Second Annual Empire State Book Festival and Gala

The Empire Center for the Book at the New York Library Association successfully hosted its Second Annual Empire State Book Festival and Gala on April 1-2nd in Albany.

The two day event kicked-off with the NYS Writers Hall of Fame Induction Ceremony on Friday night before the Festival. About 140 people attended the Gala at the State Room to see poet John Ashbery and author Paula Fox inducted into the Hall of Fame along with seven past luminary greats: Willa Cather, Lorraine Hansberry, Madeleine L’Engle, Herman Melville, Julia DeBurgos, Ralph Ellison and Dorothy Parker.

On Saturday, April 2nd the Second Annual Empire State Book Festival at the Empire State Plaza began with keynote Ann M. Martin, author of The Baby-sitters Club series and was followed by over 30 workshops and panel discussions on topics ranging from romance writers, and book collecting, to graphic novels and an illustrator’s panel. The event was capped off with the second keynote speaker Rosanne Cash, writer and singer, author of the bestselling memoir Composed. Approximately 1,900 people attended the event along with 24 exhibitors.

Special thanks to Rocco Staino, Chair of the Empire State Center for the Book and Book Festival Committee and its members Karen Balsen, Michael Borges, Rondi Brower, Tim Burke, Evelyn Butrico, Candace Deisley, Erika Halstead, Dennis Holzman, Mary Redmond, Lydia Storm, Terry Tyson, Michele Vennard, Mary Anne Waltz, Amanda Wing and especially Ellen Rubin and Lauren Gilbert for organizing the programs and author participation.
This Spring I interviewed Linda Todd, Library Development Specialist in the Division of Library Development at the NY State Library. I have worked with Linda on a number of issues ranging from continuing education requirements for public librarians to broadband initiatives and found her to be both an exemplary public servant and an a very interesting individual, with a great story to tell, which I am sharing with our readers.

“I am a “Coal Miner’s Daughter”, so to speak, born in a Scranton, PA coal mining town, my family and relatives all working in the mines. My grandparents were Polish and Italian immigrants that instilled a strong work ethic in their children — a trait passed on to me through my parents,” stated Ms. Todd.

“My library career began in the 1960s at an early age, in my teens, shelving books and manually typing catalog cards (for a $1 per hour!) at a small public library just up the street from my New Jersey home. One evening I was also filling in at the reference desk (it was a very small library!) and a man approached me in great distress saying his dying mother was repeatedly requesting a poem about a non-happening curfew. I knew about Granger’s poetry index and a poem about a non-happening curfew. I managed to find the poem for him (the title was “Curfew Must Not Ring Tonight” by Thorpe). The thankful look on his face convinced me that working in and with libraries was how I wanted to spend my life’s work,” continued Linda.

“I attended Rutgers University Library School (as it was called then) and my first professional library job was in a high school library that was being built. I had the pleasure of purchasing the furniture (including an orange rug – it was the 1970s!) and the book collection and developing the library’s services from the beginning. Since then, I have worked in several school and public libraries, in New Jersey, California and New York as a public library director, a children’s librarian, and a technology media specialist (I don’t miss those 8mm movie reels!). In Northern California, I owned and operated multiple children’s bookstores and a bookfair business until I sold them in the 1990s and moved to upstate New York. Each job gave me an increased appreciation for the diversity in the types of people using libraries and the variety of books and other media they were using and I had the opportunity of experiencing how emerging technologies are changing the way library services are delivered.”

“Currently, since 2000, I have worked in the Division of Library Development at the New York State Library. I’ve had the opportunity to work on a large variety of statewide initiatives; including being the State Library’s LSTA Coordinator, the State Library’s liaison to the Bill & Melinda Gates Foundation (managing several Gates grant initiatives) and the State Library’s project Director for the federal $9.5 million Broadbandexpress@your-library project. Recently, I was appointed the Program Manager for the $14M Public Library Construction Program. There’s never a dull moment working in Library Development!” exclaimed Linda.

“Working at a statewide level gives me the opportunity to see the variety of challenges our libraries are facing: budget cuts, staff reductions, increased use, rapidly changing technology with its accompanying costs, and being perceived as relevant by their local communities, to name a few. Now, more than ever, libraries need strong leaders at both the state and national level, and should participate and support organizations such as NYLA, the State Library, and ALA,” concluded Linda.

She is currently rereading one of her favorite books The Corrections by Franzen before going onto his newest book Freedom.
CONGRATULATIONS TO OUR CLIENTS!

LONG LAKE LIBRARY passed its initiative to become a school district public library with 61% of the vote.

Communication Services’ expertise made all the difference in Long Lake Library’s efforts to become a school district public library.

— Jordan Hornstein, President, Board of Trustees, Long Lake Library

JERVIS PUBLIC LIBRARY passed a school district ballot for $525,000 in additional support from the taxpayers with 54% of the vote.

In 2009 and then again this year, Libby Post and the folks at Communication Services were invaluable partners when seeking school district funding. In those two years combined, we’ve raised $775,000 in taxpayer support.

—Lisa Matte, Director, Jervis Public Library

IRVINGTON PUBLIC LIBRARY put our online grassroots advocacy program to good. The Library’s funding has been restored by the Village.

Thank you so much for all of your help during these last weeks of our budget process. It was such a difficult time for us, but thanks to you and the folks at WLS, and our amazing Friends group, our personnel budget has been fully restored. Our library will remain open 50 hours a week...year round!

