

# NORTH CAROLINA LIBRARIES

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# Faculty Status for Academic Librarians

Faculty status for academic librarians has been a contentious issue throughout my time as an academic librarian. Shortly after I became a librarian, the American Association of University Professors at their 1972 Annual Conference issued a Joint Statement on Faculty Status for College and University Librarians. The statement recognizes the “unique and indispensable” role that librarians play in the educational process. The AAUP feels that this role deserves the protection that faculty status and tenure grant to members of the academy. Many academic institutions in North Carolina have a long tradition of faculty status for librarians, while others do not. East Carolina University for example, granted faculty status and tenure to librarians almost from its earliest days. Other universities and colleges had similar arrangements by the early 1970s. However the flagship institutions in North Carolina (University of North Carolina at Chapel Hill, North Carolina State University, Duke and Wake Forest) tended to not provide tenure and rank to their librarians. These institutions instead provided annual or multi-year renewable contracts that for the most part mirrored some of the benefits of academic tenure.

Recently, budget issues have forced colleges and universities to re-examine the granting of faculty status and tenure to librarians. Some have questioned that there might be a better model of librarians. In fact, in July, 2013, the Governor of North Carolina signed a budget bill that eliminated tenure for all public school K-12

teachers. Some state universities, notably the University of North Carolina at Charlotte and the University of North Carolina at Wilmington have eliminated tenure for most of their professional librarians. Other institutions are looking at hybrid models that provide some librarians with tenure track positions while other new hires are given one-year-fixed-term slots. The idea here is that if budgets

tenure and faculty status for librarians that already have them, the long range plans seem to be to develop other “models” that encourage the hiring of more and more non-tenure track librarians. These reasons are the primary cause of the decline of faculty status among college and university librarians in North Carolina. Similar plans are afoot nationally in community college systems to reduce the

*“These reasons are the primary cause of the decline of faculty status among college and university librarians in North Carolina.”*

get tight, the librarians on one-year contracts can be let go when their contracts expire, while the tenure track staff has multi-year or tenured contracts. Faculty at academic institutions have long been required to carry a three-part work assignment consisting of teaching, research and service. Some librarians do not wish to do some parts (primarily the research and service aspects) of these assignments and instead only want to focus on “being a librarian.” Another reason for threatening the faculty status and tenure of librarians may be a more ominous political one: going after librarians, politically speaking, may be a safe way to begin a more general dismantling of tenure elsewhere in the university system.

I won't go into the details of why administrators think librarians are a good target to pick on, but I will say that have done this in the past, and probably will try it again in the future. Since they can't simply revoke

number of new full-time faculty and replace them with part-time non-tenured employees. These new models tend to reduce the number of traditional librarian jobs for new librarians in academic libraries.

I believe it is time for academic librarians and their university colleagues who may be next in line for the tenure axe to stand up against any administrative plans to erode the faculty status or tenure of librarians. It's time to stop picking on us and get back on the tenure track. It's long past time for the Executive Board of the North Carolina Library Association to speak out on this issue. Instead of looking at picking on librarians, administrators should re-affirm the need for librarians to have the security that tenure and faculty status provide. We need to have what the AAUP calls the enabling of “men and women of ability to earn a living.”

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*Letters to the editor should be addressed to the editor and sent to Joyner Library, East Fifth Street, Greenville, NC 27858, or by electronic mail (scottr@ecu.edu). We reserve the right to edit all submissions. If you are interested in writing for North Carolina Libraries or would like consideration for news and product information, please send brief information to the editor at the above address.*

# Charles Adams and the Controversy over Use of the Woman's College Library in Segregated North Carolina

On November 13, 1950, Edward Kidder Graham Jr., the recently installed chancellor at the Woman's College of the University of North Carolina in Greensboro, (now the University of North Carolina at Greensboro), wrote a letter to his administrative counterparts at Bennett College and North Carolina Agricultural and Technical College, both African American institutions of higher learning also in Greensboro. In the letter, he issued an open invitation for these leaders as well as other faculty members and student body representatives to attend the upcoming Harriet Elliott Social Science Forum titled "Public Opinion in a Democracy." Graham stated that "the round table sessions on Friday afternoon are for faculty and student representatives of participating institutions, and all seats are open to all delegates at these round table sessions. On the other hand for the general meetings in Aycock Auditorium at public events, and in accordance with the policy of the Consolidated University, we shall have to ask those of our guests who are Negroes to sit in a section reserved for them."<sup>1</sup>

While Greensboro is well known as being a center of activity for the civil rights movement since the February 1960 student-led sit-ins at the downtown Greensboro Woolworth's lunch counter, ten years prior the city and its centers of higher education were strictly segregated. The Woman's College (WC) existed to educate white females, and the Jim Crow laws

that were instituted in the late nineteenth and early twentieth centuries were firmly entrenched on the WC campus as in the rest of American society.

Yet, on the WC campus, a handful of faculty and staff worked together to promote opportunities for sharing among the Greensboro area campuses and students, regardless of race. Off-campus meetings with administrators and students at the neighboring African American institutions began in the 1920s. Use of the WC facilities for such meetings, or for any purposes by the students or staff of these African American colleges, was strictly forbidden by state law.

Debates over rights to access to library resources, however, became particularly contentious in the early 1950s when administrators from the University of North Carolina Consolidated System stepped in to attempt to halt any use of campus resources by African American students from neighboring colleges. Issues of race, gender, and information access came together to force the Woman's College Library to reconsider some little-known practices which allowed open access to the library resources by all students, regardless of race or gender.

## Library Development at the Women's College

Since its 1892 opening, the State Normal and Industrial School for White Girls (later Woman's College) featured a library collection intended to enhance student learning. The

library was initially housed in a single room in Main Building, the administrative and academic hub of the early campus. In 1898, Annie Petty (who began work as the campus librarian in 1895) completed study at the Drexel Institute Library School in Philadelphia and became the first professionally-trained librarian in North Carolina. By 1900, Petty had grown the library collection to around 3000 volumes. When the school's new library building, funded by philanthropist Andrew Carnegie, opened in 1905, the collection had grown to more than 5,000 books.

Growth continued, but in 1932, much of the library building was destroyed by fire (although the books themselves survived with only water damage, as the stacks were fire-proof). Although a full restoration of the Carnegie library was completed within a year, the building quickly became overcrowded. In 1939, the College Librarian, Guy Lyle, called for a new building. Construction was delayed due to World War II, but by the late 1940s, it became clear that a growing library collection and increasing student body population demanded a new library facility. The next College Librarian, Charles M. Adams, arrived in September 1945 to a collection that had grown exponentially in size since moving in to its home, reaching 134,000 volumes in 1948.

Adams, a native of LaMoure, North Dakota, arrived at the Woman's College from Columbia University, where he had served

for seven years as Assistant to the Director of Libraries. When he began, one of his first jobs was to help plan a new library building to house the WC's growing collection. The Winston-Salem-based firm Northrup and O'Brien was selected to design and build the new facility, which began construction in October 1948. In June 1950, the campus's new library building opened and circulation numbers jumped from 89,615 in 1948-1949 to 107,776 in 1950-1951.<sup>2</sup>

Not all of these library users, however, were WC students. Some were alumnae, others were townspeople, and still more were students from neighboring colleges. In fact, circulation of WC books to students from other colleges skyrocketed with the opening of the new library facility, going from 501 in 1948-1949 to 2,651 in 1950-1951.<sup>3</sup> In his annual report written only months after moving into the new library building, Adams observed that "the growth of library service beyond the central building should be watched and understood clearly." He feared that increased traffic from and lending to non-WC students would lead to a lack of needed resources for the WC women themselves. Books might be unavailable to meet a WC student's needs, and, as Adams noted, "funds have not been allotted to take care of duplicates necessary to set up reserve collections where they are not available for general use of students."<sup>4</sup>

Greensboro College, which sat between the WC campus and downtown Greensboro, was at the time a privately-supported woman's college (now coeducational). Guilford College, located west of WC, was a small Quaker institution educating men and women. Bennett College educated African American women, primarily focusing on teacher

training. The largest local institution (aside from WC), however, was North Carolina Agricultural and Technical (A&T) College (now University), a land-grant institution and publicly-funded college for African American men and women. North Carolina A&T also supported teacher education for African Americans, and its summer school program proved particularly popular with local educators. Each of the neighboring institutions was smaller than WC, but many offered similar academic programs, leading to numerous opportunities for collaboration as well as potential sharing of resources. It was the sharing of library resources with students from North Carolina A&T that spurred the most controversy among both local campus and state-level University of North Carolina Consolidated System administrators.

### **Women's College Library Use by African American Students**

While library use by non-WC students skyrocketed with the opening of the new library building in 1950, this did not mark the first time that college administrations had faced questions regarding facility use by students from neighboring colleges, including the nearby African American institutions. As early as February 1929, administrators were discussing use of the Library by students from North Carolina A&T. Then Vice President (and later Chancellor) Walter Clinton Jackson wrote College President Julius Foust requesting that an A&T student be allowed to borrow books from the Women's College Library. Jackson wrote, "it seems to me rather incongruous that we should refuse a little courtesy of this kind to a neighbor institution, even though a negro

institution. It is a very small matter, in a way, but it has large consequences so far as the Negroes are concerned."<sup>5</sup> Foust agreed to discuss the matter with the College Librarian and "do anything we can to aid these students." He quickly added, however, that Jackson should be acutely aware "that certain embarrassments may arise in our attempt to do what they request" and that he "doubt[ed] the wisdom of permitting negro students to take the books out of our library." While he agreed to consider the idea, Foust added that he would ask the Librarian to consult with Dr. Anna Gove, the student health coordinator, to learn more "about the danger that may arise from disease if these students are permitted to take the books and use them when our students must use them when they are returned to the library."<sup>6</sup>

Jackson's decision to support the use of the WC Library by African American students ran counter to the Jim Crow laws that were prevalent across North Carolina at the time. Jackson, however, was well known as a champion of racial equality. He arrived at State Normal in 1909 to lead the History Department. A native of Georgia, he studied at Mercer University and spoke frequently on the topic of race relations in American history. Although he was forced to work within the framework of the segregated South, he served as chairman of local, state, and southern regional Commissions on Interracial Cooperation. From 1938 to 1953, he served as chairman of the Board of Trustees at Bennett College, Greensboro's college for African American women. In presenting him with an honorary doctorate in 1949, Bennett referred to Jackson as a "pioneer in the field of better race relations."<sup>7</sup>

Throughout his sixteen-year tenure as Woman's College Chancellor (1934-1950), Jackson opened many venues for progress and collaboration between WC and its neighboring educational institutions, including African American. In a June 17, 1935 letter to Charlotte Hawkins Brown, he expressed dismay that WC would not be able to openly welcome students from Brown's Palmer Institute, a school for African Americans in Sedalia, North Carolina, just outside of Greensboro. After Brown declined to bring her students to a music performance at the WC due to the segregated seating requirements, Jackson wrote, "I hope the time will speedily come when difficulties which confront us may be more easily resolved."<sup>8</sup>

State laws and regulations, however, did not support open sharing of resources between WC and its African American neighbor institutions. "Separate but equal" policies resulted in the segregation of public schools, public spaces, transportation, restrooms, restaurants, and drinking fountains. Since 1901, North Carolina state law had explicitly required separate facilities for the consumption of library materials by white and black citizens.<sup>9</sup> While a number of prominent North Carolinians, including Governor W. Kerr Scott (1949-1953), believed in extending some degree of civil liberties to African Americans, the general consensus across the state favored the continuation of segregationist policies.

WC Librarian Charles Adams, however, favored allowing access to WC Library materials for students at neighboring colleges, including those at African American institutions. Having grown up in North Dakota, he was not entrenched in the southern Jim Crow laws. While he

admitted to not knowing any African Americans personally before arriving in Greensboro, his subsequent actions reflected a desire to assist and work with African Americans. At the reception celebrating the opening of the new library building, Adams purposefully scheduled a tea instead of a formal sit-down dinner reception for guests, as a sit-down meal would have excluded his African American librarian counterparts from North Carolina A&T and Bennett.<sup>10</sup> Similarly, he successfully lobbied for a joint meeting of the North Carolina Library Association and the North Carolina Negro Library Association in 1951, again forgoing the traditional banquet meal in favor of a more inclusive meeting.<sup>11</sup> He continued allowing African American students from neighboring campuses to borrow WC library books, a practice that quickly brought him in conflict with WC and Consolidated System administrators in the early months of 1951.

### **The 1951-1952 Controversy over Library Use**

On February 6, 1951, John W. Clark wrote a brief letter to Woman's College Chancellor Edward Kidder Graham Jr. Clark, a segregationist leader, had recently been appointed by Governor Scott to serve on the Admissions Committee of the Board of Trustees. He wrote asking for a list of names of faculty members who were in favor of integration. Clark stated, "If you would be kind enough to let me know who the individuals are who wish to discontinue segregation at college meetings and the departments with which they are connected I will appreciate it. I trust they have no desire to keep the matter secret."<sup>12</sup> Graham, who had been chancellor for less than a year, wrote UNC Consolidated System President

Gordon Gray for his opinion on a draft response, noting that "the burden of all this falls ultimately on [the System President]."<sup>13</sup>

Gray issued the first response to Clark's query, blind copying Graham as well as Woman's College alumnae and UNC Trustee Laura Cone. Gray expressed a desire to "deal with the problem within the administration," stating that he did not "see any real value in making an official designation of the people who I believe are interested in this problem."<sup>14</sup> He emphasized that faculty who spoke out in favor of integration were doing so in a way that broke no regulations and without abusing their positions. Graham's response to Clark echoed the same sentiment. While he admitted that many faculty opposed segregation, he noted that no one had presented him with a petition or spoken to him directly on the matter. He added, "I am confident that you and I are in full agreement on the point that what a man thinks is his own business." He did add, however, that viewpoints that resulted in "slanted teaching," "action contrary to the interest of the College or contrary to policy established by the Trustees," or "membership in any organization which by its nature is committed to the subversion of our free government" would represent "irresponsibility on the part of the individual" and would not be tolerated.<sup>15</sup>

While Graham declined to provide Clark with the specific names of those members of the faculty who supported integration, he did begin a closer examination of College policies related to African American use of campus facilities and resources. He found that the Library continued the previously-established practice of allowing limited use by African American students from neighboring



colleges, and that Adams had recently conducted an internal discussion with his staff regarding use of the Library by African Americans.

to Adams. Graham expressed concern that the issue would continue to grow and that, with a current policy in place, any change would quickly

program at Bennett College were given full tours of the Library facilities. Reference services were “given liberally on request and considerable

“...Graham wrote a tense letter outlining what he saw as the leading issues related to the use of Library resources by African Americans and chastising the librarian for his decisions to construct and apply Library policy without first consulting the chancellor.”

After a face-to-face meeting with Adams in early April 1951, Graham wrote a tense letter outlining what he saw as the leading issues related to the use of Library resources by African Americans and chastising the librarian for his decisions to construct and apply Library policy without first consulting the chancellor. Graham argued that it was Adams' responsibility to bring this matter to his attention before creating an internal policy, stating that “any procedure or practice, or any policy question, bearing on the use of College facilities by Negroes should be brought to my attention.” He added that any policies relating to use of College facilities must conform to Trustee regulations, and that, because Adams did not involve him in the discussion regarding use policy sooner, “we now find ourselves in an unhappy position where the College could bring embarrassment to President Gray at a time when he is engaged in the thankless assignment of trying to bring some measure of order and equity into racial relations in higher education in this State.” In advance of President Gray's April 15 visit to Greensboro, Graham requested that Adams construct a “concise memorandum on the policies and procedures that [the Library] wants to follow in respect to the use of the Library by Negroes.”<sup>16</sup>

Graham followed with a memo to Gray, including a copy of his letter

be attributed to “racial prejudice.” Yet, not changing the policy might put the Library and the College at odds with Consolidated University policy and the desires of the Trustees. He noted, “we have a chance of getting out of this thing with a whole skin, but it is not much more than a chance.”<sup>17</sup>

Two days after receiving Graham's letter about the Library's policy, Adams crafted a response that outlined the existing (although undocumented) Library policy regarding use by African Americans. Adams noted that the stated procedures had been consistently followed for many years, although they had never been formalized in writing. He added that “these practices represent the position the staff wants and is happy to take so far as it concerns the use of the Library by Negroes.”<sup>18</sup>

In his April 12, 1951, “Memorandum on the Use of the Library by Negroes,” Adams describes a Library that is relatively open to African Americans – both students and faculty at neighboring colleges and a few community members. Full access to the public catalog as well as use of books from the closed stacks (via call slip), from the open shelves in the reference and periodical rooms, or through interlibrary loan was permitted. Visiting African American librarians from neighboring colleges and students in the Library Training

effort has been made to help them graciously and fully in locating material for their study or research.” Only the reserve reading room, which housed required reading for WC students, was not open to use by the African American visitors.<sup>19</sup>

In spite of the liberal use policy, Adams emphasized that use of the library facilities by African Americans was very rare. While the Library did not maintain statistics to document use by African American visitors, he did admit that he observed a small increase after moving into the Library's new building. He estimated that around six or seven African Americans consulted the public catalog and two or three made use of the reading room facilities each week.

Graham forwarded Adams' memorandum to President Gray in Chapel Hill, and requested that Gray meet with Adams and the Library staff during his upcoming visit to Greensboro. That meeting never took place due to Gray's schedule, but Graham continued to ask Adams for updates on use patterns and any policy changes related to African American use of the Library. He also requested that Adams more heavily emphasize that use of the WC Library facilities should be limited to students who have a documented need for a book that his or her home library cannot provide. This, he hoped, would reduce the total number of visitors, African American or

otherwise.

