

NJLA Professional Development Committee Minutes
Wednesday, December 20th, 2023, at 2 p.m.

Zoom meeting:

<https://us02web.zoom.us/j/82720112519?pwd=-kwdxNtFwbkLQ0e9k1GRcygLvUBD6T.1>

Meeting ID: 827 2011 2519 / passcode: 277922

Phone access: +1 309 205 3325. One tap mobile: +13092053325,,82720112519#,,,,*277922#

Start: 2:05 pm

Attendance: Christina Getaz, Katie Kotacska, Adriana Mamay, Nicole Marconi, Susan Vignuolo, Brandy Walthall

Absences: Neil Grimes, Yu Jiang, Bonnie Lafazan, Eric Schwarz, Jennifer Sulligan, Matheson Westlake

1. Welcome and introductions

2. Acceptance of [November 29th Minutes](#)

3. New Librarian Series:

- a. Katie & Susan are working on a New Librarian panel series for NJLA's Youtube Channel.
- b. Below is a table of a potential dates for the series recordings:

Adult Services Librarians- Public Libraries	Date TBD
Cataloging/Metadata	Date TBD
Youth Services- Public Library	Date TBD
School Librarians	Date TBD
Archives/Special Collections	Date TBD
Special Libraries	Date TBD
University Librarians - Reference/User Services	Date TBD
Teen Librarian - Public Library	Date TBD

- c. At this point, we have decided to push the scheduling to January. Katie will get in touch with the panelists to let them know.
- d. Eric suggested that the videos be posted as separate snippets so that viewers can choose to watch what they are interested in.
- e. Katie asked if anyone would be able to conduct some of the interviews. Susan and Christina agreed to be backups.
- f. Susan will take a look at the questions and offer some editing suggestions.

4. Speaker Request:

- a. Shannon Oltmann reached out to us to do a program on book banning. The program is scheduled for February 15th, 2024. Her fee is \$500. The process to

NJLA Professional Development Committee Minutes

Wednesday, December 20th, 2023, at 2 p.m.

apply for mini-grants is not completely finalized yet, and once it is, requests will be reviewed on a quarterly basis.

- b. Program Description: Book bans are sharply on the rise across the U.S., and New Jersey is no different. In this talk, we'll discuss how to respond to concerned citizens and patrons, how to deal with book challenges in your community, and how to support librarians facing challenges. We'll cover "request for reconsideration" forms and strategies for success, using real world examples. We anticipate this webinar will help prepare you for possible book challenges and bans, as well as increasing your abilities to handle disgruntled patrons. This will be relevant to public, school, and academic librarians across the state.
- c. Katie emailed Shannon to tell her that our request for speaker funds was not approved. She was very gracious about it.

5. In-person meeting discussion:

- a. Our in person meeting will take place on January 24th at Piscataway Public Library (Kennedy branch)! Carina said the budget could be used towards food. A headcount may be required for the January meeting to confirm how much food/drinks needs to be purchased.
- b. Unfortunately, the funds cannot be used to offset travel costs.
- c. Susan was able to schedule a MiY Makerspace tour and demos.
- d. Susan sent out an email invitation and a "Food to Share" spreadsheet.

6. NJLA 2024 Conference Updates- Bonnie & Susan

- a. Bonnie & Susan submitted the conference proposal in early December. Hope to hear back from NJLA soon!
- b. Bonnie wrote a conference proposal for a new iteration of the Early Career Librarians program that was presented this year. It was very popular, fits in with our mission and is an ever-evolving topic. We can seek speakers once we hopefully get accepted.
- c.  2024 NJLA Prof Dev. Committee Proposal

7. Surveys & Future Programming: Katie & Susan

- a. Marketing Program
 - i. Katie and Susan along with the Public Relations Committee have gotten a speaker for a Social Media 101 Program. Alicia Cerone from Gloucester County Library System is working on a program that will be done next year on Tuesday, March 19th at 3pm. It will be called Social Media 101 & Alternative Marketing Strategies for Libraries. The program is for one hour. The first 30 minutes will be for an overview of Social Media apps (Facebook, X, Instagram, Tiktok and Bereal), mailchimp & constant contact and she will give tips on how to advertise in-house in case the community isn't as social media focused. The other 30 minutes will be for discussion and open questions.

NJLA Professional Development Committee Minutes

Wednesday, December 20th, 2023, at 2 p.m.