— Pamela Strachan, Director, Irvington Public Library

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BRANDING
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COMMUNICATIONS
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GRAPHIC DESIGN
and WEB DESIGN
The past few months have been quite busy for the NYLA office as we grappled with a variety of issues and initiatives. Our advocacy efforts have so far this year resulted in the partial restoration of Library Aid cuts and the inclusion of other priorities in a final state budget (see budget synopsis). NYLA successfully hosted our 2nd Annual Empire State Book Festival and Gala (see ESBF story) as well as launched its new website. In addition, we completed the renovations of our building’s lower floor into classroom training space that will be used for continuing education workshops in the near future.

Over the next few months we hope to launch some new member benefits to add to our recent offering with Library Journal/School Library Journal for discounted subscriptions for NYLA members. NYLA will also be reviewing its dues structure and other services to reduce expenses and raise revenues in order to keep the association on a sound financial footing.

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**2011 Three Apples Awards Announced**

The winners of the 2011 New York State Three Apples Awards have been announced. Chosen by the students of New York State as their favorites for this year, they are:

**Winner of the Young Readers Award**
*Chester* by Melanie Watt

**Winner of the Children’s Choice Award**
*Diary of a Wimpy Kid: Rodrick Rules* by Jeff Kinney

**Winner of the Teen Choice Award**
*The Hunger Games* by Suzanne Collins

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**Congratulation to these NYLA Members for their ALA Election Wins**

**Councilors-At-Large NYLA Winners:**
- Rosina Alaimo
- Catherine E. Marriott
- Barbara K. Stripling
Deans & Directors Gather To Think About the Future of Library Education

by Kathy Miller

Every field is changing, and librarianship is no different. Libraries face increasing competition from commercial sources like Google and Netflix. Expectations of library users are changing also. Gaming; e-books and downloadable and streaming media; ESL; community centers; learning commons; information veracity; ethnic diversity; public/private partnerships; new funding strategies—and much more—all are part of the roadmap to the library of the future that 2020 patrons will demand.

Library directors are often heard to comment that today’s library and information science graduates do not have the skills that are needed in today’s libraries. This concern, however, is not new. LIS educators and LIS professionals know that there has long been a difference of opinion on:

- Theory v. Practice
- Professional Foundation v. Specialized Skills/Training
- Discipline Knowledge v. Applied (i.e. workplace) Knowledge

What is the desired balance between these two sides and how can it be achieved? Finding the answer to this problem is increasingly important because of the rapid changes occurring in today’s libraries.

Deans and representatives from New York’s seven library schools and directors from all types of libraries from across the state, participated this past May in Albany for a one day NYLA-sponsored retreat “Looking to Our Future: Librarians for 2020 Libraries.” Participants looked at the future of libraries and tried to envision what library skills will be needed.

What are the positive characteristics of today’s library school grads? Passion, fearlessness, energetic, adaptable, creative, innovative, tech savvy, they give honest feedback

And what are the skills needed now and in the future that many grads don’t have? Marketing, business acumen, project planning, pedagogical skills, social work skills, public speaking.

All agreed that when job applicants are asked “why did you decide to become a librarian?” too many answer “I love to read.” Participants agreed they love to read too, but what they want are learners not readers.

What were the some of the results of the retreat?

- More coordination and collaboration between library schools and libraries. Library school students should be encouraged to volunteer in libraries to understand the breadth and depth of what libraries do.
- Greater introduction early on in library education about the many different roles librarians play and the different settings they may work in.
- “Service Learning” should be tried by the library schools. This model, used by many fields including medicine, provides community service combined with reflection and classroom study. It requires less staff time of the host library than student internships and can provide a more in depth understanding of the “real” world of librarianship.
- Help for students transitioning from school to the workplace. Many end up in positions totally different to what they prepared for, and both the library schools and the library community need to help.

As library educators and library professionals, we know that ultimately the success of libraries depends upon us and our ability to fashion an education path that provides a foundation yet can react quickly to these changes.

NYLA will continue to work with this issue. There will be an update prior to the NYLA Conference in November.
The Alliance Library System is a large multi-type library consortium in western Illinois. It covers 14,000 square miles and serves 277 libraries, including academic, public, school and a historical society. Their situation was, as Director Kendal Orrison puts it, “Basically, we have the problem of being a very large consortium. Our libraries want to operate separately regarding day-to-day policies, and we don’t force them to share circs, fines, to catalog the same way and so on.”

As Orrison explained, each library within the consortium needs its flexibility. With everything from mid-sized public and special libraries to tiny un-automated sites under the same umbrella, the consortium needed a solution that could bend and flex to accommodate rules, settings, authority controls and policies for 198 very different sites. Furthermore, whatever solution they selected would need to meet both the functionality requirements of the large libraries and price points of the small ones.

In looking for an ILS to serve their varied needs, they turned to SirsiDynix. A consolidation of Sirsi Corp. and Dynix, SirsiDynix has emerged as the largest company in the library automation marketplace (the Library Journal “Automation Marketplace 2009” report shows that SirsiDynix has a customer base of 3,488 libraries). Upon reviewing its needs with the SirsiDynix team, Alliance and SirsiDynix created special multi-tier licensing levels within the system to account for the large libraries, such as Peoria Public, which serves 150,000 patrons at seven branch locations, and the small, rural libraries within the consortium, 100 of which weren’t even automated at the time. Symphony is a multi-tiered, scalable system with flexible architecture and an open design. It can accommodate both existing and future technologies to meet the expanding needs of libraries and their users.

