Legislative Agenda 2019

**Budgetary Initiatives**
- Restore state support for the Statewide Digital Library by $415,000
- Restore state support for Connecticut Library Consortium by $208,100 to cover at least 30% of its budget
- Restore state support for borrowIT CT by $300,000—that’s .005% of the overall value of the program
- Restore $250,000 to the Legal Legislative Library Materials line to secure up-to-date online legal resources as well as purchase new titles for the State Library

**Legislative Initiatives**
- **Net Neutrality:** Support equitable access to the internet for all regardless of internet provider or website visited.
- **Census 2020:** Libraries are essential, trusted partners in achieving a complete count in the 2020 Census—they need support to host community outreach activities and enable respondents to complete the Census form online.
- **Public Library Regionalization:** Adopt legislation that will enable communities to voluntarily regionalize local libraries to provide more robust services.
- **Student Privacy Rights** in an electronic age: Support legislation establishing a clause mandating all database contracts conform to the CT Data Privacy Act.
- **Confidentiality of Library Records:** Extend the privacy guaranteed to public library records to include academic libraries.

Reach out to your local legislators. Go to their office hours. Make a phone call. Let them know of the importance of these items to the Connecticut library community.

Invite your legislators to your library. Show them all the wonderful things you do!
Expanding library services without expanding budget, or, how to do it on the cheap if you are feeling creative.

The Mansfield Public Library is a busy place, visited by many people every day. Our biggest disadvantage is that the library is not accessible via public transportation. The closest bus stop is half a mile away, and people have to walk around a curve on a busy, sidewalk-free road to get to us. Scary scene watching a woman with a stroller navigating through road sand while cars fly around the curve.

How to solve the problem in bad budget times, with no extra money to be had? At a town council meeting a few years ago, our public works director expressed a concern that his department was in charge of the information desk at the newly opened transportation center (parking garage/bus station). Opportunity knocks! The library took on that service and created a mini-branch using funds already in place. Yes, we also coordinate with bus companies and the people that run the parking garage, but it’s interesting work and we get a spot that is definitely accessible for those who can’t drive to the library.

The popularity of the Library Express at the Nash Zimmer Transportation Center caught the attention of the Senior Center staff, who were looking to transform a moribund reading room into a quiet space with true library service. They wanted to attract people of all ages to their new café and felt the library would help draw them in. The human services department found donors who have and will cover the costs of operating this self-service mini-branch of the library. We do absorb some of the back-office and staff costs, but it’s workable for us. The new Maple Road branch opened in December. There is self-checkout kiosk and a PAC along with a collection of popular materials including Chromebooks and portable DVD players (donated by the Senior Center Computer Club).

The collections at both locations are browsing collections (no holds) that focus on popular, new materials in several formats. The Senior Center is located in the midst of subsidized housing, so that’s a plus for accessing people who don’t always have transportation. The Library Express is located in the middle of downtown Storrs and attracts lots of college and high school students as well as professionals who work nearby.

All in all, we are very happy with the result. It’s been successful collaboration because people working in the town were willing to give new ideas a try and were willing to reach across departmental boundaries. Our next branch? There’s one in mind, but it’s too soon to talk about it… ♦

By Leslie McDonough, director, Mansfield Public Library
Message from the President

CLA’s Legislative Agenda

CLA’s Legislative Committee meets every month just after the Executive Board meeting. Membership is the committee co-chairs, CLA president, vice-president, and past president, CLA’s six regional representatives, and anyone else who is willing to be involved. The group works closely with our paid lobbyists, representatives of the State Library, CLC, and FOCL. Just this month CASL (CT Association of School Librarians) began liaising with CLA by attending the board and legislative committee meetings by phone.

Earlier this month CLA’s legislative committee sent out our legislative agenda for this year to our membership. That agenda was formulated before the governor released his proposed budget—which isn’t expected to be released until just after this issue of CLA Today is published. How did we put that agenda together? Why does it cover some things and not others? Why doesn’t it include money for deliverIT? Why is there reference to regionalization language?

This year the committee decided to focus on budget lines that have been cut over and over again. It’s easier to ask to restore a cut than to increase a level-funded program when legislators are dealing with huge pressure to cut costs so they don’t have to raise revenue. Thus the message to restore funding for the Statewide Digital Library, the CT Library Consortium, borrowIT CT, and legal legislative library materials at the State Library itself. Over the past decade all of these programs have taken substantial hits. The cuts to these programs also threaten the State Library’s ability to meet the IMLS maintenance of effort requirement for LSTA funds.