Through the remainder of the Spring 1951 semester, use of the Library by African Americans remained low, with a total of 58 users between April 15 and May 29. But as summer school began, the number dramatically increased. In one week (June 8-13), 41 African Americans, primarily female students enrolled in a teacher training program at North Carolina A&T, visited the Library. Adams noted that "many of these students are requesting reference service and help in developing theses requiring work in the library." He added that the library instituted the practice of beginning these interactions by markedly asking the student whether he or she had already exhausted the facilities of his or her home library.<sup>20</sup>

Use of the new library facilities by African Americans continued to increase, however, and Adams was forced to develop a more formal approach to limiting access. While Graham sought a formal policy specifically restricting African American use of the library facilities, Adams notably avoided creating a policy that specifically targeted only those students who were African American. Adam's newly-developed policy more uniformly limited access to the Library for all non-WC college students. Thus Adams insured that use of the WC Library by non-WC students would continue, but only with a new requirement in place: All students from outside of the Woman's College would now be required to present a letter of introduction or a card of identification from their home institution's library.

The librarian at Bennett College observed this practice by telephoning the WC Library prior to a Bennett student's visit.<sup>21</sup> Alma Morrow, Librarian at North Carolina A&T, willingly instituted the requirement

at her library after a number of A&T students borrowed books from the WC Library without returning them. She specifically requested that Williams and the WC Library staff "check out books in the future only to students who present a letter to you from A&T Library."<sup>22</sup> Adams agreed to the practice, and suggested extending the requirement to students with reference queries as well as those borrowing books. He stressed that he did not "believe that many, if any of your students, have abused this privilege, but it would help us to know that they had already talked with you before coming out here." But he added that use numbers had grown greatly over the past year, and particularly over the summer, and that "some of these students might have saved a trip for themselves by first consulting with you."<sup>23</sup>

In a July 5, 1951, letter to the librarians at Greensboro College, Guilford College, North Carolina A&T College, Bennett College, Immanuel Lutheran College, and Greensboro Evening College, Adams announced that the WC Library would now require all non-WC students to present a letter or card of identification from their home institution's librarian. Students would be required to check with their college librarian prior to visiting the WC Library for any purpose (borrowing, reference, etc.). Adams argued that "we think this regulation would not only be of help to us but also to you in your guidance of student use of the library."<sup>24</sup> The policy would be in place for all non-WC students, regardless of race.

This new requirement satisfied Graham, who announced to President Gray in October 1951 that use of the Library by "outsiders" had been greatly reduced. He noted that

"apparently it was the attraction of our excellent library facilities, rather than the absence of the required books in other college libraries, that was in considerable measure responsible for the increase in outside use which was noted during the past spring and summer."<sup>25</sup> Graham wrote to Adams that "to the best of my knowledge we are [now] complying with the policy of the Board of Trustees and University Administration."<sup>26</sup> Logan Wilson, UNC Vice President, concurred with Graham. In a memorandum to President Gray, he called the procedure "a sensible way to handle the problem," and suggested that State College in Raleigh might adopt a similar policy.<sup>27</sup> Adams' policy of a uniform restriction, regardless of race, was a way for campus and university administrators to limit use of the facilities by outsiders, while not explicitly creating limitations due to race.

Throughout the discussions in 1951, *The Carolinian*, the WC's student newspaper, made no note of the debates. It was not until February 22, 1952, that the student newspaper took note, reprinting a year-old letter Clark wrote to local officials in Four Oaks and Maxton, N.C., requesting information on local students he labeled as subversive and anti-segregationist. Specifically, he wished to know if these students came "from a family who advocates and practices this sort of thing" or if the students were "imbued" with these ideas while enrolled in the UNC Consolidated System. *The Carolinian*, however, took particular umbrage at Clark's statements about WC, where he wrote that "there is also a considerable number of individuals ... who advocate this same sort of thing." The article sought to disprove several factual errors in Clark's statements (which *The Carolinian* referred to as "fiction

of purest ray serene”), and asked for formal clarification of Clark’s involvement and any authorization he may have had from Governor Scott or the UNC Board of Trustees in writing the letters or discussing segregationist policies with non-UNC audiences. *The Carolinian* argued that Clark’s actions made “the Board of Trustees and the University appear ludicrous in the eyes of North Carolinians who look to the University and its trustees to uphold the University tradition of responsibility, integrity, good taste, and common decency.” They called upon the Board to pass a resolution clarifying that Clark’s queries were not being conducted in his role as Trustee.<sup>28</sup> At its February 29 meeting, the Board officially censured Clark, stating that “it is the view of the Board of Trustees of the greater University of North Carolina that the statements and declarations of Mr. John W. Clark and his controversy with others concerning segregation and racial questions are his own responsibility and the Board deems it inappropriate for it to take official recognition of such matters.”<sup>29</sup>

At the same February 29 meeting, however, Clark continued his assault on Woman’s College, criticizing two students for attending an interracial religious meeting at a Greensboro church (arguing that they were “hanging around inside the church with the Negro men for more than an hour after the services”) and lambasting the school for inviting “atheist” speakers such as Bertram Russell to campus.<sup>30</sup> He also once again argued against use of the WC Library by African Americans, proposing a movement “that the Woman’s College Library be reserved for the students for whom it was built, and that if the Negro students do not have a sufficient library, one be built for them.”<sup>31</sup> Trustee Laura

Cone, a graduate of WC, pointed out the existing policy that required all non-WC students to present documentation from his or her own college librarian stating the student’s research needs. But, the remaining Trustees voted to refer the issue to the Executive Committee (which no longer included Clark) and request a full report at their meeting on April 19.

In early March, the chancellors from WC as well as the University of North Carolina at Chapel Hill and State College requested copies of their library’s policies regarding use of the library by African Americans. The other two schools reported policies that were similar to, but slightly more restrictive than those practiced at WC. In Chapel Hill, Director of Libraries Charles E. Rush reported that African Americans were allowed full use of the catalog and indexes. Temporary stack permits would be issued if the researcher had a documented need, and a special carrel would be assigned if extended study time was needed (thus freeing table space in the readings rooms for UNC students only). Lending, however, was allowed only through interlibrary loan or the Library Extension Department. State College Librarian Harlan C. Brown reported the same restrictions at his institution, adding that use of resources within the library building itself was freely available to all researchers regardless of race.<sup>32</sup>

Instead, Adams once again avoided producing a policy with constraints solely based on race. He formalized the restrictions on use of the WC Library by students at neighboring colleges in a March 24, 1952, memorandum titled “Statements of Policy and Regulations Governing the Use of Library materials by Non-College Persons.” This memorandum was

compiled from an existing staff manual as well as letters between Adams, Graham, and other local librarians. The policy began by emphasizing that “the Library of the Woman’s College of the University of North Carolina is maintained essentially for the use of its students and faculty. By courtesy, certain services and resources are available to Woman’s College alumnae, townspeople, visiting students and scholars, and to other people who have special needs for its resources.”<sup>33</sup>

The policy never specifically placed any restrictions on use by African Americans, students or non-students. Instead, it required all people who were not WC students or alumnae to present clear evidence of their need for the use of the WC Library. As noted in Adams’ letter from the previous summer, the policy required students from other colleges in Greensboro to “present a card or letter from their librarian requesting books or services not available at their institution.” Unlike the policies at State College and Chapel Hill, the WC policy allowed non-WC students – regardless of race – to borrow books as long as they provided the required letter of need from their home institution.<sup>34</sup>

This policy, however, did not satisfy Graham, who followed up by specifically demanding information on the use of the library by African Americans. Adams responded with a one-page memorandum with an attached timeline of specific requests for use by African Americans during the 1951-1952 academic year. As in his report created a year previously, he began by noting that “the use of the Woman’s College Library has been available with certain restrictions to Negroes for a great many years.” He detailed the policy requiring students to present a letter or card from their



home institution, and mentioned a few instances of use of the Library by African Americans who were not students (primarily faculty members at local colleges). He noted only two requests from African American townspeople – one doctor and one minister's wife – and stated that "reasonable requests of this type have been filled."<sup>35</sup>

At Graham's insistence, Adams added a restriction against any use of the library by non-WC students after 5:00 p.m. Graham noted that after-hours use of the Library by non-WC students "is not a Negro problem but one concerning the primary function of the College."<sup>36</sup> Adams argued that the situation at the time did not warrant this type of limitation, but admitted that "the regulation can be justified as desirable in anticipation of a growing demand on the part of the public."<sup>37</sup> He agreed to add the restriction, with the stipulation that the librarians or library staff be given discretion in allowing exemptions for any individuals who may need them.

This final policy with the restriction to use during business hours only was approved by the Faculty Library Committee in a 5-2 vote. English professor Marc Friedlaender, a vocal supporter of racial equality, voted "yes," but added that he would like his vote to "carry with it too my understanding that the interpretation of the revised policy by the staff will be the broadest and most generous consistent with the spirit of our discussion." He also requested that records be kept and reports to the Committee be made documenting "all instances where the facilities of the Library were refused to any individual."<sup>38</sup>

On May 12, 1952, Graham took the finalized policy for use of the library by non-WC students to the Executive Committee of the Board

of Trustees. His report, along with reports provided by his counterparts at State College and UNC Chapel Hill, was presented by President Gray. Trustee Laura Cone made the initial motion to close the investigations, stating that "the Executive Committee is satisfied that the use of the library by Negroes is properly restricted and conducted at the three institutions."<sup>39</sup> With that, the major discussion of the issue at the Board level was resolved. Restrictions against library use by non-WC students were formally and firmly in place, but were to be equally applied to all non-WC students, regardless of the patron's race.

## Conclusion

Discussion on the campus level over use of library resources by students from North Carolina A&T continued for years to come. In the Spring of 1953, Library staff began tracking use of the WC Library by students from each of the local colleges.<sup>40</sup> As the 1954-1955 Annual Report noted, "the use of the Library by non-college readers has shown little change, in fact the figures are actually showing a decline. This service has never been advertised or promoted."<sup>41</sup> Use by North Carolina A&T students actually dropped dramatically in the 1955-1956 academic year (from 53 in 1954-1955 to 15 in 1955-1956), as their librarian began refusing to provide letters to permit student use of the facilities after a number of students failed to return borrowed WC books.<sup>42</sup>

Even after the WC itself was integrated in the Fall of 1956, rumors of heavy use of the WC Library by North Carolina A&T students continued to concern some administrators and alumnae. Two years after WC's desegregation, an alumna approached the new chancellor, Gordon Blackwell,

with a rumor "to the effect that numerous students from A. and T. College have been using our library, that this has caused problems with our students, and that guards have had to be employed to control the situation." Blackwell quickly investigated and reported back on the Library policies developed in 1952.<sup>43</sup> He noted that "since the use of the Woman's College Library by students from Negro colleges has been rapidly declining since 1953 and is approaching the vanishing point, perhaps because of the strengthening of their libraries, and since we know of no social comingling which has arisen under our present regulations, I am confident that the situation is well under control."<sup>44</sup>

The debate over African American use of Woman's College resources touched upon many key topics prevalent in North Carolina in the 1950s. While administrators of the Consolidated System fought against desegregation and the forced admission of African American students to the University campus in Chapel Hill in 1951, Charles Adams and the librarians of the Woman's College stepped forward to commit to access to information and Library resources, regardless of the color of the patron's skin.

Issues of race and gender were intermingled, and much of the debate over who should be allowed to access WC Library resources took place mostly away from the WC campus. Discussions and debates took place largely on the Board of Trustees level, with WC Chancellor Graham serving as the messenger and retriever of information for the Board members. While limitations to Library use were put in place by these administrators, Adams and his staff ensured that the restrictions were equally applied to all non-WC students, promoting

access to information for all in need, regardless of race.

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- <sup>6</sup> Foust to Jackson, February 15, 1929. Julius I. Foust Records.
- <sup>7</sup> Degree citation, May 30, 1949. Walter Clinton Jackson Records, Martha Blakeney Hodges Special Collections and University Archives, The University of North Carolina at Greensboro, NC, USA.
- <sup>8</sup> Jackson to Charlotte Hawkins Brown, June 17, 1935. Walter Clinton Jackson Records.
- <sup>9</sup> The *General Statutes* of North Carolina in 1901 directed the State Librarian to "fit up and maintain a separate place for the use of the colored people who may come to the library for the purpose of reading books or periodicals" (*General Statutes*, North Carolina, 1901: 125-10). A 1930 North Carolina Supreme Court ruling explicitly applied the "separate but equal" policy to library facilities, noting that "It has long been the settled policy of this State, promulgated through the legislative branch of the government, to have separation or segregation of the white and negro races with equal accommodations" (*Corporate Commission v. Transportation Committee of the North Carolina Commission on Interracial Co-operation*, 19 N.C. 317 (1930)). North Carolina was the only one of the 13 Jim Crow states which had such a law officially segregating its state library.
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- <sup>12</sup> John W. Clark to Graham, February 6, 1951. Edward Kidder Graham Records.
- <sup>13</sup> Graham to Gray, February 9, 1951. Edward Kidder Graham Records.
- <sup>14</sup> Gordon Gray to Clark, February 9, 1951. Edward Kidder Graham Records.
- <sup>15</sup> Graham to Clark, February 17, 1951. Edward Kidder Graham Records.
- <sup>16</sup> Graham to Charles Adams, April 10, 1951. Edward Kidder Graham Records.
- <sup>17</sup> Graham to Gray, April 11, 1951. Edward Kidder Graham Records.
- <sup>18</sup> Adams to Graham, April 12, 1951. Dean of University Libraries Records.
- <sup>19</sup> "Memorandum on the Use of the Library by Negroes," April 12, 1951. Dean of University Libraries Records.
- <sup>20</sup> Adams to Graham, June 14, 1951. Edward Kidder Graham Records. Also of note, Adams mentions a lack of separate restroom facilities for the African American researchers. Previously, these visitors had used a student lounge located on the ground floor of library, but Adams notes that "we feel that this might be undesirable because of the large number of older students in our summer school who might question the Negro use of the student lounge." Therefore, he requests permission from Graham to allow African American female visitors to use the restroom facility on the main floor that was typically reserved for staff use only.
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- <sup>23</sup> Adams to Morrow, June 30, 1951. Dean of University Libraries Records.
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- <sup>36</sup> Meeting Minutes, April 14, 1952. Consolidated University Cabinet Records.
- <sup>37</sup> Adams to Members of the Faculty Library Committee, April 22, 1952. Faculty Library Committee Records.
- <sup>38</sup> Adams to Graham, April 28, 1952. Edward Kidder Graham Records.
- <sup>39</sup> Meeting Minutes, May 12, 1952. Consolidated University Cabinet Records. Of note, in a May 27, 1952, letter to Governor Scott included as an addendum to the meeting minutes, President Gray corrects the recorded meeting minutes, stating that “it was clear after very considerable discussion that the resolution not use the word “Negroes,” but would refer to use of the libraries by [those] other than faculty, staff, and students. It was also clear that the word “restricted” would not appear in the resolution.”
- <sup>40</sup> Previously, the use statistics for non-WC students had simply been reported as a total number, not broken down into individual institutions.
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# Transparency Means Greater Payoff in a Planning Process

A recent proactive strategic planning process at Clemson University Libraries (CUL) not only resulted in a positive outcome, but also offers lessons learned for other academic libraries to apply at their own institutions. More often than not, a planning process comes as a response to some sort of major change imposed from within or from outside the organization. A reactive approach to planning might be the result of budget cuts or mandates for staff re-organization. Major change often forces strategic planning. A proactive approach to strategic planning allows more time for the organization to grapple with its vision of the future, to benchmark other organizations for quality of service, and to seek feedback from all levels of staff. It was in this environment that CUL undertook an eight-month planning process that resulted in 35 recommendations to make organizational changes, augment staff, and tighten decision-making and accountability to move the library forward.

## Getting Started

Initial planning for the process began in late fall of 2011, as the dean of libraries looked at the library's progress in aligning itself with the university's strategic goals. These were developed internally as part of the university's 2020 plan but did not address the future vision for libraries with the degree of specificity desired. Of particular note was her concern for the continued viability of the

library's role in the teaching, learning and research vision of Clemson University. Working closely with the associate dean (AD), a planning process was envisioned that would be unlike any previous at CUL. Specifically, this process would be open and transparent, would be designed to receive input from library personnel, would make information about the process freely available to everyone, and would promote and encourage system-wide thinking among task force members and all library employees.

By mid-January 2012, members for a task force were selected and the charge drafted. To emphasize the sense of urgency for the work, the task force was called "The Future is Now" (FIN) and the charge noted that the continued viability of the library's role in the teaching, learning and research vision of CUL could be in jeopardy unless steps to radically transform the library were taken. It was determined that the AD would lead the task force and that an experienced organizational development specialist on the Clemson University staff would serve as group facilitator. Identifying a facilitator was an important step as it brought to the process someone with significant experience in the guidance and support of a group process, and marked the first time that such an approach had been taken in the library. The facilitator was briefed on the process and agreed to serve in the role for the eight-month period that was planned

for this group work. The dean, in her announcement of task force membership, alerted supervisors to the time commitment and her decision to make this work a priority for task force members.

## The Future is Now Task Force

The task force held its initial meeting at the end of January 2012, and agreed on action items for the process as well as ground rules for their work. In addition to an expected final report of recommendations, the group would also facilitate the revision of the library's mission statement, document practices at peer institution libraries, survey the library literature for trends and implications of technological change, and review best practices among current academic libraries as they respond to changes. A regular two-hour weekly meeting time was established and administrative support from a graduate student was provided for better tracking of group work, meeting notes, and assignments. From the beginning, the AD insisted that the planning process be open and inclusive, with complete transparency, and that information should flow easily in terms of news about the process and feedback from library personnel. Input from library personnel about previous planning efforts and decision-making processes showed many were unconvinced of the legitimacy of TF work. To ensure openness and access to the process, a website was set up



using the Libguide format with complete documentation of the process. Linked web pages were created for:

- Charge to the task force, member roster and contact information.
- Resources used by the task force, including readings from the library literature, as well as other sources, and all available full-text.
- Reports generated by support groups and task force members.
- Presentations by invited speakers and other notable presentations about the future of libraries that are available online.
- A listing of frequently asked questions and their answers.
- Feedback opportunities for library employees.