Symphony is a multi-tiered, scalable system with flexible architecture and an open design. It can accommodate both existing and future technologies to meet the expanding needs of libraries and their users. It provides multi-platform support for servers such as Windows, UNIX, and Linux and for operating systems such as Windows and Mac, and is built on current and emerging industry standards and protocols.

Now, after three years on SirsiDynix technology, Orrison says his libraries are getting the tools they need at the prices they want, and Alliance as a whole has access to “pretty much all the products that SirsiDynix offers.” The big libraries are equipped with the full suite of tools and patron-friendly add-ons, while the small libraries are taken care of with cataloging, searching, holds and basic automation functionality at a more affordable price point.

Some of the most popular features of the new system have been holds, reporting tools, and patron search and discovery through e-Library™, SirsiDynix Enterprise® and add-on Library Thing, which is installed on its e-Library page(s) so users can use tag-browse searching. But holds, particularly, have been “insanely popular,” Orrison said.

“Our hold line has gone absolutely through the roof. The first year [on the Symphony® ILS] the number of items the system delivered was up a couple hundred percent. The year after that it’s a couple hundred more. Each time we keep adding.”

For Colchester Public, one of the smallest libraries in the consortium, its 1,200-patron community is 45 minutes to an hour away from the next closest library, so “the ability to place a hold on something is paramount.” Now the whole system can share and serve patrons better with access to exponentially more information. “Patrons had been asking for that ability, and we couldn’t provide it [before moving to SirsiDynix],” Orrison said. “They would actually send a fax saying ‘I want this book.’ Now it’s all automated and the patron can do it all at home, and that is just quite popular.”

SirsiDynix now offers Symphony as a software-as-a-service (SaaS) subscription program. According to the company, “By subscribing to SirsiDynix SaaS, libraries gain all the advantages of technologically advanced tools, but without the costs or the wide variety of duties involved in owning and managing them.” Enterprise Portal Solution, Director’s Station, Web Reporter, and Digital Archiving are some of the products SirsiDynix offers as SaaS. Total SaaS costs over 3 years can save libraries 39% or more over the costs of owning software for the same period.

Among the features of Symphony that many libraries like are:

- iBistro is a fascinating, colorful, and user-friendly module. It is definitely much more than an online catalog, with enriched content such as book reviews, author biographies, summaries, first chapters, tables of contents, and book jackets provided through SirsiDynix’s DataStream.
- The URL Checker Report creates a list of all valid MARC 856 tags and determines whether the webpage associated with each of the 856 displays successfully or not.
- The Edit Bibliographic Data Globally function allows global changes of tags and text.
The Label Designer creates templates for printing different types of labels such as spine labels and book labels.

Borrower Records in Symphony includes two important pieces of information—the borrower’s photograph for identification and a complete record of his or her checkout history.

Selection of a library in the network allows users to search the online catalog for titles available in that library only. It helps users to retrieve a small number of documents to choose from and to avail themselves of the convenience of finding the desired materials at one location.

Other libraries and library systems that have recently adopted SirsiDynix Symphony include: Los Angeles County Public Library (CA); McMaster University (ON); Library Connection (CT); Wells County Public Library (IN); Clackamas County Libraries (OR); and Yuba County (CA).

BACKGROUND INFORMATION:
- Alliance Library System, Case Study, by SirsiDynix.

New NYLA Benefit: Discounted Subscription Rates for Library Journal and School Library Journal

NYLA members can now get a discount on both new and renewal subscriptions to Library Journal, School Library Journal, Library Hotline and The Horn Book Magazine. NYLA offers two ways to save money on this new member benefit.

For those who have their employer pay for subscriptions, we offer two options:

**Subscriber Basic** (includes NYLA Membership and either Library Journal or School Library Journal)
- First Time Subscriber: $160
- Renewing Subscriber: $200

**Subscriber Plus** (includes NYLA Membership and either Library Journal or School Library Journal plus either Library Hotline or The Horn Book Magazine)
- First Time Subscriber: $220
- Renewing Subscriber: $290

For those who pay individually, we offer the following rates:

**School Library Journal**
- First Time Subscriber: $75
- Renewal: $115

**Library Journal**
- First Time Subscriber: $85
- Renewal: $130

**Library Hotline**:  
- First Time Subscriber: $62
- Renewal: $96

**The Horn Book Magazine**
- First Time Subscriber: $50
- Renewal: $58

Visit www.nyla.org and click on Membership to download form to send in or contact Lois Powell at membership@nyla.org for more information.
Members on the Move

Susan Considine, Fayetteville Free Library Executive Director, was elected, beginning in July, as ALA Library Leadership and Management Association Division Councillor.

Diane Courtney, Director of the Larchmont Public Library for the past sixteen years will retire at the end of June 2011.

Tracy Crawford, Curator of the Black Heritage Reference Center at Queens Library’s Langston Hughes Community Library and Cultural Center, was named a 2011 Mover and Shaker by Library Journal for her work in preserving materials and organizing programs that help people explore black history and culture.