- ii. Matheson created a lovely graphic for the program! Katie is working on a blurb, and will get the graphic and blurb approved by Alicia.
 - b. Future surveys:
 - i. Further surveys will be put on hiatus for the time being while we focus on reviewing data already collected and developing related programs.
- 8. Newsletter future/update-** Eric/Susan/Darby - partnership with LibraryLinkNJ (LLNJ)
[See separate document here.](#)
- a. January- advertise Marketing Program with Alicia.
 - b. Susan will reach out to a contact to write a column for the January issue. Thank you for the great suggestions, Eric!!
 - c. From Eric - Suggestions for "Well, How Did I Get Here?" (You might want to ask the person at the outset if they are NJLA members, or check with the NJLA office - njla_office@njla.org. I am reasonably sure that the following people are all members, either individually or through their libraries being enhanced institutional members.)
 - i. Violeta Aybar-Maki, Children's Librarian at Union City Public Library (vaybarmaki@uclibrary.org)
 - ii. Megan Gironda, Librarian at Picatinny Arsenal and part-time librarian at Clarence Dillon Public Library (mgironda@dillonlibrary.org or megan.gironda0419@gmail.com)
 - iii. Yolanda Keakey, Outreach Librarian at Jersey City Public Library - check title with her (keakey@jclibrary.org or ykeakey@yahoo.com)
 - iv. Maria Deptula, Health Sciences Collections Librarian at Rutgers University (maria.deptula@rutgers.edu; <https://www.libraries.rutgers.edu/directory/maria-deptula>)
 - v. Andrew Dauphinee, Instruction and Outreach Librarian at the New Jersey State Library (adauphinee@njstatelib.org)
 - vi. Luisa Martucci, Hispanic Outreach Coordinator, Talking Book and Braille Center at the New Jersey State Library (lmartucci@njstatelib.org)
 - d. Susan will reach out to Darby about the possibility of publishing a journaling piece about a librarian's interaction about the marketing campaign from The **New Jersey State Library, LibraryLinkNJ, the New Jersey Library Association, and Libraries Are Essential**. To view this campaign, click [here](#).
- 9. LLNJ & other events (other than newsletter)**
- a. Bonnie and Adrianna M does a program called Wellness Wednesdays, which will be starting up again October 4th.
 - b. Other upcoming programs are listed on the [LLNJ calendar](#).

NJLA Professional Development Committee Minutes

Wednesday, December 20th, 2023, at 2 p.m.

10. Newsletter & Website updates: Katie & Susan

- a. Katie will amend the programming page so it appears updated (She hasn't yet but will she do this!).

11. Updates from NJLA Executive Board

- (From Eric): The board approved the 2024 salary guide on Nov. 21. It's effective Jan. 1 and calls for a 4% across-the-board increase, except for the Page position, which is a 7.077% increase to meet New Jersey's 2024 minimum wage of \$15.13 per hour.
- Ralph Bingham announced in their last meeting that LibraryLinkNJ will be joining the Professional Development Alliance.
 - According to Eric, they are a group that shares Professional Development events (mostly academic?) and are related to the International Coalition of Library Consortia (<https://icolc.net/>).
 - From Eric's e-mail: Basically, LLNJ will share its own PD programs and post PD programs from the other partners in the Professional Development Alliance.
 - Eric added to [this page](#), this link: [Statewide California Electronic Library Consortium \(SCELC\) Professional Development Events Archive: A historical list of all SCELC professional development events, including its own in-house events as well as content made available to SCELC institutions via the Professional Development Alliance.](#)

12. Open Comments-

- a. (Eric) The Personnel Administration Subcommittee will propose a conference session on labor unions in libraries (something like "unions 101"), with speakers from libraries with labor unions. We are inviting representatives of several library worker unions to speak about the benefits -- and costs -- of organizing, joining, participating in, understanding, and taking full advantage of a union. Every library is different, and some libraries have a union, some libraries are Civil Service, and some are neither unionized nor Civil Service. They may also be libraries that are both unionized and involved in Civil Service.
- b. Date for program above?
- c. (From Eric) The ALA [Committee on the Status of Women in Librarianship](#) (COSWL) and the ALA-APA Standing Committee on the [Salaries and Status of Library Workers](#) (SSLW) will host a free webinar entitled Salary Equity and Library Workers: Experiences from the Field on How to Make it Happen on January 11, 2024, 1:00 - 2:30 pm (Central). [Register](#) now. Historically, women have been discriminated against in a variety of ways, a primary one being compensation. The ALA COSWL together with ALA-APA SSLW will highlight issues in this national situation through discussions of job evaluation studies and available resources. They will also share examples of successful salary negotiations and agreements between

NJLA Professional Development Committee Minutes
Wednesday, December 20th, 2023, at 2 p.m.

libraries and unions in the USA and internationally. The goal is to bring awareness about how library workers, libraries and library unions can successfully effect change to benefit the library workforce. ([Subscribe to ALA Worklife newsletter.](#))

- d. Matheson recommended a speaker/

13. Adjournment:

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 26th
- July 24th
- 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

NJLA Professional Development Committee Minutes
Wednesday, December 20th, 2023, at 2 p.m.

5	Bruckman	Lisa	Woodbridge Public Library	lbruckman28@gmail.com	Member
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
11	Marconi	Nicole	Hoboken Public Library	nicole.marconi@hoboken.bccls.org	Member
12	Schwarz	Eric	Clarence Dillon Public Library	eschwarz@dillonlibrary.org	Member
13	Walthall	Brandy	Atlantic City Free Public Library	brandywalthall@gmail.com	Member
14	Westlake	Matheson	Hunterdon County Library	mathesonwestlake@gmail.com	Member