## **Communication and Feedback**

Communication is an important element in any endeavor, and especially where broad input is solicited. From the beginning, the TF created many avenues to communicate with library personnel about the process, about the resources uncovered and developed, about trends and implications at peer institutions, and about best practices at academic libraries engaged in responding to the myriad changes in technology and other forces in the academy. Opportunities to communicate and provide feedback on the process took many forms. Among the pathways set up to provide specific input to TF members were:

- Email to individual TF members.
- Open office drop-in hours held weekly for consultation with TF members.
- Regular updates at Library Administrative Council meetings.
- Email to the TF as an entity.

- An anonymous input form.
- Meetings with all library units.
- An open forum on TF progress with invitations to all library employees.
- Updates in the weekly library newsletter.

## **Supporting Groups**

In order to involve other library personnel directly in the process, additional work groups were identified and charged. An Environmental Scan group looked at social, technological, economic, and political trends affecting the university and library. Their analysis proved crucial to the task force in understanding critical influences outside the control of the library that affect strategic planning. A library faculty member was identified to review data from three LibQual surveys completed over the previous nine years, and these results provided a fresh perspective on library user perceptions of space, services, and collections. To further engage library personnel, and to gain the most current input from university faculty and students, a Survey Group was created to gather data among library user groups and report findings. The results of all three groups are listed on the FIN website and the information therein was consulted closely by the TF in developing recommendations.

## **New Library Mission Statement**

Early in its work, it was apparent to the TF that the library's mission statement was outdated and would not be useful in its current form. Several group meetings were given over to developing a new articulation of the library's mission. There were many discussions in both small groups and

the larger task force, and many drafts and word-smithing of new mission statements that could be shared with the larger library workforce for input. Three drafts were developed in this manner and offered for feedback. Based on input received, a final mission statement was completed and was approved by the dean for immediate adoption. The new mission served as a guide for TF work and was a resource when discussing library responses to technological and organizational change.

## **Uncovering Trends and Implications**

Early meetings of the task force focused mostly on readings from library literature about current trends in organization and response to technological changes. In total there were six required readings for discussion and fifteen optional readings. These were all made available to TF members and library personnel on the TF webpage. Typically the discussions would involve small 3-4 person subgroups that would react and respond to questions such as "What is CUL already doing?" and "What is CUL not doing that needs to be done?" as well as "What can CUL try to do?" and "Challenges and actions to try." The small groups would report back to the larger group for further discussion. In this way, recommendations were fleshed out and shaped during the discussion process, and brought forward to be considered for the final report recommendations.

Another element of reviewing the current landscape of academic library work was looking at peer institutions and their libraries. Using a list of the peers developed by the Clemson Office of Institutional Effectiveness, seven administrators of peer



institution libraries were contacted and telephone interviews arranged to discuss a range of topics related to library practice and the challenges of the future. TF members paired to interview the library administrators and offered reports of these interviews to fellow TF members. These were also posted on the TF website. In addition, an all-staff meeting was

in Academic Libraries Award, arrived in early February with a lively presentation to library personnel that raised a number of key points about major changes in provision of library services and programs on the academic campus. Pat Hawthorne, Director for Library Organizational Development and Human Resources at Emory University Libraries spoke to the TF

*“...the group used a functional approach in considering five specific areas for analysis: technology, public services, collections, service points, and administrative services.”*

held to update the library workforce on the FIN process, and the peer reports were discussed as well.

In addition to peers, the TF also looked at best practices. Instead of using the peer or benchmark approach, however, the group used a functional approach in considering five specific areas for analysis: technology, public services, collections, service points, and administrative services. Information was gathered from a variety of sources including literature reviews, surveys, data analysis, internet research, and more. The final reports on best practices were discussed in terms of incorporation into workflows and procedures at CUL, and these were posted on the TF website.

## External Views

One of the ideas developed for a kick-off to the process featured a provocative and forward-thinking leader. This was later expended and two speakers were identified that were available to share experiences at their own libraries: Lynn Sutton, Dean of the Library at Wake Forest University and whose library was winner of a recent ACRL Excellence

and also to the Environmental Scan and Survey Groups during a visit in March. She was able to offer a unique perspective as she serves as incoming president of the Library Leadership & Management Association (LLAMA), one of the divisions of the American Library Association. In her remarks to the TF, Hawthorne discussed the SOAR Process (strengths, opportunities, aspirations, results) and about how they can be applied in the academic library environment.

A more challenging learning experience unfolded in May 2012. The TF traveled to meet with the editors and publisher of the local newspaper, *The Greenville News*. In a lively discussion on the changes and adjustments made by the newspaper due to severe changes in its business model, several topics were pursued that have relevance for academic library work. The results of the discussion helped inform the TF members about information and content delivery in a different environment and piqued thinking about the library's growing role as a repository and content creator in the institutional repository function, as well as how to deal with fears and apprehensions that radical

change can sometimes cause among employees.

## Valuable Input

As noted above, input was solicited at all points of the process and feedback was received in a variety of ways. Ideas and comments regarding library trends, group process, dissatisfaction with present operating procedures, suggestions for change, and other topics were delivered to TF members and discussed at length throughout the process. Of particular note, the anonymous input form proved to be most-used and this provided a great quantity of information for the TF, but also created some frustration. While much productive information was provided, there were at times comments that appeared to be based on erroneous assumptions, rumor, or innuendo. Given the anonymous nature of the comments, it was not possible for the TF to respond to clarify or follow-up. One response to this concern was creation of an FAQ on the TF website that addressed some of the more common subjects that brought comment. Regardless of any frustration, the TF took seriously all input received and this valuable information was discussed at length and informed the development of the recommendations in this report. It was clear to the TF that library personnel were both engaged and involved in the process and were informed and interested in the future of the library.

## Steps To The Future

The process of developing the final recommendations meant distilling information uncovered and considered over eight months. Through a number of TF meetings, the slow work of identifying and developing

the final recommendations proceeded methodically. The TF worked to be intentional about the recommendations as well as realistic about possible outcomes. What emerged is a specific list of action items that will be handed off to an Implementation Team, led by the dean, that will now work quickly to put them in place. The key lessons in the process include:

- the importance of transparency and inclusion of all library staff in the process.
- the creation of multiple information pathways: web-based information flow, face to face meetings, speakers and

presentations, email, and regular updates.

- the availability of planning resources for everyone to review, outside speakers offering new ideas, open discussions of change, analysis and sharing of best-practices all led to greater involvement and consideration of the issues faced by academic libraries.
- the need for interactive opportunities, working groups to provide resources to the task force, responses to surveys and focus group meetings, and other opportunities to provide feedback throughout the process.

### **Update February 2013**

The Implementation Team completed its work and addressed all of the recommendations in some form or fashion. A number of new positions have been created and filled and several new faculty hired. Library staff have had opportunities to apply internally for promotional opportunities. The library is being reconfigured along the lines as envisioned and recommended by the TF. All of the material, reports, and analysis remain available for review at <http://clemson.libguides.com/futureisnow>.

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# Library Services to Inmates in the Rural County Jails of Western North Carolina

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*This paper investigates the current status of library collections and services in the rural jails of western North Carolina. The authors interviewed sheriffs and jail administrators in 6 of the 7 westernmost county detention centers. This paper discusses the benefits of reading and the importance of literacy to this underserved population, presents descriptions of the collections and library service policies along with photographs of actual book collections, and explains the challenges the jails face in maintaining and delivering these services. The authors interviewed sheriffs and jail administrators in 6 of the 7 westernmost county detention centers. This paper discusses the benefits of reading and the importance of literacy to this underserved population, presents descriptions of the collections and library service policies along with photographs of actual book collections, and explains the challenges the jails face in maintaining and delivering these services. The authors argue that one possible solution to these challenges is to build partnerships between public library systems and their local jails in a manner that benefits everyone in the community.*

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North Carolina libraries strive to serve all citizens regardless of need or circumstance. However, this begs the question of whether and to what extent it is a public library's mission to provide library services to the incarcerated in their service area. This underserved resident population within the community is very challenging to take on as an outreach service for any public library. While most North Carolina State Prisons, under the Department of Corrections, have at least rudimentary recreational and legal library collections and services, the same is not the case in jail and detention centers, particularly in rural jails. Services to rural jail populations are often delivered by the jails themselves. While it is to be expected that they suffer from inadequate library collections and services due to the distinctive characteristics of those institutions (e.g. inadequate staffing, limited local budgets and space, etc.), very little is known about their library services except by those who are in direct personal contact with them.

Jails, unlike prisons, confine individuals awaiting trial, convicted prisoners awaiting transfer to prison, and other offenders typically serving a sentence of less than one year. The short-term period of the inmate's confinement in jail and the high rate of turnover limit the amount of long term educational and self-improvement programs that can be effectively offered (Applegate & Sittren 2008, De la Peña 2004). In addition, to provide what we think of as regular book lending services to these inmates would be very limited or infeasible due to the expense, high level of destruction and loss of materials, and the high rate of turnover among jail library users. Thus, the lending services that are offered in jails are usually short term in nature, such as weekly or monthly access to a book cart. However, regardless of the length of an inmate's stay, access to these materials can be very important to the inmate.

Another institutional challenge for library services is the high level of custody in most jail environments.

The classification policies in jails are much less discrete than in prisons and serious offenders are frequently housed with lower level offenders. The intermingling of hard time convicts, detainees, inmates with mental illnesses, drug users, violent offenders, and others requires a higher level of custody and more direct supervision by officers (Clark & MacCreagh 2006). The need for a constant high level of security can limit access to library services and collections because there simply are not enough officers to facilitate even minimum access.

Library collections and services for jail inmates are impacted by the funding structure of jail facilities. Similar to public libraries, jails are funded by the tax revenues of their counties. Rural jails located in economically distressed counties suffer from a corresponding lack of funding for inmate education and enhancement programs. In addition, research on priorities and needs of jails in rural settings have ranked such things as physical plant maintenance, personnel, and medical care for inmates

as budget priorities. Library material or education programs were not noted as a priority in this research (Ruddell & Mays 2006; Stinchcomb & McCampbell 2007).

To investigate the current status of library collections and services in rural jails provided to inmates, the researchers conducted face-to-face interviews with the sheriff and/or jail administrator in the six westernmost North Carolina counties. The interviews included questions about library services and collections, as well as the characteristics of the institutions and inmate populations. The actual book collections were examined at all the facilities. This paper will discuss the benefits of reading and the importance of literacy for inmates, and describe the collections and library service policies of six of these rural North Carolina jails. It discusses the challenges the jails face in maintaining and delivering library collections and services. And finally, it proposes that one possible solution to this situation is working towards building partnerships between the public library systems and their local jails in a way that benefits everyone in the community. This research was inspired by the effort of the regional comprehensive university, Western Carolina University, to expand its mission to engage with the community in regional cooperative ventures in the spirit of Ernest Boyer's concept of the scholarship of application, and on the part of the authors to engage in cross-discipline collaborations between the Library and Criminal Justice department.

## **Literature Review**

### ***Benefits of Reading and Importance of Inmate Literacy***

Most of those reading this article might not have ever taken the time to actually question what are the real

value and benefits of the quiet solitary activity of reading. As librarians, professors, or professionals, we take the benefits of reading for granted. We have access to an unlimited number of items and type of materials; and we might even find it quite an attractive prospect to have nothing but time to read all day if we were incarcerated. However, we found that the library services provided in the jail situation are not what you might imagine should you find yourself unfortunate enough to be there.

There are many real benefits and values that reading can and does give. These are especially true for those who are incarcerated. Reading is reformative and helps develop critical thinking skills (Jordet 2008). Besides the individual benefits of structuring time, relieving boredom, and learning about previously unknown topics, reading has many pro-social benefits to consider. "Reading is an irreplaceable activity in developing productive and active adults as well as healthy communities. Whatever the benefits of newer electronic media, they provide no measurable substitute for the intellectual and personal development initiated and sustained by frequent reading." (National Endowment for the Arts, 2007). Even for those in jail for a short time, the personal development benefits mentioned in this report can include such things as vocabulary building, challenging self-concepts, encouraging self-reflection and introducing social context of choices and reaction as well as general social awareness they might not have experienced in the past. (Jordet 2008)

But these benefits can only be realized if they are literate. The disparity in reading proficiency rates between incarcerated and non-incarcerated Americans is significant and growing, with the percent of prison-

ers reading below Basic level at 56% (National Endowment for the Arts, 2007). There is also a large disparity in terms of learning differences, with adult prisoners being more likely to have been diagnosed with some type of learning disability (Greenberg 2007, Crayton 2008). While current data for jail inmates' education levels and literacy rates is limited, the statistics from 2003 show that over a third of jail inmates have most likely dropped out of school compared to 1 in 6 in the general population. Jail inmates are also less likely to have completed high school or the equivalent educational attainment with 47% of jail inmates having failed compared to 18% of the general population (Harlow 2003). All these factors can make it a challenge for the incarcerated to take advantage of opportunities to hone their skills since they are already at a disadvantage because of their lack of abilities.

We know that the best way to increase literacy is to read extensively and recreationally (National Endowment for the Arts 2007). It does not really matter what one reads because reading anything teaches reading. But, to encourage low-literacy readers to continue to read and increase their literacy there need to be materials available that they really want to read. The kinds of materials that are available for a struggling reader can encourage or discourage their motivation to increase their literacy. Therefore, the selection of materials for inmates needs to be done carefully and thoughtfully if those materials are to benefit the life-long learning that literacy makes possible (Clark & MacCreaigh 2006).

### ***The Role of Library Services***

Although the library literature in recent years has not focused much on the role of library services to jail pop-

ulations, those that have written on the topic in the past, especially in the 1970-80s, have helped to identify values and policies later adopted by ALA and the Association of Specialized and Cooperative Library Agencies to assist public libraries in providing these outreach services. (McCook, 2004) The history of reading as a primary reformation tool has a long history and librarians have sought to expand and extend this role in the jails and prisons (Sullivan 2000). Rubin and House (1983) used a three part rationale/imperatives for providing library services to jail inmates. Their first rationale is the humane; that inmates need these services perhaps more than the rest of the population. The next relates to the professional; that there is no doubt that these services should be provided in jails. And lastly, their rationale is about the legal; that there are standards of service in the library profession, in some states, and internationally as well as what needs to be provided legally. Clark and MacCreaigh (2006) identified the importance of these services to inmates, including providing a measure of civilized normalcy and familiarity, the opportunity for learning, and demonstrated security benefits.

## Methods

This study focuses on the rural Western North Carolina (WNC) counties of Cherokee, Clay, Graham, Haywood, Jackson, and Macon. Swain County Detention Center in WNC declined to participate. All of these counties were designated as rural by the U.S. (U.S. Census, 2010). The jails in these counties are small and are in predominately rural settings with small towns. To the outside observer, these jails seem quite similar to one another in character and function. According to the North Carolina Detention Facility Directory and

Resource Guide (2012) all of these facilities have 8 – 150 beds.

After Institutional Review Board (IRB) approval, introductory letters were sent to the sheriff of each county before being followed up by a phone call to schedule the onsite interview. Questions were asked covering six general areas with follow up questions. (See Appendix A) The structured interviews were conducted over three weeks during the summer of 2012 and lasted approximately 1 hour. Both investigators were present during the interviews and written notes were taken of the answers. Both investigators were also given an intensive tour of the jail facilities and photographs of the book collections were allowed to be taken.

## Discovery

### *The Role of Library Services*

In the interviews, when asked about the role of library services in their jail and why it was important, jail officials mostly commented on the positive outcomes of these services. These comments could be categorized in three ways. First was that library service gave the inmates something to do to combat tedium with such comments as “it gives them something to do because boredom is a problem”; “It gives the inmates something productive to do” and inmates “need a little something.” The next theme in the answers was about the benefits to the jail. These answers were with such comments as “a happy inmate is a safe inmate”; “allows and gives inmates control and respect”; and “a happy inmate with something to do in a positive way is a benefit to us.”

But perhaps the most significant theme concerning the role of jail library collections was the view among all the officials we interviewed that access to books was a right that the

inmates had and not a privilege that might be taken away as punishment. Thoughts about access to reading materials being a valued right of the inmates are reflected in comments such as “the role of the jail was custody and care and not punishment” and “anything that enriches and enhances the inmates’ experience is a benefit.”

### *The Collections*

During the facility tours all of the library collections were examined. The items, mostly books, could be borrowed by inmates and read in their cells and living areas. The books were mostly in paperback format. Any hardback books that these jails had could be used only in that area. No hardback books were allowed back into inmates’ living areas because of the risk of inmates’ using the physical materials of the cover for destructive purposes. While some jails allowed magazines and newspapers in the inmates’ common areas, they were not part of the regular collection. Several of the jails did not allow magazines and newspapers for the same reason they prohibited hardback books.

The types of books in the jail collections examined were very limited. The genres of the paperback book collections were mostly fiction; predominately romance novels, some general popular fiction, and a few young adult titles. There were very few non-fiction or self-help books, although there were some in each collection. The larger jails at Haywood (HCDC #1) and Cherokee (ChCDC #1 -3) did have entire rooms set aside for book collections that the inmates could go to and make book selections. The slightly smaller facility in Clay County (CCDC #1-3) had a room assigned solely for the library collection. We saw no evidence that inmates were allowed in this room. The Haywood, Cherokee and Clay



County collections, unlike those in the smaller jails, did have some specialized sections that helped to organize the collection. In one of the libraries, at least a third of the shelf space was taken up with many copies of the Bible (ChCD #2, left shelf and all of ChCD #3), while another had a small legal section (HCDC #4), and several had leftovers from a previously discontinued GED class that included some general study guides.