Alissa DiRubbo, academic librarian, will be receiving an Exemplar Award from Bryant & Stratton College for a tracking calendar, an overview of what topics a class will cover in a given semester.


Jessica Gonzalez, former Director of the newly renovated and expanded $6.995 million Saugerties Public Library, has been appointed the new Executive Director at the Grinnell Library Association.

Matthew Graff, Interim Director for the Cohoes Public Library, received the 2010 Volunteer of the Year Award at the Upper Hudson Library System Annual Meeting, for his work as a volunteer on a collection policy and a disaster policy for the Berne Public Library.

Henrietta Public Library was named Public Library of the Year in the Rochester Regional Library Council 2011 contest.

Jennifer “Charlie” Kelly, School Library Media Specialist, has been awarded two grants. The first is the AASL Bound to Stay Bound travel grant to attend the 2011 AASL conference. The second is the Laura Bush Foundation grant for Roberto Clemente School 8 in Rochester.

Andrea Koch, School Librarian, French Road Elementary School Library was named “School Library of the Year”, in the Rochester Regional Library Council 2011 contest.

Pine Grove Middle School is the American Association of School Librarians’ 2011 National School Library Program of the Year Award recipient, Susan Kowalski, school librarian at Pine Grove Middle School was recognized for implementing school library programs that meet the needs of the changing school and library environment and that are fully integrated into the school’s curriculum.

The LeRoy V. Good Library at Monroe Community College was chosen as “Academic Library of the Year”. in the Rochester Regional Library Council 2011 contest.

Deb Lewis has been promoted to Administrator for System and Members Services for the Onondaga County Public Library.

Judy Marsh, Director of the School Library System at Wayne-Finger Lakes BOCES, is the recipient of the School Library Systems Association of NYS 2011 Distinguished Service Award. This award is presented to a School Library System Director for providing outstanding contributions to school librarianship and to the School Library Systems Association of New York State, Inc.

The Middle Country Public Library’s Nature Explorium, a feature of the Library’s Centerreach location received a Gold Award in the American Council of Engineering Companies of New York (ACEC) Award Program.

Alison O’Reilly is a Youth Services Consultant with the Suffolk Cooperative Library System.

Laura A. Osterhout joined the Rochester Regional Library Council as Member Services Librarian where her primary responsibility will RRLC’s highly valued Continuing Education Program.

Catherine Overton is the new Director of the Baldwin Public Library.

Penfield Public Library received Honorable Mention in the Rochester Regional Library Council 2011 Public Library of the Year contest.

Penfield Public Library received recognition from the Rochester Chapter of the Hearing loss Association of America for being a community partner.

Lisa Perkowski, Port Jervis Middle School Library Media Specialist, secured a grant from the Orange-Ulster BOCES School Library System Council. The grant allowed Perkowski to purchase a collection of board games that support educational standards, while helping students to foster social skills which are particularly important for this age group.

Ed Rivenburgh, Information Delivery Services (IDS) Project Director, and former director of the library at SUNY Geneseo, has been selected the winner of the 2011 ALA Virginia Boucher/OCLC Distinguished ILL Librarian Award on behalf of the IDS Project. The award, administered by the Reference and User Services Association, recognizes an individual for outstanding professional achievement, leadership and significant contributions to the fields of interlibrary loan and document delivery.

The Saratoga Springs Public Library’s Video Game Design Lab for Teens received the Southern Adirondack Library System’s Library Program of the Year Award. The program, created by Teen Services librarian Trevor Oakley, enhances services to teens by weaving literacy, creativity, technology and career preparation into one fun and informative package.

Eugenia “Gene” Schatoff has been appointed Director of the Watervliet Public Library.

Kathleen Stempel, Library Assistant for Youth Services at the Berne Public Library, received the 2010 Library Program of the Year, Rural Category with a Solar Car Program.

The Westhampton Free Library was named an Honorable Mention in Library Journal’s inaugural list of New Landmark Libraries. From a national pool of nominations, the judges chose ten New Landmark Libraries and ten Honorable Mentions, relatively unknown gems that raise the bar as they respond to trends in green design and shifts in service models.

Beth Zambito has been appointed the new Head of Youth Services at the Poughkeepsie Public Library District.

Nancy Zimmerman, Past-President of NYLA (1999), has been reappointed Associate Dean for Academic Affairs, The Graduate School, University of South Carolina. She has also been elected to the Caldecott Committee of the Association for Library Service to Children division of ALA.
Decrease your carbon footprint by Supporting 100% Generated Wind Power!

Start making your world a better place by giving back to the environment. You can help to reduce your negative impact on the environment with Energy Plus® today! NYLA has teamed up with Energy Plus to offer unique program that includes the ability to support 100% wind generated power, and Cash Back benefits for supporters.

When you choose Energy Plus as your supplier and select the green option you’ll be reducing our nation’s consumption of electricity that’s dependent on fossil fuels. Wind power is completely emission-free, making it one of the cleanest forms of energy available. By going green, you’re supporting wind farms to make sure more electricity is made in a “green” way and that helps all of us. Electricity generation from fossil fuels is responsible for:

- 38% of the nation’s carbon dioxide which is a greenhouse gas and major contributor to climate change
- 25% of nitrogen oxides which reacts with sunlight and creates ground level ozone and smog
- 66% of the nation’s sulfur dioxide which when combined with rain water, creates acid rain
- 40% of the nation’s mercury which contributes to contamination of soil and waterways

You can help to reduce these pollutants by supporting 100% wind generated power. How does it work? By choosing the Energy Plus green option, we’ll purchase Renewable Energy Certificates (RECs) on your behalf. The money from the purchased certificates will go to wind farms which are renewable electricity producers that don’t generate harmful emissions. The funds will help these producers expand their business, become more efficient, and generate more clean electricity. The more clean electricity we produce, the less “dirty” electricity we’ll need.

