Pat Kaufman will stay on as liaison to both.

Committee Updates:
Legislative: There was discussion of the Central Library Directors’ Association’s proposal that NYLA ask for more money for Central Library Sunday hours. They did decide that as part of the 2009 proposal there would be mention of Central Library aid. The Governor released the rest of the 2008 money for libraries—$26 million for systems. Rebekkah said that next year will be much more difficult but, since the Governor’s proposal to cut $18M was so high, it should not be too difficult to get the Legislature to find it unfair.

Membership: There was no membership meeting so Julie had no hard numbers. There were questions about the memberships added at conference—whether they had been duly recorded. Membership is listed as 433 as of the end of October.

Continuing Education: Pat had nothing to report.

Public Awareness: Pat had nothing to report.

LAMSCOM Update:
- Rebekkah will resend WordPress information.
- She shared the LAMSCOM idea with Jerry Nichols. He will make participation in LAMSCOM and membership in LAMS requirements of the Public Library Administration Certificate (PLAC) program.
- Rebekkah proposed a two-year strategy for LAMSCOM.
  - The LAMS Board will start playing with it, get a better handle on it, and then take the lead in posting to it.
  - Use it as a first step in looking for further ways to collaborate with the PLAC program.
  - Julie raised the idea of sponsoring a scholarship for a PLAC student.
- Frank will look into WordPress permissions.
NYLA Conference 2008 Recap—Review Sessions and Evaluations:

CE: Rebecca said that it was well received; feedback was very positive. People appreciated the networking. Rebekkah said that the forum format worked well. People could ask their specific questions. Jerry and Jim worked really well together. It was suggested that we could possibly do a program on one type of policy.

Creating Effective Teams: Attendees rated it an excellent program and they want him again. Rebekkah referred to him as a rock star; he presented himself very well and people were excited about him. About 40 people attended, mostly public maybe 6 academic.

How Do You Manage: also seemed to be well received. Attendees were mostly from public libraries. If we make this our membership meeting, then we need a push to get more people in the door. Rebekkah and Pat suggested that we e-mail members before the Conference to let them know about the meeting and that refreshments will be served. Julie suggested that at end of the program we let people know about LAMSCOM and how it will allow them to continue the dialog and network. Richard proposed calling attention to it by branding it in 2009 as LAMSCOM: Live From Niagara Falls. Rebekkah said that we also should use it to solicit ideas for future programs.

Library Merchandising on a Budget: Richard handed out a statistical summary. People seemed to get a lot out of it. The abridged handouts elicited both pros and cons. Richard got a lot of positive feedback on both of her programs. She was great and her ideas spanned the entire library budget spectrum. Rebekkah reported that Merribeth Advocate, MHLS marketing guru, said that this was the best Conference program.

I Still Don’t Want to Talk About It: Julie said it was well attended, about 130 people. The major complaint centered on the table arrangement. Next time, if we have two speakers, then we need 2 mikes. It is beginning to meld with How Do You Manage. Maybe we should combine the two or focus on one. Maybe the title has something to do with it. The practicality of the information and the networking aspect may be the reasons that it drew more people than How Do You Manage. Julie said the presenters both last year and this year were strong HR people who answered pre-submitted questions while the end of the program was devoted to questions and answers. Rebekkah said that she heard that Julie was a major factor in the success of the program; she kept things flowing.

There was additional discussion about this program for the 2009 Conference. Rebecca suggested that we title it How Do You Manage If You Still Don’t Want to Talk About It. Richard said that it’s a nice branded title. Perhaps we should offer it as a double session.

Teen Spaces: Ed said that the reaction was positive. Almost every seat was taken. Ed said that Kim would do it again but Rob may not exhibit next year.

Richard asked if this is really a LAMS program. Did it seem out of place? Is it management? Administrative management? Richard mentioned that some people don’t join LAMS because they aren’t directors. Julie and Rebecca said that LAMS is not just about management; it is about leadership.

Web 2.0: The room was packed. Julie said there was no overlap with a CE that she attended. This program was relevant and perfect.

Wrap-up comments:
Richard: the biggest complaint about our programs were related to space and hot air.

Michael Borges suggested that we partner with RASS for the luncheon merger. We were sold out. RAS focuses on authors. We focus on management issues. Renewing the partnership doesn’t make sense for us.
Julie mentioned the concept from good to great in the social sector—you can’t run/evaluate a non-profit as business. Richard will post this on LAMSCOM.

Planning NYLA Conference 2009
2009 program ideas must be submitted by January 13, 2009.
Richard presented the program ideas that were submitted at Conference 2008.

Program 1
Julie suggested a program on “appreciative inquiry”. This focuses on managing an organization from the positive, not the negative, aspects of the organization. Richard noted that this concept is similar to “creating we” which also builds on positives. He will try to get the author and a librarian to do a program.

Program 2
“Managing up”, a program idea submitted by Zahra Baird. It also helps us to promote LAMS for non-directors. We should bring in something about leadership. We should have Zahra and Rebecca will be presenters as former emerging leaders participants. Program title, Managing Up: How to Be a Leader when you Aren’t a “Manager”. 

Rebecca moved to award the 2009 LAMS scholarship to Zahra Baird for the program idea that she suggested, Managing Up. Frank seconded. Passed unanimously.

Program 3
This will be our membership meeting—How Do You Manage? I Still Don’t Want to Talk About It. It will be a double session. Julie will ask Andy Wedmore to do the program.

Program 4
Market Segmentation and Building Your Base
The former aspect will draw on the OCLC super supporters report while the latter aspect will draw on the work of MHLS. Rebekkah will be the lead person.

Program 5
Teen Spaces
Ed and Kim Bolin

Program 6
Writing a specific policy. We should always have a human resources program.
Required components of personnel policy.
Jerry Nichols and Angelica Hyunh

Other program ideas discussed:
Organization structure

Budget advocacy
How do we approach this positively? How to use the fiscal crisis as a time of great opportunity. Talking to funders about value and return on investment. How we are helping ourselves goes with building your base. Possible title - Building Your Base…and Your Budget.

Budget reality
What to cut when you are cut. Zero based budgeting. Team approach to cuts, i.e., generating staff buy-in for what gets cut and what gets kept.
Greening your library
Albany branches and Clifton Park-Half Moon How to do it with and without money
Rebekkah and Ed

Luncheon
Have the speaker from the program on “creating we” do the luncheon. Ask Rob/evanced Solutions to sponsor it again.

The meeting was adjourned. Rebekkah sent a follow-up e-mail about the 2009 programs.

Respectfully submitted,

Pat Kaufman
Pat Kaufman, Secretary