The general makeup of the materials was similar to what one might see at a local thrift store with leftovers, older and unknown authors and titles, duplicates of currently popular titles (for example, we saw several copies of the Twilight series in one of the collections), and a general hodgepodge of cast-off books. Only two collections, Clay and Macon County, seemed to put any effort into selecting a wide range of fiction genres. The researchers were not able to examine all of Macon County's collections, only those on the book cart, because most of the materials were in boxes due to lack of shelf space (MCDC #2). Jail officials were somewhat concerned about the "appropriateness" of the titles to a jailed population. One sheriff mentioned that overly sexual material was prohibited because it might arouse inmates and lead to sexual misconduct. There was a passing comment that crime literature was also not allowed for obvious reasons. But there was little evidence that the jailers or others beside the inmates actually pre-read any materials, although at least one sheriff identified himself as being an "avid reader."

As mentioned, the two larger jails in Cherokee and Haywood had rooms designated for library collections. These multipurpose rooms also served as the chapel, video conferencing room, and/or classroom. One of these larger jails additionally had

a book truck that allowed the jailers to deliver books to those that could not visit the area. (HCDC #2) The only rural jail that had a room solely designated for library services was Clay County. While the Clay County jail library was about the size of a large closet, it seemed crammed with books and other materials including a large selection of videos and puzzles. (CCDC # 1, left shelf) It was also unusual as compared to the other jails in this study in that it had an inmate checkout system with several rolling book trucks with books that had unique identification numbers on them and a card system for checking out books to the inmates. Of the other three jails, two used a two-tiered grey industrial wheeled cart as a rolling book collection (MCDC #1 and JCDC #1). Two jails had rolling shelf carts (CCDC #2 and HCDC #2 ). In Jackson, this rolling collection was the entire collection; in Macon, it was backed up with two boxes of books in the corner. And finally, in Graham, there was no space for a shelf or book cart; the book collection was in a bottom locker in the corner storeroom full of about 30 books. (GCDC #1) The actual titles could not be seen except for the Bible that was on top of the closer of the two stacks in the locker.

When asked how library materials were acquired, all the jails' officials mentioned donations and items brought into the jail from friends and families of inmates, a few mentioned staff making personal donations from thrift stores and yard sales, and some mentioned previous donations from friends of the library groups in the distant past. None of the jails' administrators mentioned having any kind of a budget for reading materials for the inmates. When budgets were discussed at all, it was about the high cost of providing basic health care to

the inmates and how these costs have exploded making any other expenditure almost impossible to afford.

When asked if inmates could get their own reading materials sent to them directly from a publisher, most would allow this, although it did not happen often. Those that did allow it seemed to favor requiring that once they were done with reading the material that the inmate make the item a "donation" to the general book collection of the jail. Only one jail allowed the inmates to keep their purchased books in their personal possessions, outside the cell, returned to them after they were released. Other jailers mentioned that they have had bad experiences with this practice such as receiving bills once the inmate was released. Consequently, they no longer allow this practice.

### ***Administrative and Operations Procedures***

The loan rules were basically the same for all the jail libraries. Half of the jails allowed inmates to have three books at a time in their cells. Of the rest, one allowed four and one only two. The smallest jail, with only a small locker of books, did not mention their book lending policy. For all the jails, the Bible did not seem to count as one of the books and several mentioned the maximum number "plus the Bible." However, because of the shared nature of many of the cell blocks, these numbers were only important to those confined in a single cell. Most of the jails had shared community space where the inmates could and did trade books between times they were allowed access to the collection or book cart. One jail had several small book shelves in the common area where the book collection was neatly shelved together for easy access by everyone in that block. Several other jails had books stacked ran-

domly under the shared telephone. The average time before an inmate could check out different books was about once a week but several of the jails allowed inmates who read more quickly to return them and get more when they needed them.

### **Major Issues, Challenges and Limitations**

Over the course of the interviews, the major issues and challenges for rural jail libraries were evident. First, the general state of the book collections could be described as damaged and distressed. Many of the paperbacks were torn, damaged and missing covers (see HCDC #3 for examples). In one of the jails, they mentioned that inmates have been known to write messages between the cell blocks to each other in the margins. In addition to prohibited communications jail officials were concerned that the inmates would hoard books if limits placed on the number of items that could be check out at any one time were increased. Second, there is little variety among all of the collections. For example, there was a lack of non-fiction titles on issues that might be of interest to an inmate's educational or self-help pursuits. The researchers were surprised not to see any titles on topics such as mental and physical health, quality of life issues such as personal finances or job skills, or even self-help in subjects such as avoiding violence, drug and physical abuse, or dealing with divorce that might be of benefit to this population.

The limitations of space, shelving and budget were also identified as problems, especially for these smaller rural jails. Space and budgeting issues impacted not only the state of the book collection and its currency, but the possibility of extending library service to different populations within the jail. When

asked, jail administrators said they did not have means to address any special needs for groups such as low literacy inmates, Spanish speakers or the visually impaired, despite the fact that statistically, there is likely a great need for these types of items. The jail officials did not feel the need for any of these types of materials. In about half of the jails included in this study, simply having some materials that were readable for the general population's reading needs posed a significant challenge.

In addition to problems posed by the physical state of the collections, space considerations, and budgetary limitations, rural jails are also confronted with requests from inmates to provide legal materials. Jail officials expressed different opinions about their responsibility under the law in providing any kind of law books and legal services. One jail administrator told us state law required it while others expressed that it was solely the responsibility of the inmate's lawyer. However, overwhelmingly, these jails' officials relied upon the inmate's lawyer or legal aid to support any legal requests, although a few mentioned that inmates could request photocopies of specific legal materials or be taken to the county law library upon request.

### **Jail Attitudes Towards Expanding These Services**

During the course of the interviews, the jail officials were asked if they had contacted the public library in their county about helping them provide library materials to the inmates and if they were interested in working with them in the future to expand their library services. None had worked with county library systems directly, but although guarded, all expressed a positive outlook about future possibilities and the expansion of services.

There was some concern that managing such a relationship might take more time and staff resources than they had available. Many mentioned space limitations for expanding the number of books beyond what they already had. Several mentioned that the jails had worked with various friends of the library groups and other civic groups to get donations in the past, although for all of them that had happened long ago. Overall, all of the jail officials interviewed expressed interest in exploring the possibilities with public libraries in their respective counties.

### **Summary**

The photographs of the current collections available to the inmates in these rural jails shown in the appendix can tell the story all by themselves. As the researchers look deeper, it is very evident that these rural county jails face enormous challenges in providing even rudimentary library services to inmates. The most significant challenge faced by these rural jails is the lack of any funds for purchasing materials. Another considerable challenge is the limited space available for materials and many cannot provide any more than a single movable book cart full of books. And finally, these jails have limited staff, which makes it impossible to manage anything beyond a bare necessity of providing something, anything for the inmates to read to pass the time.

Considering the jails' collecting method, the current collections surveyed seemed to be of questionable intellectual quality to meet more than the minimal reading needs of the population they serve. Although the role of providing reading material is a vital part of the jail culture, little time, energy or resources are available from the jailers or jail administrations to actively collect quality

targeted items for the distinct needs of their residents. All these challenges coupled with the tendency of these rural jails to work in isolation seems to prevent them from exploring the possibilities of working with their local public libraries.

The most specific need identified by this research is for current fiction and more non-fiction paperbacks on subjects that encourage reading such as educational, life enrichment, literacy, resources for job seeking, and general intellectual stimulation that might be of interest to those who are incarcerated. These types of items are not subjects that are likely to be donated or readily available, so they must be collected deliberately at a cost. Although the researchers did not have the time to assess the reading levels within these collections, there was a general impression that not many of the materials are appropriate for low-literacy level readers. In addition, they also see a need for materials on such topics as reentry into society after being jailed, mental and physical health, life enrichment, and self-education. With inmates having to serve up to two years in these county jails, they have time on their hands to engage and improve their lives, if given the chance.

In general, the book collections currently provided in the rural jail environment in WNC are inadequate in numbers, topics, and currency. The environment and uniqueness of this underserved community population makes these collections extremely important and they are in great need of attention and resources. These collections could do so much more to provide much needed opportunities to enhance the lives of these citizens and help them to use their time in jail more productively. If we value reading and literacy and recognize the importance of reading for a healthy

community, we owe it to ourselves to provide these citizens with more substantial reading materials than these jails currently provide.

### ***Future Directions for this Research***

During the beginning stages of this research project, there appeared to be several resources and services already available for addressing the challenges faced by these jails if some connection could be established between them and their local public library systems. The researchers spoke with the head librarians at all three of the local library systems (Nantahala Regional Library System, Haywood Public Library and Fontana Regional Library System) to gauge their level of interest in working with the jails to address the needs identified in this article. Deposit collections, targeted donations, and regular access to the local library friends and other civic groups all seemed to be possible solutions and not out of the range of possibility. But we worried also, that a one-time influx of monies or attention would not be enough. Regular attention and ongoing cooperation is needed. However, similar to the situation faced by the rural jails, budget and personnel limitations are also issues for public libraries. At this time, Fontana Regional Library System has agreed to begin working with the authors to look at grant possibilities to serve rural jail library collections with projects such as creating a targeted bibliography of paperback book titles that might be of interest to outside funding groups. This outreach endeavor by this public library system could be a great benefit to this previously underserved group of their county residents, and can serve as a working model for other rural library systems in North Carolina. There is hope that a partnership between the

Fontana Regional Library System, the researchers at Western Carolina University and the local sheriff's department will be able to attract some continuing funding sources for this project.

The work is ongoing.

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## Appendix A: Questions to the WNC Sheriffs or Jail Administrators

1. Would you tell us what you know about the history of Library Services to this institution?
2. What is the role of Library Services in the jail?
  - Follow up question – Has there been any interest in expanding, limiting, or changing these services?
  - Follow up question – With the new Justice Reinvestment Act, and with inmates staying in jail much longer, do you see any changes being made to Library Services in the future?
3. Where do you get your materials for Library Services?
  - Follow up question – Where could you get materials in the future or where would be preferable?
4. What administrative or operational issues or concerns do you have had with providing library services to inmates?
  - Follow up question – What benefits or positive outcomes have you seen with providing these services to inmates?
5. Do you tailor your services to different populations?
  - Follow up question – How do you provide materials for low literacy, Spanish speaking, or other special needs inmates?
6. What do you do to support inmates with legal issues?

## Appendix 2: Photographs of the jail libraries

### Haywood County Detention Center



HCDC #1 - Book shelves



HCDC #2 - Bookcart



HCDC #3 – Examples of the physical state of materials



## ***Cherokee County Detention Center***



*HCDC #4 – Largest law book collection in the studyCherokee County Detention Center*



*ChCDC #1 – Biggest of the three book shelves – left side mostly Bibles*



*ChCDC #2 – Second book shelf and video equipment*

## ***Clay County Detention Center***



*ChCDC #3 – Third shelf, mostly Bibles*



*CCDC #1 – Shelves that include non-paperback formats*



*CCDC #2 – Rolling book shelf*

## ***Macon County Detention Center***



*CCDC #3 – Book shelves – notice call number tags on books*



*MCDC #1 – The book cart*



*MCDC #2 – Book boxes for overflow from book cart*

## ***Graham County Detention Center***



*GCDC #1 – Book locker*

## ***Jackson County Detention Center***



*JCDC #1 – Book cart*



# The Continuing Cautionary Tale of Creative Writing ETDs

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*Electronic theses and dissertations (ETDs) often spark debate regarding restrictions on access and students' opportunities for later publication. Most other studies have found publishers are in fact willing to work with submissions based on open access ETDs, but these studies have been conducted broadly on scholarly journals across a variety of disciplines rather than focusing specifically on creative writing. Librarians from East Carolina University identified a group of creative writing publishers and surveyed them to determine their attitudes towards manuscript submissions from ETDs, embargoes, and restrictions on access. Survey respondents by and large view open access ETDs as prior publications, although many are still willing to work with authors on an individual basis. The authors discuss the continued importance of offering creative writers options for restricted access and/or embargoes while publishers and creative writers work out the place of ETDs in the publishing chain.*

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East Carolina University (ECU) is a research-intensive doctoral-granting university of 27,000 students in Greenville, North Carolina. ECU offered a pilot for electronic theses and dissertations (ETDs) in the spring and fall semesters of 2009 and then began requiring them of all students in the spring of 2010. Planning for ETDs included negotiations with the Graduate School on the accessibility of the theses. Of special concern was whether there would be any way to restrict access, both for audience (who could view the theses) and for a specified time period (an embargo). Negotiations resulted in the following: ETDs are filed under a non-exclusive distribution license which gives students options for immediate online access, or after an embargo period of six months, one year or two years. Students may renew the embargo in one year increments. Thesis writers also select the level of access, whether open or restricted to campus users. ETDs are delivered first to ProQuest and then ingested into the University's institutional repository with the restrictions noted in the license for both ProQuest and local distribution.

One of the concerns expressed during ETD planning focused on the students' ability to market their work for later publication. During campus forums, professors from the creative writing program were particularly vocal regarding their desires for students to be able to restrict access to their theses and to protect their intellectual property rights. ECU offers a Master of Arts in English with emphasis on creative writing; another creative writing degree is a Master of Fine Arts (MFA) in Creative Writing. For simplicity, this paper will refer collectively to creative writing degrees as MFAs. While other studies have found that many publishers, especially those in the social sciences and science and technology subjects, do not see opening access to ETDs as a threat to future opportunities to publish them, there has not previously been a study designed to gauge creative writing publishers' perceptions of the impact of making theses freely available online. ETDs will have on their future publishing potential. Such a study should be helpful in advising students regarding options between open and restricted access to their creative writing theses.

## Literature Review

When considering such a survey, the authors wanted to build on existing literature and see how librarians' reports compared to views from within the field of creative writing. There seems to be, however, a conspicuous absence of discussion of ETDs within the literature of English. Since there were so few publications on the topic, they will be discussed first, and the librarian literature afterward.

Susan Lang (2002) asks whether English Departments are "Preparing Students for Our Past or Their Futures." She suggests that this moment in graduate education presents an opportunity for English Departments to examine critically what dissertations should do. She addresses the issue of electronic distribution more than potential loss of publisher revenue (an issue that arises also for the Association of Writers and Writing Programs (AWP) see below). Lang stresses another concern, the issue of qualitative review of ETDs, when she asks whether "dissertations that have only undergone faculty review (as opposed to blind peer review) are fit for distribution" (691). The relationship

between qualitative review and publication status is important to many other stakeholders, as well.

Jude Edminster and Joe Moxley are two other professors in English writing about ETDs. In *Computers and Composition* they published "Graduate Education and the Evolving Genre of Electronic Theses and Dissertations" (2002). While discussing a variety of topics, the authors recognize that some faculty and students may have concerns about ETDs being prior publications. However, they urge universities to "recognize the potential value of accessible" ETDs because they "reflect an institution's ability to lead students and support original work" (101). That is, universities can use the high quality of their ETDs to maintain a high status and attract new students. Edminster further suggests that graduating students can also take advantage of the accessibility of their ETDs to "achieve earlier notoriety within their fields" (2006a, 137). While Moxley continued his support of ETDs being as widely available as possible (see, for instance, "Dissertating in a Digital Age"), Edminster has qualifications on her support of ETDs. She urges students to consider how their ETDs function in the "flow of power through the network of social relations in academe" (2006a, 139). Edminster also presented at the Ninth International Symposium on Electronic Theses and Dissertations about the apprehension of the creative writing program at Bowling Green State University regarding the potential impacts of ETDs on their recruitment and their students' ability to have their works published (2006b). This presentation expresses creative writers' and publishers' concerns about first rights of

publication and their feelings that ETDs relinquish those rights, thus dramatically restricting venues for publication. Edminster concludes by suggesting ways the ETD process could be altered for creative writing. Among her suggestions are that repositories allow for an abstract only option, a password protected option, a non-download option and a paper only option.

Beth Kaufka and Jennifer Bryan, former students in Bowling Green State University's (BGSU) Master of Fine Arts (MFA) program who are now professors there, made their "Case against Electronic Theses" (2007). They state unequivocally that for creative writers, an ETD is a prior publication, and as such it endangers their opportunities not only for publication, but also for securing literary agents and perhaps also for securing teaching positions. Kaufka and Bryan present data from BGSU graduates over 38 years, showing that 64 percent of the MFA graduates published their first book after more than five years, and 43 percent of them took more than ten years. Although Kaufka and Bryan do not mention whether these first books were based exclusively or even substantially on the MFA theses, showing that publication can take this long is an important factor for ETD administrators in deciding whether to make an exception for MFA theses. BGSU's united MFA student body were successful in their campaign to allow MFA students to submit paper copies of their theses rather than fulltext ETDs.

Issues related to electronic theses and dissertations have received more treatment within the literature of Library Science. The issue of prior publication appears among the first conferences devoted to ETDs, and continues to the most recent.

Eugene Garfield's presentation at the Third International Symposium on Electronic Theses and Dissertations (2000), argues that "'prior' distribution [of the ideas behind the article] increases critical refereeing by peers which is so important to improving the quality of what gets published" (4). Garfield, whose background is in science publishing, supports open access ETDs because of their potential to improve the quality of published literature. Reporting from the Fourth International Symposium on ETDs, Gail McMillan answers the question "Do ETDs Deter Publishers" with the refrain that will be found in succeeding studies: "there is more a perception of a problem than actual evidence of a problem" (2001, 621). McMillan refers not only to a panel during that conference, but also to survey data collected by Joan Dalton and Nancy Seamans.