Energy Plus makes going green not only great for the environment, but also for you! Because you are an NYLA member, you will earn 3% Cash Back on the supply portion of your electricity bill every six months and receive a $25 Activation Bonus.

Switching to Energy Plus is easy and once you sign up, it is risk-free! There are no enrollment fees, cancellation fees, or long-term commitments AND there are no changes to your service. Your utility company will continue to deliver your electricity, mail your bill, read your meter and handle any power outages/service issues. To be eligible, you just need an address within the Energy Plus service area, which covers all areas in New York State except those covered by the Long Island Power Authority (LIPA).

As always, keep striving to live an energy efficient, energy conscious lifestyle!

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**GET MORE FOR YOUR MEMBERSHIP**

**Earn Cash Back just for using electricity!**


*Members will receive a Cash Back rebate check after every 6 billings cycles of service for active accounts. Active accounts are defined as those that are billing more than $60 and for which Energy Plus has not received a request on behalf of the customer to discontinue their service. The Cash Back rebate will be 3% of the annual electricity supply charged per business and/or residential accounts. A 25% Activation Bonus for business and/or residential accounts will be mailed at the close of your 2nd billing cycle with Energy Plus.

**When signing up with Energy Plus, you will notify the sales tax authority on the delivery portion of your electricity bill. Your actual tax rate depends on your service location. New York City customers, the city portion of your bill will not include sales tax. Due to recent changes in New York City’s tax code, homeowners according to the specific tax laws, may not may apply to your bill for your actual rate. The Municipal Service Charge (MSC) is a specific charge assessed for New York residents residing in the National 2nd service area.

Energy Plus reserves the right to modify or discontinue the program. This offer cannot be combined with other offers. Offer valid for all service areas of New York, excluding LIPA. Offer not valid for government entities.
Salary Survey 2011: What’s a librarian worth?

*by Mary Anne Waltz*

Each year in May, the Department for Professional Employment of the AFL-CIO publishes a Fact Sheet, “Library Workers, Facts and Figures.” The Fact Sheet draws information from a number of federal agencies and the American Library Association. A major source of input into these reports that has been missing, however, has been a salary survey of library workers specifically for New York state. NYLA has attempted to fill that gap with a survey conducted over the past two months open to all library workers in the state, including current and retired, employed and unemployed.

The May 2011 Bureau of Labor Statistics data for New York reports the following numbers for New York:

**Librarians** 11,930

**Library technicians** 7630

**Other library workers** 1920

“Librarian” is generally defined as a person who holds a master’s degree in library science or meets state teaching license standards for being a school librarian. “Library technicians” assist librarians in the acquisition, preparation, and organization of materials “and assist users in locating the appropriate resources.”

The NYLA survey had 2,075 who completed the survey, 1790 librarians (86%) and 285 support staff, library technicians and others, (3%). The survey asked respondents to identify by 3Rs Council region, in order to account for the relatively wide cost of living differences within the state.

The basic demographic questions served to document what many may call “the obvious.” New York librarians are white (91.2%) women (86.5%) and over 50 (54.1%). The largest reporting segment is age 55-59 (19.2%); analysis of the survey questions relating to retirement plans of the respondents (included in the full survey analysis that will be published to the NYLA web site) should inform the profession’s plans for the next 5 years.

### Respondents by Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capital District Library Council</td>
<td>255</td>
<td>11.6%</td>
</tr>
<tr>
<td>Central NY Library Resources Council</td>
<td>237</td>
<td>10.7%</td>
</tr>
<tr>
<td>Long Island Library Resources Council</td>
<td>246</td>
<td>11.2%</td>
</tr>
<tr>
<td>METRO Library Council</td>
<td>254</td>
<td>11.5%</td>
</tr>
<tr>
<td>Northern NY Library Network</td>
<td>145</td>
<td>6.6%</td>
</tr>
<tr>
<td>Rochester Regional Library Council</td>
<td>340</td>
<td>15.4%</td>
</tr>
<tr>
<td>South Central Regional Library Council</td>
<td>180</td>
<td>8.2%</td>
</tr>
<tr>
<td>Southeastern NY Library Resources Council</td>
<td>263</td>
<td>11.9%</td>
</tr>
<tr>
<td>Western NY Library Resources Council</td>
<td>286</td>
<td>13.0%</td>
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</table>

