

NJLA Professional Development Committee Minutes

Wednesday, October 20, 2021 ~ 2 p.m.

Zoom meeting, 2 p.m.

1. Attendance: Deborah Fagnan (Ridgefield Park PL), Molly Hone (Montville PL), Eric Schwarz (Clarence Dillon PL), Selwa Shamy (Montclair PL). Excused: Theresa Agostinelli (LibraryLinkNJ), Ellen Callanan (Sussex County Library), Neil Grimes (William Paterson University), Katherine Kotacska (Middletown PL), Sarah Mason (Westminster Choir College Rider University), Barbara Pickell (Red Bank PL), C. L. Quillen (Spotswood PL), Seth Stephens (Jefferson Township PL), Lisa Thornton (Scotch Plains PL), Rosary Van Ingen (Hoboken PL).
2. Acceptance of minutes from September 22 meeting.
3. Executive Board Update - From the Oct. 19 meeting (Selwa):
The money raised for membership scholarships will accommodate 66 people. Those wanting to become members and take advantage of the free membership will be able to apply soon.

The internship program has started up again. An email went out asking committees and sections to apply if they want the help of an intern.

Strategic planning is at its beginning stages, Jessica Trujillo is leading this.

Juliet Mache is working on amplifying library voices so libraries will be considered as recipients of part of the \$10 billion in ARPA funds still unspent in NJ.

The Access Navigator program hired one coordinator and three navigators. The board voted to approve the hire of a fourth navigator so three more libraries can receive services. There are also plans to find a way to sustain the program after funding runs out.

The board voted to accept a new Enhanced Institutional Membership proposal. The new model will start January 1, 2023. "By including membership for all staff through the institutional membership category we remove barriers to active participation based on the cost of individual membership. At the same time, NJLA benefits from wider, more diverse participation within its committees, sections, and leadership."

Institutional Membership Benefits:

- Free advertisement with NJLA Job Hotline for ALL library positions (Value: \$50 per announcement)
- Program voucher for one staff member to attend one fee-based NJLA program at no cost
(excluding the annual conference)
- Subscription to the New Jersey Libraries Newsletter
- Recognition as an Institutional Member on the NJLA website
- New rolling membership—12 months of membership begins at signup date

NJLA Professional Development Committee Minutes

Wednesday, October 20, 2021 ~ 2 p.m.

N. Hunterdon High School library has had two formal challenges to two books being targeted nationwide: Lawn Boy and Gender Queer. Kate and Juliet wrote a letter that Kate will read at the board of ed. Meeting on Tuesday, Oct. 26 at 7 p.m. The librarian, Martha Hickson, is getting hate mail and threats from people who disagree with some of the books in the library.

Next board meeting was changed to Nov. 23 at 3 p.m. on Zoom because the NJ League of Municipalities conference is the week before.

- 4. Funding of PD Program speakers - Eric**
 - a. \$2,000 fund approved by the NJLA Executive Board for 2021-2022.
 - b. PD Committee is still working on permanent guidelines for the funding, to replace the [old guidelines](#).
 - c. C. L. is moving out of state at the end of November. Eric will work on a handover from C. L.

- 5. Core competencies/library job titles - Rosary is heading up this task force, along with Lisa, Molly, and Deborah. Information is on the [PD Google Drive](#). Deborah: As of Oct. 20, the document was 65 pages long and covers academic, public, and school library titles.**

- 6. Survey about PD needs among association members, as well as indoor/virtual programs - Katie has put together a [draft survey](#), with some input from Eric. It asks respondents what types of PD programs they are interested in, in three broad categories: Collection Development and Promotion, and Lending; Technology; and Personal/Career Professional Development. It also asks about preferences for physical vs. Zoom events, as well as location preferences, and whether the workshops should be held in just one day or over multiple sessions. Deborah and Selwa suggested that categories could include Programming and Assessment/Services, and the services could include Maker Day and STEM. Deborah suggested that bilingual programs such as storytimes would be a good idea to ask about, since 67% of Ridgefield Park residents speak a language other than English.**

- 7. Professional Development Newsletter / Website - Eric**
 - a. Three times a year (Winter/January, Spring/May, Fall/September). The next issue will go out in January. Most recent was sent Sept. 17, 2021. Current and previous issues: http://njlamembers.org/pd_newsletters
 - b. Editor/Editorial board: Eric, Selwa, Molly.
 - c. Neil has agreed to work on articles for two future issues: the in-person AASL conference, being held in Salt Lake City (where he is traveling today), and micro-credentialing.
 - d. Sections/columns include as follows (not every newsletter issue has to have every section: Welcome Message; Upcoming Events; Feature Article(s);

NJLA Professional Development Committee Minutes

Wednesday, October 20, 2021 ~ 2 p.m.

Community Partners; Well, How Did I Get Here?; Mind, Body, and Soul; Past Events; PD Resources.

- e. Molly asked if we could determine the click rate from the NJLA updates. Eric has emailed Karen Cerra to see if this is possible.
- f. [Committee minutes](#) are posted through August 2021.

8. Updates from other NJLA committees/sections/task forces

- a. Reference Section: At Sept. 27 meeting, members voted to change section's constitution and section name to Reference & Adult Services Section.
- b. Personnel Administration (Eric): Working on salary recommendations. The recommended percentage change for the yearly salary is derived from a two-year average of economic and salary indicators (NJEA/NJSBA teacher contracts, CPI-U/CPI-W, Personal Consumption Expenditures [Consumer Spending], Social Security Cost-of-Living Adjustment (COLA). [Most recent guide was in 2020](#). The new guide will first calculate the 2021 figures, then compound for 2022. Most recent meeting of PAC was Oct. 15, and the next one is Nov. 8. New guide to be recommended to Executive Board for its Nov. 23 meeting.
- c. All NJLA meetings listed on the [calendar](#)

9. Updates from LibraryLinkNJ

- a. Information Equity Conference - Monday, Oct. 25.
- b. Events listed at <https://librarylinknj.org/calendar/list>

10. Upcoming Learning Opportunities / Other PD events outside of NJLA

2022 New Jersey Academic Libraries Conference (formerly known as the VALE Users'/ACRL-NJ/NJLA CUS Conference): "The Importance of Now: Rethink, Refocus, Recover" Friday, Jan. 7, 2022, via Zoom. [More information](#).

11. Communication among PDC and subcommittees (Conference; Conference Future Planning; Leadership and Education). Brought up by Kate Jagers. FYI, Conference Subcommittee meets the third Wednesday of the month at 1:30 p.m. (conflict with PD meeting).

12. 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:

NJLA Professional Development Committee Minutes

Wednesday, October 20, 2021 ~ 2 p.m.

Wednesday, November 17, 2021, from 2 p.m. to 3 p.m.

Wednesday, December 15, 2021, from 2 p.m. to 3 p.m.

Wednesday, January 19, 2022, from 2 p.m. to 3 p.m.

Wednesday, February 16, 2022, from 2 p.m. to 3 p.m.

Wednesday, March 16, 2022, from 2 p.m. to 3 p.m.

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.

13. Old business / Good of the order

14. Adjournment (time): 2:59 p.m.

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).