Dalton and Seamans collaborate on a chapter within *Electronic Theses and Dissertations: A Sourcebook for Educators, Students, and Librarians* titled "Electronic Theses and Dissertations: Two Surveys of Editors and Publishers" (2004). Dalton's survey focuses on journal publishers in social science, science and medicine, while Seaman's survey was broadened to include publishers of humanities journals and several popular journals. It is unclear whether creative writing journals were included in either survey. In these comparatively early surveys, editors did not consistently define published in an online environment—that is, they did not consistently identify whether an open access ETD was a prior publication or not—although several criteria inform their decision-making. These criteria are still relevant when trying to determine whether articles

derived from ETDs might not be publishable: peer review, level of access, lack of content revision, and stability within the scholarly record.

There were two important findings among these surveys: first, that publishers most often consider ETDs to be prior publications when they are not revised before submission and when they are widely distributed, and second, that a significant proportion of publishers would still consider an ETD for publication on an individual basis, indicating a willingness to work with authors. Seamans had also earlier shared observations based on her and Dalton's surveys in "Electronic Theses and Dissertations as Prior Publications: What the Editors Say" (2003). Significant especially in light of creative writing ETDs, one of the survey respondents identifies the central issue as "public access to the finished work. If that is available, then the work does not require another outlet—hence it is published" (59). There are many publishers who would be willing to consider publishing a book or article based on an ETD, but they stress the importance of revisions to that ETD, leading to a derived work. Results from the 2002 and 2004 ETD Surveys of Humanities Editors and Publishers lead librarians to similar conclusions.

Peter Suber (2008) approaches ETDs as a staunch advocate for open access. He mentions the Ingelfinger rule, which is when a distributed preprint is cause for a publisher to not publish an article, and states that it does not apply to theses and dissertations. Suber says that the Ingelfinger rule is not valid for universities because they have for a long time submitted ETDs to UMI to distribute such scholarship. Suber notes that opposition to open access

ETDs often arises from faculty advisors, and argues nearly all ETDs should be open access for the benefit of the institution sponsoring the scholarship.

The Eleventh International Symposium on Electronic Theses and Dissertations includes a significant contribution from John Hagen, director of the ETD program at West Virginia University. In "Open Sesame: From Student Success towards Faculty Research Contributions in Institutional Repositories," Hagen highlights successes discovered by students in history and creative writing who have granted open access to their ETDs. In particular, his survey of publishing outcomes based on WVU's creative writing theses from 2002 to 2007 finds that 69 percent of students who grant open access to their ETDs have more success in publishing. Bluntly Hagen reminds his audience that theses are examination documents required in partial fulfillment of a degree, and that no one should base their careers only on the works in a thesis. Hagen believes creative writers can promote themselves with their ETDs, leading to future success.

More recently, Hagen moderated a panel discussion on the "Quandaries of Creative Writing, ETDs and Open Access" (2011). Panelists include the Executive Director of the AWP and two MFA faculty members discussing how best to balance publishing realities for this discipline and the schools' desire to provide access to their graduates' works. The AWP's argument against open access centers on how limiting access to these artistic works serves the "common good" just as importantly as opening access to scientific or medical ETDs. One of the MFA panelists notes that the very definition of published has changed in recent years, complicating the

relationship between publishers and institutions. Hagen asks panelists the average time span between graduation and publication; the answer he receives, "it varies," does not provide clear guidance on embargo periods. Although he continues to support open access when possible, Hagen and other attendees report that they make concessions for creative writers on their campuses.

For the Thirteenth International Symposium on Electronic Theses and Dissertations, Angela McCutcheon (2010a) tackles again the question of whether publishers are rejecting submissions based on open access ETDs. This presentation excerpts work from her dissertation (2010b), which surveys personnel who work with their university ETD programs. While few universities report publication rejections caused by open access ETDs (two out of 109), she finds valid concerns within the fields of creative writing, chemistry, and history. The potential for rejection of creative writing submissions arises primarily because the submissions are not revised. While McCutcheon does cite Hagen and the successes he found at WVU, she also finds reasons for caution. McCutcheon bases her reticence on changes in policy at five universities, the policy against ETDs by the Association of Writers and Writing Programs, and on three rejections that one creative writer reported to her sponsoring university. Overall, though, McCutcheon believes that university ETD programs can continue their current mix of open, embargo, and restricted options for students because this mix meets the needs of publishers.

The most current survey of social sciences and humanities publishers was conducted by Marisa Ramirez, Joan Dalton, Gail McMillan, Max Read, and Nancy Seamans, reported

at the Fourteenth International Symposium on Electronic Theses and Dissertations (2011), and recently accepted for publication (2012). Building on Dalton's, McMillan's, and Seamans' earlier work, these authors find that 83 percent of humanities and social sciences journal editors will consider publishing an article based on open access ETDs, and only 3 percent of the editors would never consider submissions based on them. Their findings resonate with earlier studies, particularly in the attention editors draw to the need for revisions to the ETD manuscripts. Ramirez *et al.* also report on the added value editors offer in peer review, revisions based on audience and authorial voice, and perhaps most important: the stamp of authority, the validation, offered by publication with that press or in that journal (2012, 10-11).

Early research into ETDs focuses on student and advisor concerns regarding ETDs and whether they will be seen as prior publication, thus limiting the students' chances of future publication. Conducted widely across a variety of subject areas, these ETD studies share three themes: First, it seems that every survey of publishers to date finds students' concerns about ETDs being prior publications are much larger than the publishers' reality. Second, for almost all publishers, the concept of derived works enters into publication consideration. This means that publishers consider ETDs to need editing and revising, therefore they are eligible for submission because the resulting publications will be derived works. It is important to note that these statements almost always describe scholarly publications, and are more often applied to dissertations than theses. Third, the concept of ETDs

is still new enough to publishers that some have not created applicable guidelines.

We wanted to determine whether creative writing fits within the three themes named above. Will editors of creative writing magazines consider publishing submissions based on ETDs? There has to date been no other survey only of creative writing publishers and what they would do with submissions based on ETDs. The following IRB-exempt study should permit librarians to offer more informed advice on creative writing ETDs.

## Methods

To get answers to whether creative writing thesis should be made open access, we identified a survey pool of current creative writing magazines from two standard librarian serials indexes: *Magazines for Libraries* and Ulrichsweb. Reviewed titles in the *Magazines for Libraries* categories of Fiction (including General, Mystery, and Science Fiction & Fantasy), Literary Reviews, and Little Magazines were examined; Ulrichs subject headings such as Literature, Poetry, or Literary and Political Reviews were used (and combined with a preference for titles reviewed in any issue of *Magazines for Libraries*) to identify our final pool of 188 creative writing publications. We used only those published in English in the United States which would accept fiction, creative nonfiction, or poetry from new writers, and those publications for which we could find an editor's contact information.

The primary contact information sought for each magazine was an email address for the editor. Email addresses were identified in the Ulrichsweb records or by searching for the publication's website. When no email address was found (or when

an email was returned with an invalid address), researchers searched for a contact telephone number. Although the total pool of editors receiving the survey was relatively small, our intent was more to gain a sense of trends than to conduct a thorough and statistically valid survey. It is possible that bias was introduced to this survey by permitting respondents to skip questions, page through the survey, change their answers, and/or exit at any time. The pool of magazines, we felt, was sufficient to provide an indication of the attitudes of editors.

A survey with sixteen questions was developed and refined in consultation with a local editor. It was then distributed by email on March 6, 2012, with one follow-up email after four weeks. The email pointed to the survey online at SurveyMonkey. Some publishers were called and the survey administered by telephone. Telephone interviewees were given the same questions. The last survey response was collected six weeks later, on April 17, 2012. Questions were divided into groups: early questions were designed to gather some descriptive details about the publications themselves, followed by questions on the editors' perceptions of print and electronic theses, and a third group oriented on revisions to manuscripts. The last question was an open-ended exploration of how the availability of ETDs impacts the publication of magazines dedicated to creative writing. Fifty-two publishers began the survey, and forty-six completed it, for a return rate of 24 percent. While perhaps not statistically significant, the return rate is not far out of line with other studies in the literature. We believe that the results which follow provide adequate evidence of creative writing publishers' attitudes toward ETDs.



## Results

What kinds of publications were represented among our survey data? Poetry was the most common type, representing fifty of the fifty-two responses. Creative fiction was published in forty-six of the journals whose editors responded, and creative nonfiction appeared in forty. Thirty-one respondents indicated other types of works in their publications, notably book reviews and artwork, but they also included interviews and scholarly articles. Many of the magazines represented are affiliated with universities—thirty-four of the fifty-two, as opposed to eighteen which are not. The authors were curious about whether a university affiliation would influence the publisher's perception of ETDs, but both types of publications had the same range of answers. All respondents indicated that they would consider publishing works by new and/or previously-unpublished authors, a key question since we are operating under the assumption that students in creative writing programs could be fairly described this way.

We were also curious about whether creative writing magazines would offer online access, and fifteen of the respondents answering question four report having online access available for all the creative writing they publish. The largest number of respondents, though—twenty-nine of them—report having “some” materials available online. Only eight of the respondents indicated no materials are online. Many of the explanations indicate a dependence on a print subscription base. A few comments referred explicitly to the editors' preference for their readers to interact with a print format over an online format. In fact, all but three of the responses that mention subscriptions tied them exclusively to the print format, and one respondent

stated baldly, “We exist because of paper subscriptions.” Although the question does not distinguish between subscription access only and materials that are freely available online, free text responses indicate that some editors interpreted the question to refer only to free access. Some editors, though, indicated that their magazines provide at least some digital content to entice readers to buy the print (six comments), while a handful of other comments expressed interest in digitizing content. Most of these respondents were concerned about the time required to do so. Some planned to start digitization with back issues.

When initially asked in question seven whether the editors would consider publishing something that came from an author's thesis, almost all (nearly 96 percent) said they would: while most (73 percent) said that all submissions are welcome, others (about 21 percent) would accept at least some material from theses, and a small number (2 percent) said thesis submissions were fine as long as the author had significantly revised the work. Only a few publishers (4.5 percent) said that they would not publish work from a thesis. These results mirror findings from surveys reported by Ramirez *et al.* (2012) and McMillan (2001), suggesting that most publishers would accept submissions based on theses. This question purposely came at the beginning of the survey, before we had asked any questions pertaining explicitly to ETDs. We wondered whether the heavy slant towards accepting submissions from theses, especially those without revision, suggested that the editors of literary magazines were still thinking primarily of print theses.

An overwhelming majority of editors do not check to see if works

they wish to publish are from ETDs. In comments for this question one respondent said: “We expect the author to inform us of the status of any submission. If we learn that a manuscript has been previously published we automatically reject it. If we learn after publication, we will no longer accept work from that writer.” Another editor highlighted an interesting point: “I don't ask and I have no memory of anyone telling me that a work was from a thesis. Sometimes work finds its way into larger works, but most of my writers are mature, professional writers in mid-career, academics, and others. Students rarely have the kind of chops that impress me as an editor.” A third respondent said that his editors do not regularly check to see if material they wish to publish is from a MFA thesis and then followed up with this comment, “But we will... if and when electronic theses are unrestricted, freely available to general readers online.” The editors we worked with seemed to think that ETDs are in the future, but for many students they are currently a requirement for their degree. It is interesting to note that one local creative writing professor told us that it took him more than ten years to publish works started in his MFA thesis. So, while editors may think submissions are not coming from theses, it is possible that quite a few got their start there.

After introducing the idea of ETDs, question ten asked point-blank whether editors consider a thesis a prior publication. Twenty-three of thirty-nine (57 percent) said they do. While some (eight of these twenty-three respondents) feel that both print and electronic theses are prior publications, a larger number of them (fifteen) said that only ETDs are prior publications. These responses represent the sentiment

that if the work is freely available, it is published. [See figure 1]

Most editors stressed that when they publish a work, they want first publication rights to that manuscript. One editor put it this way: if the work is, “widely distributed online that would constitute prior publication; it doesn’t matter if it is free or not. The point is that we do not want to publish work that is already available elsewhere.” Again, the idea of a print thesis being only available to one or two people on campus came up when asked about prior publications: “It’s about access/distribution. Internet is global. A print copy in an advisor’s office isn’t distributed. A print copy in circulation is distributed.” Another respondent said “The public doesn’t go out to seek print theses, so I consider those unpublished.” Most editors seem unaware that for many universities print theses do circulate and can be shared via interlibrary loan. Also, the “publishability” of a derived work came up again here. A few editors, in the open response field for this question, mentioned that if a thesis manuscript were significantly revised, then they would consider publishing it.

Most of the editors (80 percent) would be willing to publish submissions from a print thesis. While only 37 percent agreed to publish from a freely-available ETD, 63 percent would not, even if revised. Of those editors who would not publish from a freely available thesis, 88 percent of them changed their minds if access to that ETD were restricted. All the respondents who did not view theses as prior publications would publish materials from both print or electronic theses—63 percent of them even if the ETDs were freely-available. It is clear, though, that in general editors are not comfortable with ETDs that are

freely available online. It seems that if access is controlled in some way most of their concerns would be alleviated. [See figure 2]

Near the end of the survey, we asked a pair of questions related to embargoes, in hopes of establishing what advice might be most beneficial for graduating students. One question asked about the embargo length, and the other question asked about the audience who could read the thesis after the embargo period. While only thirty-eight respondents answered this question, for 61 percent of the publishers, a two-year embargo would be sufficient. And nearly half (seventeen of the thirty-eight) indicated that a one-year embargo would be sufficient. Thirty-two percent of the respondents (twelve) wanted the ETD never to be available, and another three publishers wanted the embargo period to last at least five years. Two-thirds of these “five-year or never” publishers believed that ETDs are a prior publication. Only one of the fifteen in the “five or never” group was comfortable with free online availability after the embargo period, while three in that group suggested

restricted access and the remaining eleven respondents (73 percent) wanted no one to be able to access the ETD. In contrast, eighteen of the twenty-three in the “one or two-year embargo” group (78 percent) were comfortable with the ETDs being freely available after embargo, and only four (17 percent) wanted restricted access afterward. One member of the “one or two-year embargo” group did not answer the question about availability afterward.

The next two questions asked about revisions of the manuscript. One asked about the normal amount of revisions required for submissions based on a thesis, and the other asked on what basis those revisions were determined. Publishers could answer that they required extensive revisions often or occasionally, moderate revisions often or occasionally, or that they required few or no revisions. The most common answer was that moderate revisions were required (eighteen of thirty-eight, for 47 percent). Nine publishers (24 percent) indicated that they require extensive revisions, but a surprising eleven (29 percent) answered that they require few or no revisions.

### Do you consider a thesis a prior publication?

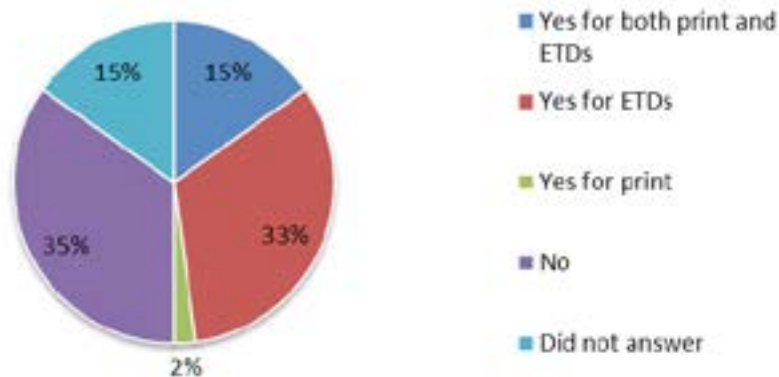


Figure 1

The second question in this pair asked publishers the bases for their revisions; publishers could answer all that applied. Responses included that revisions were based on differentiating the published work from the thesis, on recommendations from reviewers, or on the quality of the writing. Publishers were also given an “other” free text option. Of the thirty-four publishers who answered this question, the quality of writing was by far the most common answer, with thirty-one (82 percent) selecting it. The next most common answer was recommendations from reviewers, with ten respondents (26 percent). Only five publishers (13 percent) indicated a desire to differentiate the published work from the thesis. There were few free text responses here, and most of them simply reinforced one of two views: that revision was necessary on occasion, or that the publisher would reject any piece of writing in need of revision. Altogether, these results and comments suggest a greater unwillingness to revise creative writing than we had expected—and this unwillingness to revise means that publications based on ETDs

are less likely to be viewed as derived works.

The final question was open-ended: “How does the availability of ETDs impact the publication of journals dedicated to creative writing?” Thirty-eight respondents recorded comments on a variety of related insights, but many were concerned about their markets being affected. Twenty-one of the comments expressed concern over their publications not being able to claim the first opportunities to present creative materials, and thirteen comments explicitly equated ETDs with prior publication. Only one editor wrote that ETDs were not the equivalent of publishing. While one editor suggested that ETDs would make less work available for publishing, this comment might be juxtaposed with one that claims no impact because their journal gets more than 4,000 submissions per year. Notably, two other editors suggested that ETDs’ impacts were greater on creative writing graduates than on publishers. One comment of note expresses worry that electronic publications will threaten the very existence of print journals, which this

editor is anxious to protect. Another significant comment gets at the crux of ETDs as prior publications by asking if they truly create competition for readers: “I think that may depend on how popular electronic theses become with the readership of literary journals. Are our readers likely to be reading theses from MFA granting institutions?” The issue most of concern to editors, then, is first rights to publication. Within our analysis of these comments, though, we are curious about exactly why creative writing editors feel threatened by ETDs—the idea that “publishing” (whatever that means these days) occurs outside journal channels, or the perception that they are competing for readers, or discomfort with how electronic and print publishing should coexist?