<table>
<thead>
<tr>
<th>Academic Library</th>
<th>Library System or Organization</th>
<th>Public Library</th>
<th>School Library</th>
<th>Special Library</th>
<th>Response Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director/Dean/Chief Officer</td>
<td>8.7% (39)</td>
<td>7.6% (34)</td>
<td>77.0% (344)</td>
<td>4.0% (18)</td>
<td>2.7% (12)</td>
</tr>
<tr>
<td>Deputy/Associate/Assistant Director</td>
<td>21.1% (19)</td>
<td>7.8% (7)</td>
<td>63.3% (57)</td>
<td>2.2% (2)</td>
<td>5.6% (5)</td>
</tr>
<tr>
<td>Department Head/Coordinator/Senior Manager</td>
<td>17.9% (60)</td>
<td>8.6% (29)</td>
<td>48.2% (162)</td>
<td>17.6% (59)</td>
<td>7.7% (26)</td>
</tr>
<tr>
<td>Manager/Supervisor of Support Staff</td>
<td>12.3% (38)</td>
<td>4.2% (13)</td>
<td>41.3% (128)</td>
<td>39.4% (122)</td>
<td>2.9% (9)</td>
</tr>
<tr>
<td>Beginning Librarian</td>
<td>14.0% (14)</td>
<td>4.0% (4)</td>
<td>49.0% (49)</td>
<td>31.0% (31)</td>
<td>2.0% (2)</td>
</tr>
<tr>
<td>Librarian Who Does Not Supervise</td>
<td>21.4% (110)</td>
<td>4.3% (22)</td>
<td>38.1% (196)</td>
<td>30.7% (158)</td>
<td>5.6% (29)</td>
</tr>
<tr>
<td>Support Staff Supervisor</td>
<td>19.5% (25)</td>
<td>4.7% (6)</td>
<td>39.8% (51)</td>
<td>31.3% (40)</td>
<td>4.7% (6)</td>
</tr>
<tr>
<td>Support Staff Who Does Not Supervise</td>
<td>18.1% (29)</td>
<td>18.8% (30)</td>
<td>47.5% (76)</td>
<td>5.6% (9)</td>
<td>10.0% (16)</td>
</tr>
</tbody>
</table>
The survey asked respondents about second and third “jobs,” in addition to their primary ones. Almost 20% are employed elsewhere:
- 16.5% second [part-time] job
- 2.0% third [part-time] job
- 2.7% self-employed
- 2.4% students

According to the AFL-CIO, most librarians work in academic and school libraries. In the NYLA survey, the largest number of respondents identified as public librarians (1294), followed by school librarians (591), academic librarians (339), and specialized libraries (81). Some of this difference may be explained by the component members of NYLA.

The median (and mode) salary for librarians statewide is $50k-$55k (204, 10%); the next largest salary groups are $40k-$45k (182), $45k-$50k (179) and $55k-$60k (162). A very different picture emerges when salaries are viewed regionally, however. Although many librarians in the mid portions of the state fall into the above salary patterns, and the salary ranges are from <$20k to >$100k in almost all areas, there are greater differences between upstate and downstate sections, and between urban/suburban and rural.

Salaries in the Long Island Council region are the highest in the state (median $85k-$90k and mode >$100k), followed by those in the METRO Council (median $65k-$70k and mode $65k-$70k). The lowest average salaries are found in the Rochester, South Central and Northern NY regions, with a median of $45k-$50k. A full 10% of librarians in NNYLN, mostly in public libraries, reported salaries of under $20K.

A special question on the survey garnered starting salaries for librarians, a common question for new job-seeking graduates. We used the ALA definition of new librarian, i.e. “For this survey, a Beginning Librarian has an ALA-accredited master’s degree, has been hired in the last 6 months for a full time job, and has no previous professional experience.”

A full analysis of the survey will be posted on the NYLA web site when it is completed. It will include complete data on salaries on all library workers, as well as more detailed information on salaries by position, library type, and demographics. Additional information, also gathered from the survey, on the prevalence of online courses in the training of library staff, the anticipated loss of professionals to retirement, and the state of unemployed librarians will be included.
2011 NYLA Candidates for Office

For Vice President (President-Elect)
Carol Anne Germain
Networked Resources Education Librarian, University at Albany, Albany, N.Y.
First and foremost, I truly believe in the value of libraries. They bring joy to the young reader grasping a Beatrix Potter book; provide needed facts to the 4th grade neophyte researcher; deliver current business statistics to the entrepreneur, small and large; and facilitate access to scholarly databases for our college students and researchers. Libraries provide solutions.

New York State libraries, from the bustling rural library in Petersburgh to the more prestigious academic libraries at Cornell, provide New York citizens with resources, services, and answers. I believe it is time to spread this message and bring more recognition to these impressive and dynamic entities.

I am honored to be a candidate for NYLA president. I have over two decades of experience working and volunteering in libraries, as well as teaching new information professionals. In this position, I will bring my knowledge and experience to work with New York State libraries, library systems, and library schools, as well as legislative and community entities. Through these collaborations, I will champion that the libraries of New York State are of utmost value to its citizens.

For Vice President (President-Elect)
Sheryl Knab
Executive Director, Western New York Library Resources Council, Buffalo, N.Y.
Libraries and library systems are facing extreme challenges in funding, legislative support, and visibility. More importantly, however, are fundamental changes happening within the field that are testing our ability to keep abreast of new technologies, available resources, and the changing expectations of users. New approaches to resource sharing, creation of multi-faceted discovery tools, and the popularity of new information formats are requiring library employees to develop a diverse skill set, establish new partnerships, and rethink how the library provides services. In their attempt to remain relevant, dynamic, and nimble libraries are empowering users more than ever by pushing the boundaries of traditions. Libraries are establishing new rubrics for services while remaining true to their mission as an information provider and a beacon for democratic principles. These changes are opportunities for libraries to work collaboratively and more effectively by acquiring the tools and knowledge to remain responsive to both current and future users and by utilizing the resources available to them to affect change.