The cutbacks in deliverIT’s services are not the result of cuts to the program itself but rather to the ever-increasing demand placed on the very important service and the need to contain costs. Additional dollars for deliverIT would be very helpful but would involve both increased LSTA and state dollars. The current budgetary argument is focused on restoring dollars that have been cut.

Although the idea of creating legislative language around the regionalization of public libraries has been presented to the Board of the State Library for over a year, its inclusion on CLA’s legislative agenda was a surprise to many. Right now there are no plans to regionalize any public library in the state, but with increased pressure from state government to regionalize local services, it was felt that language that emphasizes improved services as a goal rather than solely monetary savings, with a set of guidelines, was important to develop for legislators. Connecticut is proud of its home rule and such language may never be needed, but it is better to orient the idea of regionalization toward measurably improved services rather than solely lower costs.

Just as Connecticut’s regional middle and high schools allow the students of participant towns to take more AP classes, take more foreign languages, explore more extracurricular activities, and play more sports, have larger school library collections, more school

CONTINUED ON P. 8
Movin’ On Up!

from the Career Development Committee

I just started working at my library in an entry-level position. I am hoping to be able to move into a more senior role. What tips can you give me?

From Beth Crowley, director of Cheshire Public Library

As someone who started as a library clerk and advanced through the ranks to library director, I am often asked for advice on how to move up the ladder. One strategy employees can use to increase their chances for promotion, assuming they have the required qualifications and would like to advance in their current organization, is to learn how to manage their manager.

The term “manage” sounds manipulative, but just as supervisors need to learn how best to work with each of their employees, staff should also understand how best to communicate and work with their managers. Is your boss a morning person who can be approached as soon as they arrive or are they better able to focus after they have settled into their day and had a cup of coffee? Does your boss prefer to review fully-baked plans or do they enjoy brainstorming ideas? Are they an introvert and re-energize by periodically closing their office door or are they an extrovert and like to interact with staff in order to recharge? Do they take a serious approach to work or do they throw in a bit of fun and humor? With five generations now working together, it is also helpful to know what age group your boss is part of and how that affects the way they view the employee/employer relationship.

Why is this important? Staff need to remember that bosses are also employees who have goals to accomplish, often while juggling multiple priorities. When an employee interacts with their boss in a way that helps their manager achieve these goals, the employee will be looked upon favorably. An employee who creates roadblocks will be seen as a hindrance. Using myself as an example, while I do want to know if there are serious personnel problems such as bullying, I view

Do you have a question about your career that you would like to see answered in the next issue of CLA Today? Send it to: editor@ctlibraryassociation with “Movin on Up” in the subject line.
Who was Faith Hektoen? Each year at our annual conference, we award a children’s librarian for their outstanding career, or for a special achievement. The first award was given in 1979 to Hektoen. The following is an excerpt from her 2006 obituary: Faith Hudson Hektoen, 86, was born in Chicago IL and grew up in Westby, WI. She graduated cum laude from the University of Wisconsin, 1945, and received a masters degree from the school of library science in 1953. She served in children’s and young adult services at the Minneapolis Public Library and the Madison Public Library before moving to Worcester, MA, where she was senior consultant for children's and young adult services, and then acting director at the Central Massachusetts Regional Library System. From 1966 through 1984, Hektoen worked as consultant, children's & young adult services, for the division of library development of the Connecticut State Library. Hektoen was an ardent advocate and supporter of innovative library services for children and their families throughout her career. The CLA Children’s Section established the Hektoen Award in 1979 to honor her for her state and national activity in developing children’s services in public libraries.

Partial List of Previous Winners

2011 Farmington Valley Children’s Librarians
Avon, Canton, Simsbury, Farmington, Harwinton, and Burlington libraries

2011 Shahla Zarinejad
Career Achievement
Rockville Library

2012 Linda Williams
Career Achievement
CT State Library

2013 Kim White, Beth Thomas, et al
Outstanding Project
Otis Library

2014 Caitlin Augusta
Outstanding Program

2014 Janet Pagano Murphy
Career Achievement

2015 Cindy Wall
Lynn Pawloski
Outstanding Children’s Program, Southington Library and Museum

2015 Alice Sherwood
Career Achievement
Greenwich Library

2016 Allison Whiston & Claudette Stockwell
Outstanding Program
Killingly Public Library

2016 Susan Ford
Career Achievement
New Milford Public Library

2017 Jane Ash
Career Achievement
Scranton Library

2017 Marissa Correia
Outstanding Program
Huntington Branch Library

2018 Nancy Brewer
Career Achievement
Ledyard Public Libraries

The Faith Hektoen Award is given annually by the Children’s Section of the Connecticut Library Association to recognize the efforts of an individual or group that has made an impact on library services to children in Connecticut at the local, regional, or state level. Please submit nominations electronically by Monday, Feb. 18, 2019.