## Discussion

The publishers’ approach to ETDs as source material for their publications is far different from that of the faculty and students toward what is by definition an examination document written in partial completion of the requirements to a degree. In this sense, ETDs function as a certification of degree—they acknowledge that their authors have achieved an educational benchmark. Some publishers, though, view the requirement of ETDs to be unethical, claiming that libraries and universities are stealing first publication rights. Of course, this argument depends on two facts: first, that creative writing publishers are publishing essentially the same works that were presented to the university committees and not requiring revisions; and second, that ETDs create competition for readers of creative writing magazines, an assertion that has not been studied and reported on within library literature.

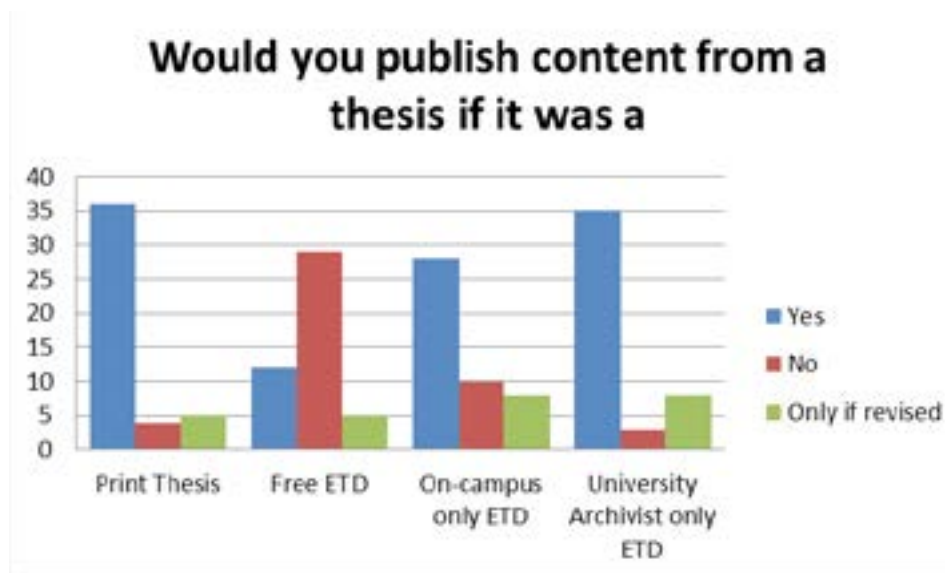


Figure 2

Publication in creative writing journals serves a different function than that of ETDs: validation. That is, the journal's stamp of authority lets readers know that these creative works are high quality. Because this validation function in turn reinforces the journal's profile, first publication rights are jealously sought by editors. Many faculty advisors in creative writing are sympathetic to publishers' assertions that ETDs impede their students' first sales rights. The Association of Writers & Writing Programs (AWP) is an accrediting body for creative writing programs, and has established its "Policy on Electronic Theses and Dissertations." The AWP sees the issue as one of first publication rights as well, stating that "universal dissemination" of ETDs markedly reduces students' publication opportunities. However, the AWP policy goes on to state "Such sales of first serial rights help the work reach a wide public audience." Is the AWP more concerned about the size audience a work can have or about its sales? With ETDs the audience can be anyone with a Web connection, but there are not necessarily sales involved. AWP says that restricting audiences early on for a work will result in that work having a greater audience later when it is published in a journal. We contend, though, that greater access creates a greater audience, and that could be the most important issue for writers struggling to win recognition of their talents.

Perhaps it is time to think of ETDs differently, to try to find a way for universities to reap rewards from ETDs and for writers to reap rewards for their creative works. Perhaps it is time for ETDs to serve both certification and validation functions. In addition to certifying the degree, ETDs could be used as a way to validate for general audiences

the superior work produced by graduates of that particular program. Since some publishers consider open access ETDs as prior publications, students should take advantage of the publicity, with the faculty guidance of committee members serving as the authoritative stamp of editorial approval. Work submitted for the MFA thesis is supposed to be publishable quality; therefore, committee approval would validate it as a true publication. This idea is not new: Edminster and Moxley have both hinted at it (Edminster and Moxley 101; Edminster 2006a, 137), and it is a simple extension of an idea promulgated in the Networked Digital Library of Theses and Dissertations (NDLTD) resources for "students to market their creative ETDs effectively while still... soliciting another of their creative works" for traditional publication. In fact, there might be few additional steps required to turn creative writing ETDs into university publications: for instance universities could certainly apply for an ISBN and contract for print-on-demand sales if such sales were of interest. Universities would benefit if prospective MFA students could see the quality of writing previous students have produced at that institution. Students would benefit by having a published work.

Creative writing publishers' relationship with online publishing is still in its infancy. As a group they seemed to think that ETDs are in the future; some admitted to never having given them a thought before our survey. If publishers do not keep abreast of technological developments in publishing along with the changes in ETD requirements, and if they are so willing to trust their authors as mentioned above, it seems that they will inadvertently publish works that were part of ETDs (or have done

so already). In addition, publishers should consider what other creative writing is already available on the Web. What audience are the publishers trying to reach? Can their validation help demarcate the quality of works available online? Multiple exposure points provided by enabling both online content and print content would surely benefit these magazines (just as any other journal), and may help raise their readership.

## Next Steps

One thing is clear: for the time being, libraries must continue to offer closed access to electronic theses. While publisher and writer attitudes evolve on the topic, allowing some sort of closed access option satisfies the "no prior publication" rule of the majority of the publishers queried. Campus-only access and two year renewable embargoes seem sufficient based on the results of this survey. However, to be more generally applicable, further research into creative writing publications derived from masters' theses is needed. In addition, a more comprehensive survey of publishers would inform ETD professionals of the need to keep closed access options for creative writers.

Conducting a survey of creative writing publishers' attitudes toward ETDs allowed us to confirm in large part the major concerns. Chief among those concerns is that publishers consider open access ETDs to be prior publications. While creative writing publishers determine ways to maximize their relationship with online publishing, we suggest that creative writing programs consider having their ETDs serve both certification and validation functions mentioned above. Librarians will be able to counsel creative writing students on embargo and restriction options in light of these findings.



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## Appendix 1: Survey Questions

What is the name of your journal? (Open text)

What kinds of works are included in your publication? (Check all that apply)

- Creative fiction
- Creative nonfiction
- Poetry
- Other (please specify)

Is your journal published in association with a college or university?

- Yes
- No

Does your journal provide online access to the creative writing/poetry it publishes?

- Yes, all
- Some
- No

If not all the material is available online, why? (Open text)

Do you consider published works by new and/or previously-unpublished authors?

- Yes
- No

Would you consider publishing a submission that came from the author's thesis?

- Yes, all submissions are welcome
- Some materials from theses may be acceptable
- Only submissions from theses that have been significantly revised are acceptable
- No

On receipt of a new manuscript, do you regularly check to find out whether it is based on a thesis?

	Yes	Yes, only if revised	No
Print thesis	25%	44%	31%
Electronic thesis freely-available online	50%	21%	29%
Electronic thesis with access restricted to campus	14%	20%	66%
Electronic thesis accessible only to university archivist			

- Yes
- Sometimes
- No

Would you consider publishing content from a manuscript if it met any of the criteria below? (Check all that apply)

Do you consider a thesis prior publication?

- Yes for both print and electronic theses
- Yes for electronic theses
- Yes for print theses
- No

Would you publish materials from an ETD if that ETD were embargoed, but would become available after:

- One year
- Two years
- Five years
- Never

Would you publish materials from an ETD if that ETD were embargoed, but would later become available to:

- Anyone (freely-available online)
- University students and faculty only
- No one

If your journal agrees to publish a submission based on a thesis, how much revision is normally required?

- Extensive revisions often required
- Extensive revisions occasionally required
- Moderate revisions often required
- Moderate revisions occasionally required
- Few or no revisions

If your journal requires revisions to publish the manuscript, on what basis are those determined? (Check all that apply)

- Based on differentiating the published work from the thesis
- Based on recommendations from reviewers
- Based on the quality of the writing

How does the availability of ETDs impact the publication of journals dedicated to creative writing? (Open text)

May we contact you to follow up? Is so, enter one of the following:

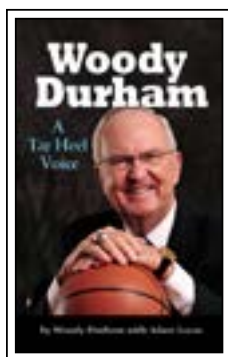
- Email
- Telephone number



<http://www.nclaonline.org/>

# North Carolina Books

Eileen McGrath, compiler



## **Woody Durham: A Tar Heel Voice**

By Woody Durham, with Adam Lucas.  
Winston Salem: John F. Blair, 2012. 241 pp. \$26.95.  
ISBN 978-0-89587-577-8 (alk. paper), ISBN 978-0-89587-578-5 (ebook).

During a Christmas basketball trip to the Canary Islands in 1971, Woody Durham had his hands full getting equipment to work in time for the Carolina radio broadcast. Then things got worse, although at the time the offer of a ride back to the hotel on the team bus seemed like a good idea. “Some of the players mentioned they thought there was a nude beach near the hotel. I felt like I had to check things out. Here’s a lesson for you: before you visit a nude beach, find out if the main clientele is elderly people. I saw some things that day I’ll never be able to forget.”

That personal anecdote hints at Durham’s engaging style, which earned him the moniker of “The Voice of the Tar Heels” during the forty years he provided radio play-by-play coverage of Carolina football and basketball games. Born in Mebane and raised in Albemarle, Durham became involved with radio in high school. His work after college was in television sports broadcasting,

where he hoped to have a long career with the ACC, but fate—and his alma mater—came calling. In 1971 Durham succeeded Bill Currie as the UNC-Chapel Hill radio network’s play-by-play man. By the time he retired in 2011, Durham was synonymous with Tar Heel football and basketball to the many fans who “turned down the sound” on their televisions to “listen to Woody.”

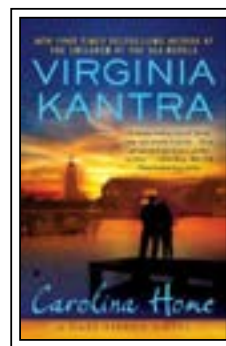
While most of the book will be familiar to many UNC fans, the insights Durham offers into specific moments in Tar Heel sports history make this book a must-read for Carolina partisans. One example is his take on how Georgetown’s Fred Brown came to throw the ball away to James Worthy in the closing seconds of the 1982 NCAA championship game. Durham’s memoir is one of the first books to be published since the onset of UNC’s NCAA problems beginning in the football program in 2010. His always-diplomatic perspective on how various coaches worked within the Carolina system is fascinating, particularly in the light of recent events (e.g., Dean Smith’s successful opposition to Michael Hooker’s choice of Matt Kupec as Carolina’s athletic director).

The book is nicely illustrated with black-and-white photos from Durham’s family life and important moments from his career. The chapters are separated by “Memorable Moments,” each providing a few lines of Durham’s play-by-play coverage in pivotal games followed by further elaboration from Durham. To find out, for example, where “Go to war,

Miss Agnes” originated, check page 176.

The book contains a brief but useful index—not a given in sports memoirs—and all Carolina fans will appreciate that the first index entry is “8 points in 17 seconds.” This book is suitable for any collection of North Caroliniana or sports writing at a high school level or above, and for collections on the University of North Carolina at Chapel Hill.

*Margaretta Yarborough  
University of North Carolina at  
Chapel Hill*



## **Carolina Home**

By Virginia Kantra.  
New York: Berkeley Sensation, 2012.  
294 pp. \$7.99. ISBN 978-0-425-25093-8.

Matt Fletcher appears content to avoid serious relationships and to instead focus on raising his sixteen-year-old son and running his charter fishing business. All that changes when he meets his son’s young, attractive English teacher, Allison. Despite the age difference and Allison being his son’s teacher, Matt and Allison begin an intense affair. Allison supports Matt through several family



crises, yet he finds it difficult to put his traumatic first marriage behind him and trust that Allison will stay in his life.

*Carolina Home* is the first book in Virginia Kantra's Dare Island series. Perhaps because it is the beginning of a series, Kantra includes many storylines in this novel. Several dramatic elements converge and advance at any one time, and most of the storylines are not resolved by the end of the novel. Readers who enjoy this book will want to read the sequels to see how Allison resolves the conflict with her parents who disapprove of Matt; what happens to Matt's soldier brother and his daughter (a very complicated and intense storyline that, at times, overwhelms the main story of Matt and Allison's relationship); learn the outcome of Matt's mother's health crisis; and follow Matt's son's journey into adulthood. Kantra packs a lot of drama and a lot of characters into this novel.

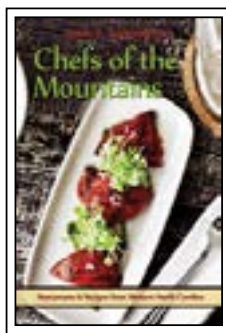
Since Kantra is the author of over twenty romance novels, her readers should be prepared for phrases such as "he was a man with a man's needs" and "those just-licked lips." However, when Kantra steps away from the romance genre clichés and writes about life on an Outer Banks island, the writing rings true and the reader comes away with insights into the love/hate relationship between islanders and tourists, and also between the islanders themselves. Matt's long history of flings with female tourists mirrors the attitude of the islanders towards the tourists—happy to see you and happy to see you go.

The detachment the islanders feel towards the tourists is juxtaposed against the close, sometimes claustrophobic relationships between families that have known each other for generations. Matt bristles at the close scrutiny of the fellow

islanders—especially when he wants to get to know Allison away from their intense interest. However, when tragedy strikes, he can count on those close bonds to support his family. The North Carolina feel to this book makes it a good choice for a romance reader heading to the beach. The sex is graphically described so this is definitely an adults-only read.

*Carolina Home* is recommended for public libraries with a romance collection.

Linda Winkler  
Wake County Public Libraries



***Chefs of the Mountains:  
Restaurants and Recipes from  
Western North Carolina***

By John E. Batchelor.  
Winston-Salem, NC: John F. Blair, 2012.  
338 pp. \$19.95. ISBN: 978-0-89587-581-5.

In recent years Western North Carolina has seen a surge in locally owned restaurants garnering regional or even national attention. The Asheville area in particular has become a destination for "foodies" looking for locally sourced, regional cuisine. The recipes used in these establishments originate with executive chefs from a wide range of backgrounds. Some of the restaurants and menu items have been featured in national media, a trend that shows no sign of slowing.

In *Chefs of the Mountains*, long-time food writer John Batchelor gives his readers a tour of over forty

restaurants located in the western mountain area of the state. The restaurants and their chefs were self-selected in response to the author's mail inquiries. While the geographical coverage is broad some readers will undoubtedly discover that their own favorite restaurant are missing. Most of the restaurants fall into the upscale or fine dining category. Readers looking for family style dining will not find it in this book.

Each chapter begins with a short biography of the chef and a description of the restaurant. The remainder of the chapter features selected recipes. Each chef describes his or her background, philosophy and experience. Some chefs were self-taught and worked their way up, while others graduated from top culinary schools and have lengthy experience in renowned restaurants. Success in the restaurant business requires energy and commitment and these traits show through clearly. One man escaped from Communist East Germany, while another overcame poverty and near-homelessness. Some gave up promising careers in other fields. One woman dropped out of a PhD program to pursue her passion for creating fine food.

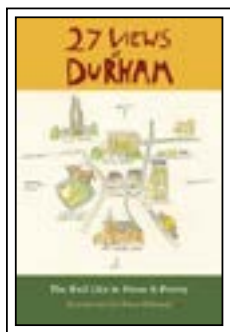
A number of the restaurants are leaders in the "farm to fork" movement which focuses on food from local farms or shipped as short a distance as possible. Sidebar entries found throughout the book describe various local food producers where several of the restaurants obtain ingredients. The recipes range from European-inspired gourmet dishes to Southern specialties like fried green tomatoes or pecan-fried trout on cheese grits. The recipes have been modified for home preparation and are geared toward family-size quantities. This is not a recipe book for beginning cooks or for those looking

for a ten-minute meal. It will be most useful for experienced cooks looking to create upscale dishes for entertaining or special occasions.

The book is printed on glossy paper and lavishly illustrated with color photographs of the individual chefs and representative selections of prepared dishes. Browsing the book when hungry could be damaging to one's waistline. Separate indices make it easy to locate individual chefs and recipes, though some cross-referencing in the latter would be useful. As with any print resource, changes may occur to data after publication. One restaurant described in the book has gone out of business, while at least one chef has moved to another establishment. Readers are advised to call before visiting a particular restaurant to verify current information.

This book will make a pleasant addition to the North Carolina travel and cooking collections of public libraries. It should also be considered by academic libraries that support culinary arts programs.

Mark Stoffan  
Western Carolina University



**27 Views of Durham:  
The Bull City in Prose & Poetry**

Hillsborough, N.C.: Eno Publishers, 2012.  
207 pp. \$15.95. ISBN 978-0-9832475-3-1.

**27** *Views of Durham* is a lively, eclectic, rousing montage of essays, poems, memoirs, and fiction depicting the grit and grace of

the Bull City. It is the fourth collection of "27 Views" to be published by Eno Publishers of Hillsborough. Others in this series include collections for Hillsborough, Chapel Hill, and Asheville.

Steve Schewel, cofounder of *The Independent Weekly*, states in his introduction to this collection, "While few have captured Durham in fiction, our city attracts more than its share of journalists and bloggers, essayists and advocates, historians and slam poets." Here you will find stories of Old Durham and tales of a much revitalized Durham that still retains its persistent grit and occasional eccentricity. As Jim Wise notes in his essay, "Durham has also turned its gritty side into a badge of honor."