The New York Library Association (NYLA) offers members a direct path to professional development. The annual conference, topical institutes, and section activities all provide excellent programming to help libraries and their staff learn the skills needed to move forward with new technologies and new services. Members also find that NYLA is an avenue to connecting with colleagues and potential partners through committee work and section involvement. Key benefits the organization provides both its institutional and personal members is its ability to educate our state legislators about the importance of libraries and library systems, work to increase library funding, and introduce new legislation to improve efficiencies in services when needed.

In my current position as Executive Director of the Western New York Library Resources Council (WNYLRC), I work with all types of libraries on a wide variety of programs and projects. All WNYLRC initiatives adhere to a set of principles that encompass the notion of collaboration, innovation, education, and advocacy. We assist our members in testing new ideas and assessing current practices. As NYLA President, I would bring these tenets with me. I would strive for more inclusiveness among our members, encourage collaboration between libraries and other library organizations, assist NYLA members and future members in reaching their own professional development goals, and explore new approaches that strengthen NYLA as the premier state-wide library organization.

For Councilor-at-Large
Rebekkah Smith Aldrich
Coordinator for Library Growth & Sustainability, Mid-Hudson Library System, Poughkeepsie, N.Y.
NYLA is on the frontlines of the critical fight for library funding. Now more than ever the New York Library community needs to band together and fight the good fight for libraries of all types and sizes. If we don’t stand up for ourselves, no one else will.

NYLA leadership has some big challenges ahead—to continue to support the sustainable funding future of the library infrastructure in New York and to help libraries thrive in the coming years through solid professional development opportunities that help library stakeholders working in all areas of the library deal with the new technology, usage trends and customer demands impacting our libraries.

I have served the 66 member libraries of the Mid-Hudson Library System in the areas of governance, management, funding and facilities since 1998 and hold an advanced certificate in Public Library Administration from the Palmer School of Library and Information Science at Long Island University. I am the author of the Handbook for New Public Library Directors in New York State, a Library Journal Mover & Shaker, the immediate past President of the Library Administration & Management Section (LAMS) of NYLA and a current member of the NYLA Legislative Committee.

I am passionate about libraries and the people who work in them, serve on their boards and volunteer through their Friends Groups. I believe NYLA has a vital role to play in the lives of libraries and library systems and want to help shape the plan in these next few critical years. I hope I have your vote.
For Councilor-at-Large

Steve Bolton
Director of the North Country Library System, Watertown, N.Y.
I firmly believe that a strong and active NYLA is essential to maintain the viability of libraries in NYS. Over the years, I have witnessed how the State’s top library professionals pour their entire lives into library work.

I am humbled when I continually see the same dedication demonstrated by people who work in a small village library for small pay and no benefits. NYLA represents and benefits all of us.

For Councilor-at-Large

Jennifer Henry
Director, School Library System, Champlain Valley Educational Services, Plattsburgh, N.Y.
It is an honor to be nominated for the position of NYLA Councilor-at-Large. I have been a member of NYLA for more than a decade and in a variety of roles, from my first job in the campus libraries of SUNY Potsdam, to my position as an elementary librarian in the Massena Central Schools, to my current role as a School Library System Director for Clinton-Essex-Warren-Washington counties and most recently as a trustee for the Clinton-Essex-Franklin Public Library System and the Northern New York Library Network Reference and Research Library Resources Council. During the current year I have had the opportunity to work with NYLA on many projects and initiatives in my role as School Library Systems Association (SLSA) President. My current position involves daily communication and collaboration on statewide initiatives.

As we look forward to the future of New York’s libraries in 2020 it has never been more important to recognize and understand the big picture. I truly believe that I am a person that understands the many complex ways that all of our libraries can work together to meet the needs of New Yorkers. Each experience we have in life affords us the opportunity to gain perspective and develop compassion and understanding. From my time spent shelving music scores at the Julie E. Crane Music Library in Potsdam, NY to my work with School Library System colleagues in New York City as they deal with the problems associated with urban city schools, to my time as a trustee working to meet the needs of North Country public libraries each experience has given me perspective on the needs of libraries and librarians throughout the state.

I know that if elected to the position of NYLA Councilor-at-Large that I will use these experiences and perspectives to represent the needs of NYLA’s members as we look forward to the future while remaining respectful of where we’ve been.

For Councilor-at-Large

Paige Jaeger
Director, School Library Services at WSWHE BOCES, Saratoga Springs, NY.
Over the last few years, I have observed NYLA advocating diligently for us in Albany and I have been very thankful for their success. We are living in tough fiscal times, and I believe we need the stronghold of NYLA more than ever. The funding of libraries is misunderstood, and our role in the school and community is more vital than ever. I would be pleased serve libraries in our state through NYLA as a Councilor-at-Large.

During the past fifteen years, I have been working in school libraries at varying instructional levels and have been a school library system coordinator for the last three years. I spent four years as a Systems Engineer prior to studying Information and Library Science. I have written many articles for magazines and newspapers and presented at NYLA and other NYS and national library conferences.