Please submit as one single PDF document with the nominee’s name as the file name. Application available here.

Submit nominations to: Danielle Valenzano at dvalenzano@ci.milford.ct.us
Tell us a little about your career path that led you to your current position as director of the Willimantic Public Library.

My first professional position was at the Frick Art Reference Library in New York City. It is a public library that deals in art information and includes such gems as auction catalogs from the 1700s and a photo archive with over 1.2 million images. It was very intellectually stimulating, but I wanted to work in a library that served a much broader audience. That decision first brought me to the Albany Branch of Hartford Public Library as branch manager, and now to Willimantic Public Library as library director.

What has impressed you about WPL, and what challenges do you see ahead?

The Town of Windham is home to a host of amazing nonprofits and interested, community-minded individuals. I have greatly enjoyed getting to know them and figuring out where we can work together. As the saying goes, it takes a village, and I am impressed by the collaborations that have already taken place since I started 7 months ago and the ones that are starting to take shape.

As for challenges, the biggest challenge for me is what plagues us all: the elusive library non-user. How do we identify and engage the non-user, especially those who have so much to gain with our services? Why do some of these non-users fail to see the library as an essential, important place for themselves and society? How can we be more accessible to those who have difficulty finding and using our myriad of services? I need to be out there finding out the answers, advocating and spreading the good word about the library, and not just to the people who know about us. I need to reach the people who don’t know, the people who are hard to reach. I need to make sure the library is relevant AND is seen as relevant to as many people as possible.

What do you like to do in your spare time?

My favorite thing to do is go to museums, or as I like to call it, arting. I love arting with my partner and our two children, Hendricks (age 4) and Andre (19 months). We especially love contemporary art spaces, such as the Whitney, Dia:Beacon and MASS MoCA (WPL has a new museum pass to MASS MoCA).

What is something about yourself that people would be surprised to learn?

One of my prior selves once rode on the back of a motorcycle on a highway that ran parallel to the Indian Ocean in Mozambique. It was magical and I would recommend doing it one day. I would also recommend checking out (or participating in) Taryn Simon’s “A Cold Hole” at MASS MoCA before it closes on March 24. It includes a cold water plunge and performance art.

What are you currently reading, and what’s in your "to be read" pile?

I am currently listening to Michael Pollan’s “How to Change Your Mind: What the New Science of Psychedelics Teaches us about Consciousness, Dying, Addiction, Depression, and Transcendence” on my commute to work. At night I am reading “Hillbilly Elegy: A Memoir of a Family and Culture in Crisis” by J. D. Vance and “Brown Girl Dreaming” by Jacqueline Woodson (the latter is so beautiful!). My nightstand pile is an overflow of overdue books that includes a children’s book titled “Sex Is a Funny Word,” the cookbook “Saladish,” “Rage Becomes Her: The Power of Women’s Anger” and December’s “Architectural Digest.” I always have so much reading to do. :)
Take Your Child to the Library Day Roundup

**Peppa Pig Party at the Brainerd Memorial Library. It was more fun than jumping in muddy puddles!**

**Musician Al deCant and his friends Jill and Pete the Cat helped us celebrate Take Milford. As Pete likes to say, “It’s all good!”…and especially at the library!**

**Pancakes and pajamas at the Burnham Library in Bridgewater.**

**Fancy Tea Time Party at the Ora Mason Branch Library in West Haven.**

**Cherry the friendly opossum from The Zoo in Forest Park visited children at the Cora J. Belden Library.**

**“Mr. Magic” Rich Rothstein performing at Otis Library in Norwich.**
The goal of any public library regionalization should be to provide stronger local public library services—more service hours, larger collections, more skilled staff, and better governance—in communities where it has proven challenging to do more than keep a library open a handful of hours a week.

The legislative committee welcomes participation by CLA members. Many people can’t attend the meetings, but emails or calls to CLA’s officers and six region representatives are very helpful to us in creating the agenda. We will be launching quarterly surveys of CLA members to seek input on legislative priorities, conferences, and continuing education, and how CLA can better serve you.