In his remembrance, Walter Matthew Brown conveys what it was like as a boy growing up in the 1930s in Durham's West End section, then going on to attend North Carolina College for Negroes (now North Carolina Central University). Novelist Lewis Shiner recounts a memorable evening in 1964 hearing jazz artist Charlie Shavers at the Wonderland Theater in the Hayti section of Durham. And more than one writer in this collection espouses a love for baseball and for the Durham Bulls. In "Last Days, Old Ballpark," Clyde Edgerton tells of attending baseball games with his eccentric uncles and gives us a history of the various ballparks that have graced the city.

Dawn Baumgartner Vaughn, in "Durham, Unvarnished," writes of her love for the old brick textile and tobacco factories that have been repurposed, of the new, highly successful Durham Performing Arts Center (DPAC) that has sprung up adjacent to the American Tobacco Campus (former factories now thriving as office space and restaurants),

and of the old Lucky Strike Tower that is lit up at Christmas. "New Durham gathers to play where Old Durham once worked," she observes.

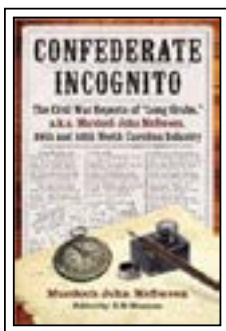
"Harry Potter on Ninth Street," by John Valentine, co-owner of the Regulator Bookshop on Ninth Street in Durham, recounts the HP phenomenon from the perspective of a bookshop owner and father of avid readers. He tells us that his favorite part of the wildly successful Harry Potter release parties was seeing young readers curled up in various nooks of the Regulator, some with their favorite pillow, entranced with the latest Potter installment.

Novelist Katy Munger, after admitting to several failed relationships in her life, talks of her love/hate relationship with Durham in "Best of Towns, Worst of Towns – My Town":

Eventually, as is the case with all lasting relationships, I have come to love Durham for what it is, not for what I want it to be . . . Thus it is that I still proudly call myself a citizen of Durham – the town that is what it is, with few pretensions; the town that manages to find room for everyone, without making anyone feel out of place; the town that, like all good relationships, lets you be yourself.

This fine collection concludes with the heartfelt "One Square Mile: A Durham Anthem" by Rebecca Newton of Rebecca & the Hi-Tones, her band of 30 years (<http://www.reverbNation.com/rebeccanewton>). Suitable for all libraries.

Tommy Nixon  
University of North Carolina at  
Chapel Hill



***Confederate Incognito: The Civil War Reports of "Long Grabs," a.k.a. Murdoch John McSween, 26th and 35th North Carolina Infantry***

By Murdock John McSween.  
 Edited by E. B. Munson. Jefferson, NC: McFarland & Company, 2013. 263 pp. \$45.00.  
 ISBN 978-0-7864-7210-9. www.mcfarlandpub.com.

Citizen journalism has been around a long time, long before the historic YouTube videos and Tweets of the Arab Spring. During the American Civil War, the nation's newspapers relied heavily on the public to supply the press with first-hand accounts of the war. Soldiers and citizens submitted letters and telegraphs for publication, which often provided the most detailed and immediate reports available. Additionally, the Southern press lagged behind its Northern counterpart in employing professional war correspondents to record the war, making citizen journalists all that much more critical to the flow of news in the South. *Confederate Incognito: The Civil War Reports of "Long Grabs," a.k.a. Murdoch John McSween, 26th and 35th North Carolina Infantry*, edited by E. B. Munson, chronicles the war-time exploits of one such Southern nonprofessional correspondent, through a collection of more than eighty letters that were published in the *Fayetteville Observer*.

Little is known about the man who wrote under the odd pseudonym "Long Grabs." Munson links "Long

Grabs" to real-life Murdoch John McSween, an on-again-off-again drill instructor at Camp Mangum, in Raleigh, who seemed to prefer roving around North Carolina and Virginia documenting camp life to actual military service. The anonymity in writing as "Long Grabs," afforded McSween the freedom to present unvarnished observations in his dispatches. He wrote with candor, often even commenting on the personal lives of major Confederate figures. For example, in a letter published March 12, 1863, Long Grabs described Jefferson Davis's son as a "spoiled chicken," a rambunctious child who, "can use more profanity, turn over more furniture, torment more cats, and invent more scenes of devilment than all the little boys within his father's jurisdiction."

The letters include many unexpected passages, such as a description, in May 1862, of a performance by "Blind Tom," a famous nineteenth-century African American musical savant; or the mention in October 1862 of the "lunatic asylum" at Raleigh's Dorothea Dix Hospital ("a library is much needed, and there should be gardens, fields, woods . . . This would no doubt tend to palliate and remove mental derangements"); or the January 1863 allegations that Union soldiers occupying Norfolk, Virginia were accepting bribes to return emancipated slaves into Southern bondage.

McSween's personal story had its twists and turns. In 1863, McSween became embroiled in a dispute with Colonel Matt Ransom, of the 35th North Carolina, and was ultimately court-martialed and sentenced to twelve months of hard labor. Upon his release, "Long Grabs" enlisted in the 26th North Carolina and was wounded twice at the Battle of Petersburg. Following the war,

McSween parlayed his reporting experience into a career as a publisher of another newspaper, the *Fayetteville Eagle* (1868-1875).

Editor E. B. Munson, who is a librarian at East Carolina University, provides a valuable layer of analysis and contextual information to the original letters. Munson's chapter notes, footnotes, index, and bibliography should provide many potential hooks for readers, especially genealogists or those researching relatively obscure topics from North Carolina's Civil War experience. *Confederate Incognito* would be a useful addition to any library collection with a focus on state and local history or for institutions with an interest in the history of journalism.

*Biff Hollingsworth*  
*University of North Carolina at Chapel Hill*



***Two Captains from Carolina: Moses Grandy, John Newland Maffitt, and the Coming of the Civil War: A Nonfiction Novel***

By Bland Simpson.  
 Chapel Hill: University of North Carolina Press, 2012.  
 187 pp. \$28.00. ISBN 978-0-80878-3585-2.

Those familiar with Bland Simpson's storytelling will easily recognize his voice and style in his new nonfiction novel, *Two Captains from Carolina: Moses Grandy, John Newland Maffitt and the Coming of the Civil War*. Drawing from historical records and using a narrative style,



Simpson tells the story of two North Carolina men, Moses Grandy and John Newland Maffitt, who come from very different backgrounds, but both of whom are involved in the shipping business prior to and, in the case of Maffitt, during the Civil War.

Grandy, born into slavery in Camden County, North Carolina, begins his shipping career in the Dismal Swamp ferrying people and merchandise along the canal when he is not working as a field hand. Through his role as a river skipper, Grandy earns money and comes to have the idea and the opportunity to buy his freedom, only to be cheated twice. Later he finds himself in Boston where he learns of the anti-slavery movement and is introduced to its leaders.

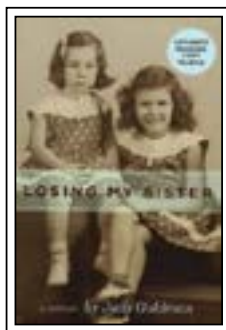
Maffitt, on the other hand, is born on a ship travelling from Ireland. Because his father is a travelling evangelist, he is adopted at an early age by his uncle, Dr. William Maffitt, who lives near Fayetteville. There he lives a more luxurious life than Grandy to be sure, especially as he is white, and later goes to a boarding school in the North. He joins the navy at thirteen, travels to exotic locations, and has a range of experiences that includes such things as dancing with the Queen of Greece. He eventually becomes a blockade runner in the Civil War.

From what we know from the book, the paths of these two men never cross; they do however overlap. Simpson does a deft job of paralleling the two and charting their careers on the water. While the lives of the two men could not be any more different, the enjoyment they share in being ship captains is similar, as are the experiences they have in their personal lives. Simpson illustrates that while environments may be different, the human experience is often

universal.

Simpson draws on historical documents about the two men, such as Grandy's *Narrative*, available in *North Carolina Slave Narratives*, and Maffitt's autobiographical novel, *Nautilus, or Cruising under Canvas*, to create a truthful foundation upon which he fleshes out this account of the two men. Simpson, Kenan Distinguished Professor of English and Creative Writing at the University of North Carolina at Chapel Hill, is a storyteller, a member of the Tony Award-winning Red Clay Ramblers, and author of numerous books about North Carolina. His writing, which is done in a storytelling style, is much easier to understand if one reads it as if listening to him performing the story. While all readers will enjoy this book and will be transported to this different era, it will be of particular interest to history buffs, especially those interested in the Civil War and just prior. This title is recommended for college and university libraries as well as public libraries with large North Carolina collections.

Rodney Lippard  
Rowan-Cabarrus Community College



### ***Losing My Sister***

By Judy Goldman.  
Winston Salem: John F. Blair, 2012.  
270 pp. \$21.95. ISBN 978-0-89587-583-9.

In *Losing My Sister* author Judy Goldman has found a beautiful way to articulate the small nuances

of family relationships that so easily become immense emotional battles and simultaneously bring a foundation joy and connection to our lives. As Goldman observes,

“Those ties of kinship, reverberating through the generations, may have their perils, but they also gave me something sold and lasting.” Goldman writes about her life with her sister, interweaving stories from their childhood with the lives they lead as adults. She is keenly aware of the roles we assume within families and that if we try to step out of those roles others become uncomfortable. Growing up she was the quiet one, like their mother, and her sister was the strong one, like their father. As her parents and then her sister become ill, Goldman finds that she wants to be the strong one in the family, and the discord this brings about between her and her sister is somewhat surprising. Through her descriptions of all of the struggles, happy times, and the bonds they shared, Goldman deftly shows the reader what it really means to be family. While describing a dinner with her siblings and her father who was gravely ill at the time Goldman writes, “It’s one of those evenings when nerve endings feel closer than normal to the surface of the skin, in the way that, in the midst of great sadness, life can slow and spirits soar. We drink wine and eat more than we should and laugh and tell our glad-to-be-part-of-this-family stories.”

Although the idea of reading about family illness, fights among siblings, and the high emotions that surface from such close familial bonds may not sound appealing at first, Goldman is such an observant and immensely talented writer that the reader feels grateful to her for sharing such an intimate story that may be relevant to their own. Originally from Rock Hill South



Carolina, Goldman has spent much of her life in Charlotte. Goldman has written two novels, *The Slow Way Back* and *Early Leaving*. *The Slow Way Back*, published in 1999, was a finalist for the Southeast Independent Booksellers Association's Best Novel of the Year and won the Sir Walter Raleigh Award for Fiction and the Mary Ruffin Poole Award for Best First Work of Fiction. Excerpts from *Losing My Sister* appeared in *Real Simple Magazine* and *The Charlotte Observer*. This memoir is highly recommended for public and academic libraries with an interest in North Carolina literature, memoirs, or Jewish life.

Jennifer L. Smith  
Elon University



### ...and love...

By Richard Krawiec, Allison Elrod, and Debra Kaufman.  
Durham, NC: Jacar Press, 2012.  
177pp. \$15.00. ISBN 978-0-9845740-5-6.

What is love? According to *...and love....*, a poetry anthology, it is a varied and diverse emotional and physical landscape. Each poem in this collection embodies the many places, spaces, times, moments, and faces of love, from erotic love to the love between parent and child. The title of this book easily could be "food and love" or "high school and love." One thing it is not is Shakespeare and love meant in the most positive of contexts. The poems of *...and love....* are a modern twist on an age old topic.

Dannye Romine Powell's "Let's Say We Haven't Seen Each Other Since Ninth Grade and We Meet as Adults at a Welcome Center in Southside Virginia," opens this volume by taking the reader on a tactile journey through memory and young love. Each sense is evoked through the movement across the human form. The discovery of a new thing in the mature form of an old beau opens the reader to the idea that love is a journey.

In "Listening to Roderigo's Concerto for Guitar," by Julie Suk, readers experience the searing pain of the loss of a child at birth and a husband's attempt at healing, by playing his wife as a guitar. This poem highlights the interplay between the physical and emotional, in one moment both sensual and cathartic.

But more than about love *...and love....* is about identity as illustrated in Bruce Lader's "Behold." Lader's "Behold" constrains itself, but is powerful in its stance not to open up to love at some appointed hour. The narrator instead will decide when, if ever, to pursue or be pursued by love. There is a sense of agency in the poem not often conveyed in odes to love.

"The Mundane but Discreet Lovely Details of Our Daily Lives" by Paul Jones begins with a first stanza that is reminiscent of "This is Just to Say" by William Carlos Williams, but in the following stanzas pays a fitting tribute to the artistry of the everyday, making the mundane majestic. If only taking out the garbage were so truly enthralling.

*...and love....* is a poetic journey through the many visages of love. At times it is a smooth and familiar ride taking us through our own memories of love, and at other times it opens the reader up to the other facets of love. It brings together over one hundred poets with connections

to North Carolina and is a worthy anthology to add to any poetry lover's library. The editors, Richard Krawiec, Allison Elrod, and Debra Kaufman, are established authors whose works include two novels, five anthologies, and works published across a broad spectrum of literary formats. *...and love...* will work well for an academic or public library setting. Some guidance might be required for those not yet in high school.

Ingrid Ruffin  
University of Tennessee, Knoxville



### *The Armchair Birder Goes Coastal: The Secret Lives of Birds of the Southeastern Shore*

By John Yow.  
Chapel Hill: University of North Carolina Press, 2012.  
234 pp. \$26.00. ISBN 278-0-8078-3561-6.

When I retired last summer, friends who know my bird-watching habit gave me a copy of *The Armchair Birder: Discovering the Secret Lives of Familiar Birds*, John Yow's first book. Although I own dozens of bird books I was utterly enchanted by this one, which focused on backyard birds easily viewable from one's porch. Now Yow has published *The Armchair Birder Goes Coastal* whose subtitle, *The Secret Lives of Birds of the Southeastern Shore*, sums up the content nicely. Yow admits he reluctantly left his hometown armchair to view this new set of birds but claims all can be spotted from a deck chair or on an easy coastal stroll.

The novice birder will enjoy accompanying the author through his journeys cover-to-cover. The more experienced bird watcher will love dipping into the book more randomly, delighted to discover a chapter on a favorite species. Yow's travels take him from the Outer Banks to Sanibel Island, Florida to the Gulf Coast of Alabama.

Reading this book is like having a conversation with a highly knowledgeable yet unpretentious friend. Yow's narrative is a unique blend of personal observation and succinct synthesis of the wisdom of well-known field ornithologists, particularly Audubon, Wilson and Sibley. The author indeed focuses on each bird's "secret life" – diet, courtship, mating and child-rearing. Coastal visitors or residents will love learning the secrets of laughing gulls and brown pelicans, cormorants and willets, egrets and terns, all birds they see daily but often know little about other than their names.

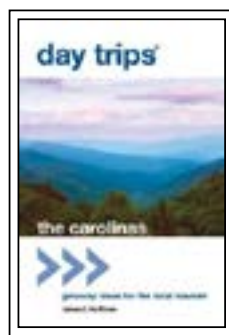
A self-described "lazy birder," Yow frequently questions leaving his comfortable home for visits to isolated coastal wildlife refuges, and his wry sense of humor adds great charm to what otherwise could be dryly scientific. He marvels at birders who slog through marshes at 5:00 a.m. or board boats in 30-degree weather to view rare pelagic species, but such activities are not for him. Consequently his book is perfect for a beginning naturalist, and indeed for all of us casual birders, as almost all the species described are ones easily seen. Yet the tone of the book is never condescending, nor are the chapters simplistic. Indeed, occasionally one wishes for a few less scientific quotes. Yow assumes his readers are eager to learn all they can and will share his infectious delight in the wonder of birds.

This book should fly off the shelves in public libraries and also is highly

recommended for academic and high school libraries. It would be excellent reading both before and after field trips. The selective bibliography represents the best writing of bird behaviorists, easily accessible print and online resources perfect for further study. One caveat for North Carolinians – not all the species described regularly visit our own coast.

Speaking from experience, *The Armchair Birder Goes Coastal* also will make a perfect gift!

Kate Donnelly Hickey  
Elon University, retired



***Day Trips, The Carolinas:  
Getaway Ideas for the  
Local Traveler***

By James L. Hoffman.  
First ed. Guilford, CT: GPP Travel, 2012.  
391 pp. \$16.95. ISBN 978-0-7627-7940-6.

The idea of the day trip is not a new one, but the concept has gained in popularity of late as a corollary to the "staycation" and the movement to patronize local small businesses. North and South Carolina abound with opportunities for day trips, and this book does an excellent job of collecting and categorizing some popular examples. The author has written three other books about traveling in North Carolina, and is himself a Gastonia native. Although the book is heavily weighted towards North Carolina travel, Hoffman states in the introduction that this is due purely to the fact that the Old

North State is geographically larger and that it is not a commentary on the age-old debate of which Carolina is the better.

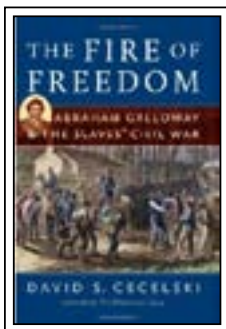
The book is organized into fifty-five different itineraries. Thirty-nine of the trips use one of six major cities as home base: Raleigh, Wilmington, Charlotte, and Asheville from North Carolina and Columbia and Charleston from South Carolina. The remaining sixteen trips focus on various popular themes such as outdoor pursuits, the Civil War, and edible local specialties. Each of the itineraries provides readers with a basic overview of the area and brief directions followed by a description of the area's activities, complete with contact information, hours, and prices if relevant. A small selection of places to shop, local restaurants, and local lodging is also provided for each area and generally focuses on unique options not found anywhere else. Scattered throughout the book are small blue boxes that provide additional "quirky Carolina" facts or interesting local trivia that help readers get a feel for particular areas. For larger day trip destinations, Hoffman also includes a short note on activities and sights that may tempt visitors into lengthening their stay beyond a day trip. Special care is taken to note family-friendly options, but those traveling without children will find the information is just as helpful.