My current interests are in library program reform, advocating for information literacy, and supporting strong reading programs. We need to meet our research needs for today’s digital New Yorkers and preserve the role we play in providing lifelong learning resources to all New Yorkers: citizens and students. We are living in a flat world, during the information age, challenged fiscally, and need to think innovatively while delivering strong core content for the 21st Century. We need to raise digital citizens who are willing and able to contribute to society. Our graduates and citizens must be competitive and creative while embracing sound ethics and a commitment to lifelong learning. The libraries in NY contribute to the success of New Yorkers, provide vital resources for this process, and are a vital link in the lifelong learning chain.
The New York State Library, in 2010, received the largest grant award in Round 1 funding—$9.5M—as part of the Broadband Technology Opportunity Program (BTOP) in the Public Computer Center (PCC) category. The funds are being used to create public access computer centers in 30 public libraries and 5 E-Mobile computer training vans serving over 6 million residents in 41 counties in upstate New York as part of a project entitled Broadbandexpress@yourlibrary.

This project has multiple goals including:

- Increase public access to high speed broadband services in high-need communities
- Serve vulnerable populations (unemployed, underemployed, non-English speakers, seniors, and the disabled)
- Provide technical support and other resources to support job search and career advancement
- Advance the use of federal and state E-services for training, employment, digital literacy, and education, as well as providing 24/7 online access to workforce development resources

- Create and use digital literacy curriculum materials Broadbandexpress@yourlibrary has achieved multiple successes since the project’s 2010 inception including:
- Over 37,000 people have utilized the computer access available in the PCCs.
- 9700 training hours of instruction have been provided for basic computer and internet use. These are the classes that enable people to become comfortable using a computer, to find information on the internet and to utilize e-mail.
- Over 7300 training hours of classes improved participants’ abilities to utilize standard utility software included in the Microsoft Office Suite of programs. More importantly, much of this instruction either enabled participants to secure employment or to improve their productivity as employees. “I recently had a One on One Access computer brush up class with Ian at Julia Boyer Reinstein Library, before a job interview. The instruction was great. I got the job! Kathy”
- 3400 people have received intensive job hunting and workforce development instruction. Recent Jobs and Workforce Development classes helped at least 22 people find employment.

“One patron who took a computer class & received resume and online job application assistance in the Prendergast PCC was offered employment as a Dietary Aide. She said she gladly accepted the position and it was “such a relief” to finally get a job after months of searching. The PCC staff is thrilled to have played a part in helping her increase her skills and gain employment.”

- The 5 E-Mobile van units are operating in multiple rural counties traveling to sites such as community centers, senior centers, and libraries, training people in workforce development and digital literacy skills
- Libraries have developed valuable community partnerships that will help them sustain project activities after the grant period ends in 2013.

More information about this project and a complete list of participating libraries and their PCC activities can be seen at the State Library’s BTOP project website at: http://www.nysl.nysed.gov/libdev/nybbexpress/index.html.
ONE MILLION DOLLARS
117 SCHOOL LIBRARIES
AND COUNTING...

BEYOND WORDS SCHOOL LIBRARY RELIEF FUND
Since 2006, the American Association of School Librarians, with funding from the Dollar General Literacy Foundation, has given more than one million dollars in grants to over 117 school libraries across the country affected by natural disasters.

Beyond Words
the Dollar General school library relief fund

AMERICAN ASSOCIATION OF SCHOOL LIBRARIANS
350 N. State St., Chicago, IL 60601
1-800-545-2433, ext 4302 | www.ala.org/ala
It is an interesting time to be a librarian in New York State. Even though we were successful in getting some of our legislative priorities passed, others were not. Your outlook depends on whether you are a glass half-empty or half-full person; I tend to look at it as a glass half full. We made some very important wins. The Governor proposed a 10% or $8.4 million cut to library aid. The Senate proposed a $4.2 million restoration to library aid, but the Assembly would only agree to a $3 million restoration. The fact that supplemental system aid was made permanent was a major win for all library systems. The Education Commissioner’s ability to grant waivers from local maintenance of effort requirements was also accepted by the Legislature; another glass half-full.

In addition, the Legislature not only rejected the merger of School Library Materials Aid with Textbook and Computer Software Aid, but also allowed these two categorical aids to be used to purchase Library Materials. In my book, this is a glass completely full. With school library budgets shrinking, this opens the door to more funding that won’t cost school districts’ a cent.

However, the fact that the Legislature and the Governor are looking at a 2% tax cap is a major problem for all types of libraries. For schools, this will be the death knell for elementary librarians. Many school librarian positions were lost this year because of a loss of state aid. Even more will be lost if this 2% cap is enacted. Elementary librarians are not mandated in New York State. Please contact your legislators immediately telling them what a devastating effect this tax cap will have for libraries.

If you haven’t seen the NYLA webpage lately, take a look. The new webpage is launched and looks wonderful. The webpage has been a work in progress for the past couple of years and is finally ready. I thank all the NYLA staff for their hard work to make the information on the site easier to navigate and for making the site look so professional. A job well done!

There are many professional workshop opportunities available for librarians, with information available on the NYLA site. The Leadership and Management Academy continues, as are the NYLA Institute workshops. Please check the NYLA calendar for more information.

Work is progressing on the NYLA Conference to be held in Saratoga Springs, from November 2-5, 2011. The conference programmers are all working very hard to make this a conference you won’t want to miss. The initial conference brochure will be sent to all members soon.

I wish all NYLA members a wonderful summer. Take some time to enjoy the good weather and spend time with family and friends.