Finally, it is very, very helpful for library people—staff, patrons, board members, Friends—to testify on behalf of libraries at the State Capitol. At the moment, it is important that Appropriations Committee members hear from libraries now before the onslaught of calls that will result from broad cuts in all areas of the proposed budget.

Each of the following legislators should be contacted by their libraries before the governor’s budget is released on February 20th: Senators Abrams (Chair), Flexer, Kushner, and Somers; Representatives Rosario (Chair), Abercrombie, Candelaria, Currey, Gibson, Johnson, Porter, Simms, McCarty, Kokaruda, Cade, Bolinsky, Hall, and Lavielle. If you live or work in their districts, please make a call, send an email, or visit their office to ask for support for Connecticut’s libraries. Explain how cuts at the state level trickle down to increased costs or reduced services at the local level.

The Appropriations Subcommittee for Elementary and Secondary Education will be holding hearings for the public on this part of the budget on Wednesday, March 6th at 4:30 p.m.

Libraries should be prepared to testify. Please reach out to me (kbyroade@colchesterct.gov) to sign up to testify on March 6. Members of the legislative committee will be on hand to support you throughout the afternoon and evening.

Kate Byroade is the director of the Cragin Memorial Library in Colchester.

employee who frequently point out the faults of co-workers to be disruptive to the teamwork environment. The employee who appreciates different workstyles and behaves collegially, will receive top marks from me.

This does not mean that employees can’t disagree with their managers and in fact should be willing to point out alternative ideas or potential pitfalls. The trick is to do it in a way that your boss can hear it. Does your manager like employees to get straight to the point or do they want more background information first? Will they appreciate bad news coming with a bit of humor or will this irritate them? Do they expect you to provide a solution when you present a problem or do they prefer to decide how to proceed? Is your boss fine with receiving negative feedback in a group or should you meet with them privately?

If you want to be the employee who is considered for promotion, you need to be seen as the person who brings relief rather than disruption to your manager’s day. Even if your personalities are different, learning to meet your boss where they are and how you can be a help rather than a hindrance will ensure your name rises to the top when it is time to move on up!

Actor-Director Emilio Estevez has invited the CT Four: Barbara Bailey, Peter Chase, George Christian, and Janet Nocek to attend the New York City premiere of his new film “the public” set at the Cincinnati Public Library. The premiere will be held at the New York Public Library on Monday, April 1. Estevez’s script briefly mentions the CT Four and at a screening of the movie at ALA Midwinter in Seattle, he said that he’d be honored to meet them. Look for the film to be shown in Connecticut after it opens nationally April 5.
People in the News

Claudette Stockwell was promoted to director of the Killingly Public Library in December 2018. She also recently graduated with an MLS from Texas Woman’s University. Read more in this article.

The Cromwell Belden Public Library is happy to announce that Emily Mills is their new children’s librarian. Mills had the role of children’s assistant until the recent retirement of long time children’s librarian Lois Meltzer. Read more about Meltzer here.

Starting on May 6, Sunnie Scarpa will be the new director at the E.C. Scranton Memorial Library in Madison. Read more here.

At Willimantic Public Library, Elizabeth Lane is the new library director. She was the branch manager of the Albany Branch of Hartford Public Library and prior to that the associate librarian of public services at The Frick Collection in New York City. Ethel Gaudette retired on the last day of 2018 after working for the library for 32 years in a career culminating as the lead library technician in the adult department. Her resourcefulness, attention to detail and commitment to the public will be greatly missed.

Cathy Potter is the new children’s and teen librarian at the East Hartford Public Library.

The Godfrey Memorial Library appointed reference librarian Carol Ansel to the post of director Jan. 1. Read more here.

At Hartford Public Library's annual Staff Day on Friday, Nov. 2, longtime librarian Elizabeth Davis was presented with the 2018 Customer Service Award, as voted on by her fellow employees.

Also at the Hartford Public Library:
• Marie Jarry has been promoted to director of public services. Jarry started at HPL as youth and family services director in February 2016.
• Nygel White has been hired as YOUmedia mentor, with a specialization in photography.
• Ayanna Wright has been hired as teen services librarian at the Albany Library. Wright previously worked as a TV news producer for Fox 61.
• Julie Styles has been hired as the new manager of public services for the Downtown Library. She was previously the access services librarian at Trinity College. She has also worked for the Connecticut State Library and the Avon Free Public Library.
• Sara Lestage has been hired as the librarian for its new Boundless Library at Rawson Elementary School, a partnership between HPL and the Hartford Public School System.
Now Accepting Applications

NELLS 2019 is taking place August 12 – 16, 2019 at the Rolling Ridge Retreat and Conference Center, North Andover, MA.

What is NELLS?

NELLS is an intensive 4½-day course designed for emerging leaders in all areas of library practice. The purpose of the symposium is to foster the mentoring and development of tomorrow’s leaders, who are not only pursuing leadership in their communities and institutions, but are also interested in working with library associations, state, regional, and national.

Founded in 2003, NELLS is a program sponsored by the New England Library Association, and supported by the six New England States.

More information.

Obituaries

Norman D. Stevens
He started at the University of CT in 1968, where he held various administrative positions before being appointed as director of University Libraries. He was honored as Director of University Libraries, Emeritus in 1994 upon retirement. He served as acting director of the newly created Thomas J. Dodd Research Center until 1995. Read the full obituary with many more details here.

Nancy Lauretano
She was well known as a librarian at both Wallingford and Meriden Public Libraries. She was an ardent book lover, cat whisperer, and devoted Gammy with a tremendous sense of humor. Read the full obituary here.
News from around the State

**Hartford Public Library** is proud to announce the launch of Crossroads to Connectivity, a two-part program designed to close the digital divide in Hartford even further. Crossroads to Connectivity is supported by a three-year, $297,000 grant from the Hartford Foundation for Public Giving. The Crossroads to Connectivity initiative has two components. In Phase 1, HPL will be loaning out laptop computers and WiFi hotspots to individuals who qualify for the program. Phase 2 will provide broadband access through TV White Space technology.

A $10,000 grant from the Cigna Foundation will help **Hartford Public Library** staff with the training and supplies they need to assist victims of opioid drug overdoses. Like many libraries across the country, HPL is on the front lines of the increasingly widespread and deadly opioid drug abuse crisis. The grant will support staff training. In addition to training in administering naloxone, HPL staff will be invited to participate in trauma-informed care training and CPR training. The funding will also be used to procure supplies.

The **American Library Association**, in partnership with Citizen Film and the National Writing Project, has announced 50 U.S. public libraries selected to take part in **American Creed: Community Conversations**, a grant program that will invite audiences to consider what America’s ideals and identity ought to be through screenings of, and conversations about, the PBS documentary *American Creed*. In Connecticut, **Bridgeport Public Library**, **Ridgefield Library**, **Ferguson Library**, and **Kent Memorial Library** were selected to receive a community programming grant to support **American Creed: Community Conversations** and will be implementing related programs in their communities.

**The Avon Free Public Library** and Avon Senior Center is pleased to announce they have been selected to receive an **All of Us Research Program Community Engagement Award** from the National Network of Libraries of Medicine. The $12,500 award is designated for a year long series to explore 10 key concepts in mental health and wellness, including programs for the public and sessions for Town of Avon employees. The series will offer individual speakers, virtual reality demonstrations, panel discussions, and add new books and resources to the library’s circulating collection.

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Connecticut’s professional organization of librarians, library staff, friends, and trustees working together: to improve library service to Connecticut, to advance the interests of librarians, library staff, and librarianship, and to increase public awareness of libraries and library services.

**CLA Today** is the newsletter of the Connecticut Library Association. Published every other month, it is posted to the CLA website. Please send submissions for future issues to editor Jennifer Datum at editor@ctlibrarians.org.

[www.ctlibraryassociation.org](http://www.ctlibraryassociation.org)
REGISTRATION IS NOW OPEN!  EARLY BIRD ENDS MARCH 22.

The 2019 Annual CLA Conference will be held

April 29–30

at the Mystic Marriott

Monday Keynote:
Romance Is Not a Guilty Pleasure
*Sherry Thomas, Regina Kyle, Jamie Pope, Jenn McKinlay*

Tuesday Keynote:
Dreaming of a Better World
*Vashti Harrison*

Featuring an exciting line-up of keynote speakers, plus two full days of workshops and speakers, and plenty of opportunities to connect with colleagues and exhibitors. Our after-hours events will include a Performer’s Showcase, All in the Game of Love with keynote speaker Regina Kyle, and cocktails.

Parking, breakfast, coffee/snack breaks, and a hot buffet lunch are included in the registration rate.

Need help paying for the conference? PEG provides funding to help members of the Connecticut Library Association improve their knowledge and skills. PEG funds some expenses for continuing education programs, workshops, seminars, courses, institutes, and other activities. More info here.

Preliminary Schedule is available here.