A user-friendly guide, this book is fully indexed and includes a helpful section on how to use the information provided. Here Hoffman states that while basic maps are printed for each day trip they are for reference only, and he recommends using a more detailed road map or a GPS to conduct itineraries. Suggestions on planning day trips are also provided, including details such as obtaining local fishing licenses and road maps.

Written for travelers of all ages and types, this guide provides excellent access to the highlights of North and South Carolina destinations. It is recommended for all public libraries and college libraries with popular interest sections.

Laura Gillis

formerly Forsyth County Public Library



### ***The Fire of Freedom: Abraham Galloway & the Slaves' Civil War***

By David S. Cecelski.

Chapel Hill: University of North Carolina Press, 2012.  
352 pp. \$30.00. ISBN 978-0-8078-3566-1.

In *The Fire of Freedom*, David Cecelski reveals the captivating story of Abraham Galloway, an escaped slave from Smithville, North Carolina, who became an abolitionist in the North, a recruiter around New Bern for black Union regiments, an important spy behind Confederate lines, and, during Reconstruction, a North Carolina state senator. Among Galloway's other exploits are his escape to the North by ship, his helping slaves escape through Ohio into Canada, and a trip to Haiti where he worked to establish a colony for former slaves and discussed the possibility of fostering slave revolts. During the Civil War, he was captured by Confederates in Mississippi but escaped and later led a group from New Bern to meet with President Lincoln to advocate for equality and full citizenship for African Americans.

While telling the story of Galloway's activities and accomplishments, Cecelski effectively tells a much larger story of struggle. He demonstrates that freed slaves were far from passive and disorganized, as some have claimed. The particular importance of African American women and of churches in all aspects of the social and political movements of former slaves is well portrayed. He shows that protecting slavery was a core issue for the Confederacy from the start, but that the Union had an ambiguous stance on the matter until later in the war when former slaves served essential roles in the Union as spies, guides, boat pilots, laborers, support staff, and troops. The struggle to overcome racial insults and inequality, including from Union troops during the Civil War and from North Carolinian legislators after the war, is palpable throughout, as is the consistent efforts to obtain equal treatment from the Union, which never paid black troops as much as white troops.

Cecelski is an independent historian who has written widely on North Carolina coastal history. He is a graduate of Duke University and the Harvard Graduate School of Education and has held visiting professorships at Duke, UNC-Chapel Hill, and East Carolina University. *The Fire of Freedom* is the highly informative result of ten years of detailed research, to which the thorough index, lengthy bibliography, and the copious annotated endnotes attest. Materials from distant research collections have been seamlessly fused to produce an engaging narrative.

Cecelski has made an important contribution to North Carolina history, African American history, and Civil War history. This account of Galloway's remarkable life and influence makes the history of the Civil

War era understandable through vivid descriptions of the people and places, photographs, and excerpts from letters and journals. Cecelski's accessible writing style further supports this successful popular history. Teachers will find this an excellent supplementary text. Scholars and students will enjoy a rich historical synthesis that will spark further research. The North Carolina public will read engaging stories about their state's influential role. For these reasons, academic, public, and high school libraries throughout North Carolina and far beyond are highly encouraged to add *The Fire of Freedom* to their collections.

C. William Gee

East Carolina University



### ***Cobalt Blue***

By Peggy Payne.

Winchester UK: Roundfire Books, 2013.

299 pp. \$20.95. ISBN 978-1-78099-808-4.

Andie Branson, a thirty-eight-year-old artist, has recently broken up with her longtime boyfriend and is suffering from what might be called artist's block. She suddenly finds herself in a series of weird and even dangerous sexual encounters and feels like she has no control over her wild, passionate impulses. It would appear that any male in her presence is not safe. While set in Pinehurst and, briefly, the coast of North Carolina, this story does not really depend on its setting for its impact;



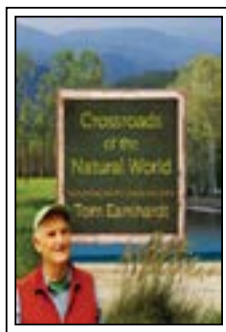
the protagonist and the story wander far and wide, including to the mystical underground of New Orleans. An interesting concept introduced in the novel is kundalini. “It is reported that kundalini awakening results in deep meditation, enlightenment and bliss. In practical terms, one of the most commonly reported Kundalini experiences is the feeling of an electric current running along the spine.” (“Kundalini.” *Wikipedia* Viewed 5/20/2013 at <http://en.wikipedia.org/wiki/Kundalini>) Does Andie experience this in her search for artistic and spiritual enlightenment?

What is true is that Andie, only child of a wealthy couple who loved, spoiled, and adored their talented daughter, has gotten into a rut with her art. She is faced with a dilemma when she is offered \$100,000 to paint the portrait of a Southern senator whom she despises for his politics, racism, and bigotry. But how can she turn down this offer though when she really needs the money? When she does paint Senator Billy Sylvester’s portrait and the painting shows the true character of the man, she has to hide the painting because he does not want it shown in public. He basically wants to picture-nap it for his “private collection.” While some might call Andie’s solution blackmail, others would claim that the new Andie has found a way to reconcile her moral and ethical beliefs with her new artistic awakening and creativity, her kundalini. She has found her way as clearly as the color cobalt blue.

It is difficult to classify this novel: it might be erotica, mysticism, fantasy, female sexual awakening, spirituality, or another genre. Explicit sex and mature content might limit the audience for this work, but public and academic libraries wishing to include North Carolina authors will want to consider purchasing it. Because of

its somewhat limited dependence on regional setting, it is not an essential purchase for collections that focus on books set in North Carolina. However, it is likely that many women who have experienced a sexual awakening themselves may relate to the heroine. Peggy Payne is the author of *Revelation* and *Sister India*, which was one of the *New York Times* notable books of the year in 2001.

Carol Truett  
Appalachian State University



***Crossroads of the Natural World:  
Exploring North Carolina with  
Tom Earnhardt***

By Tom Earnhardt.  
Chapel Hill: University of North Carolina Press, 2013.  
314 pages. \$35.00. ISBN 978-1-4696-0699-6.

Whether the readers are interested in chimney swifts or mayflies, phenology or pocosins, shifting coastlines or water quality, they will find the complexity and beauty of North Carolina’s natural history well covered here. Amateur and professional naturalists alike will delight in exploring North Carolina within these pages with Tom Earnhardt, as we’ve done so often during his UNC-TV show *Exploring North Carolina*. There’s something here for everyone who is an observer and student of nature, and Earnhardt’s excellent photography beautifully illustrates the biodiversity and habitats of our state.

Throughout the book, Earnhardt

emphasizes our state’s unusual number of ecological crossroads and boundaries, making us a “natural epicenter.” Geology buffs will especially appreciate “Part I: A Tarheel Timeline,” which take readers back though our geologic history, our early settlers, and through the amazing fossil collection in the North Carolina Museum of Natural History. Those of us who watch and study biodiversity at work will enjoy many fresh perspectives in “Part II: Diversity and Boundaries.” For most of us, it’s a new perspective to focus on North Carolina as the end of the northern range or southern range for many species “where the arctic and tropics meet.” Earnhardt examines both familiar and rare natural communities, showing that our state offers much more complexity than the coastal plain/piedmont/mountains’ scheme our students learn in elementary school. The impact and importance of using native vegetation in our yards is made clear, as well as our need to reestablish areas of unique native vegetation. Earnhardt emphasizes that it is critical to “keep all the parts” and to immerse ourselves in outdoor experiences.

The many groups and individuals working on conservation issues in North Carolina will find rich content in “Part III: Voices for the Wilderness, Saving the Best.” Earnhardt describes those who have served as his environmental mentors, some influential naturalists, and the importance of creating future stewards. Those with an eye to the future of natural areas and conservation in our state will find challenging content in “Part IV: Trouble at the Crossroads, Decision Time.” Earnhardt details the damage caused by invasive plant and animal species, as well as showing the need to build buffers to protect our river basins and the need for long-term

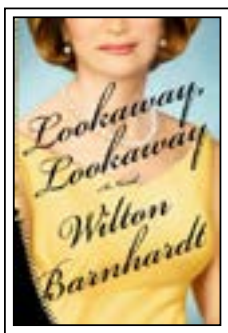


planning for our ephemeral coastline.

The list of selected readings that precedes the index is especially rich with useful books, magazines, and websites. The inclusion of a listing of the common and scientific names of North Carolina plants and animals will please those of us who look for that level of information.

This book is highly recommended for the science collections in public, academic, middle school and high school libraries.

Dianne Ford  
Elon University



### ***Lookaway, Lookaway***

By Wilton Barnhardt.  
New York: St. Martin's Press, 2013. 361 pp. \$25.99.  
978-1-250-02083-3. (Also available as an ebook: \$12.99;  
978-1-250-02150.)

“*[The study] smelled of an ever-welcoming past, of lost causes and unvanquished honor.*” And, eventually, of 150-year-old gunpowder and shot.

At the beginning of our new century, shrewd Charlotte socialite Jerene Johnston is willing to do whatever it takes to protect her family's reputation and to secure her children's future. Her radical daughter Annie, her gay son Josh, her preacher son Bo, and her insecure daughter Jerilyn don't make this easy. The Johnston family proudly traces its lineage to Confederate General Joseph E. Johnston, and Jerene's husband Duke has abandoned all professional

and political aspirations, preferring to reside in a world of nostalgia and Civil War reenactments.

Each chapter, focusing on one character's story, is like a portrait hung in a gallery. In some of the paintings the character is front and center; in others the subject blends into the background as action takes over the foreground. The chapter about Bo provides insight into his character, but the scene of a melodramatic Christmas dinner is far more memorable.

Jerene's children and husband are not her only worries. Her alcoholic brother Gaston makes his living writing popular Civil War novels, her sister Dillard has never recovered from a personal tragedy, and their mother Jeannette lives with the knowledge that she failed to protect her children. Add to the mix Josh's best friend Dorrie, who's African American and a lesbian, and Bo's wife Kate who longs to return to the Peace Corps, and you have the perfect Southern tragicomedy.

The title obviously refers to the song “Dixie,” and there are other allusions as well. Characters are forced to look the other way when reality is inconvenient. Watching the events unfold is like driving by a gruesome car wreck or watching a reality TV show—we should mind our own business, but morbid curiosity prevents us from averting our gaze.

*Lookaway, Lookaway* is recommended for public libraries and academic libraries that collect Southern or North Carolina fiction. Peppered with interesting snippets of little-known North Carolina history—very few of them flattering—the book is as much scathing social commentary as it is fiction, making it an enlightening additional reading in social science classes examining the modern history of North

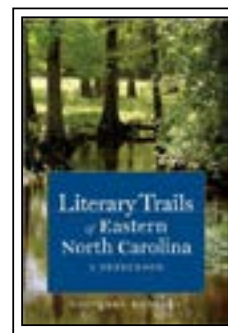
Carolina and the South.

Wilton Barnhardt is director of the Masters in Fine Arts program in Creative Writing at North Carolina

State University. His previous novels include *Emma Who Saved My Life*, *Gospel*, and *Show World*.

*Lookaway, Lookaway* isn't being released until August, but that's okay because it is not a summer beach read. It's an autumn book to be savored, one to read next to a cozy fire with a cup of hot tea.

Arleen Fields  
Methodist University



### ***Literary Trails of Eastern North Carolina: A Guidebook***

By Georgann Eubanks.  
Photographs by Donna Campbell. Chapel Hill: University of North Carolina Press, 2013. 367 pp. ISBN 978-1-4696-0701-6 (cloth) \$39.95. ISBN 978-1-4696-0702-3 (paper) \$22.00.

Two poems about birds create bookends for the rich content of this book. In the first, “At the Spring,” David T. Manning describes a whimsical encounter with a cardinal when the bird sits on his hand and drinks from a garden hose. In “Blue Heron,” Steven Lautermilch recounts a day in the life of a blue heron, capturing the heron at dusk particularly well. For both poems, words are tied to the land. Eubanks is good at continuously tying words to land.

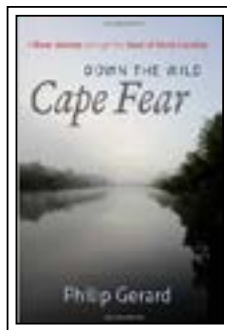
*Literary Trails of Eastern North Carolina* could have been called *Literary Tales*, too. Eubanks deftly

weaves biography, history, literature and art into tales about Eastern North Carolina's authors and the literature they represent. Some of the authors included are Charles Chestnutt, Tim McLaurin, Liza Wieland, A. R. Ammons, Allison Adelle Hedge Coke, and Gerald Barrax. Every author represented in the book is fit into a tour; there are eighteen tours, with each tour covering multiple authors. Tours start off with a map that shows the path the tour takes through the landscape. While there may be some areas in cities where the tours can be done on foot, most of the book requires a car, a driver, and a navigator to complete. Also included in each tour is a selection of "Literary Landscape" notables such as bookstores, libraries and centers of cultural import. Although this guide is not intended to be exhaustive, the tours seem like the kind of activity that would fill up a leisurely day.

This book is the third and final in a series. The first is *Literary Trails of the North Carolina Mountains: A Guidebook* (reviewed in *North Carolina Libraries* by Scott Rice in 2007) and the second is *Literary Trails of the North Carolina Piedmont: A Guidebook* (reviewed in *North Carolina Libraries* by Margarite Nathe in 2010).

This book is an ideal acquisition for public libraries in North Carolina, specialized academic collections focusing on the state, and literary enthusiasts.

Cindy Shirkey  
East Carolina University



### ***Down the Wild Cape Fear: A River Journey through the Heart of North Carolina***

By Philip Gerard.  
Chapel Hill: University of North Carolina Press, 2013.  
276 pp. \$30.00. ISBN 978-1-4696-0207-3.

In *Down the Wild Cape Fear: A River Journey through the Heart of North Carolina*, Philip Gerard, a professor of creative writing at the University of North Carolina Wilmington and an author of three novels and five works of non-fiction, documents two hundred miles worth of travel down the Cape Fear River, from Mermaid Point, at the confluence of the Deep and Haw Rivers, to the Cape of Fear, where up to 3.9 million gallons of water a day flow into the Atlantic. At one end, the dam at Jordan Lake constrains the river, strongly influencing its depth and flow; at the other, dredging for commercial and military shipping has shaped the river. In between there's a lot of wildlife, people, communities—and history.

Gerard's desire to travel the entire length of the river was driven by "a philosophy of wholeness." This "wholeness" is akin to Gerard's understanding of the Cape Fear as a complex ecosystem, which is on display in the range of his work; a trip mate refers to the trip as a "survey" of the river. Gerard sees—and wants the reader to see—the relationship between the blue herons who nest along the river, the role of the river in establishing plantation culture in North Carolina, and battles past and current, from that of Fort Fisher

to those over the proposed concrete plants and super port at Wilmington. Gerard displays a concern for the life of the river and for those who depend on it, whether to make a living or to have clean water to drink.

Gerard states that for most of us a river is an abstraction on a map. He shows, to the contrary, that a river is an extremely complicated thing, a combination of natural, economic, political, historic, and cultural variables. Mastering a river, or getting as close to mastery as one can, requires a practicality founded on sensitivity. Gerard has developed that sensitivity for the Cape Fear as a topic of study.

As a matter of practicality, Gerard broke his trip into several legs. Each leg, corresponding to a region of the river, has its own section in the book. A map at the start of each section helps orient the reader. The book is well illustrated with photographs by the author and his traveling companions. The book's back matter includes select sources and a substantial list of acknowledgments, proving what the reader will have already concluded regarding Gerard's generosity toward others. However, there is no index; this might be the only real mark against the book.

*Down the Wild Cape Fear* should have wide appeal to North Carolina readers. It is engaging, thoughtful, and very well written. It would be an appropriate addition to the collections of public libraries, colleges and universities, and high schools.

Brian Dietz  
North Carolina State University Libraries



## ***Can't Buy Me Love***

By Summer Kinard.  
Durham: Light Messages, 2013.  
267 pp. \$18.95. ISBN 978-1-61153-054-4.

In *Can't Buy Me Love*, first-time novelist Summer Kinard introduces Vanessa Fauchon, who learns that the path to true love can take a person to unexpected places—including the bottom of a dumpster.

Vanessa is a bartender, freegan, and sustainable-living devotee who resides in Durham, North Carolina. On one of her regular dumpster-diving expeditions, Vanessa finds a discarded scrapbook and comes to admire a man whose life she knows only from the pages and pictures of the book. Soon after, a twist of fate and a mutual friend bring her face-to-face with Javier, the man from the scrapbook. From there, the main plot follows a tried and true pattern: Vanessa and Javier fall for each other, obstacles come between them, and Vanessa must decide whether or not she is willing to fight for the relationship.

The story's over-arching themes will be familiar to readers of contemporary romance and women's fiction: learning to love one's self, finding true romantic love, and the importance and power of friendship. While the main plot arc of love found, lost, and regained is well-worn territory, other plot and character elements diverge from expected, staid tropes. Characters come from a variety of racial and ethnic backgrounds

and depict diversity in regard to age and sexual orientation. While some characters, including the story's main villain, feel less than fully realized, others are more clearly drawn. Among the stronger characterizations are Vanessa's female friends, who bring wisdom, love, and humor to the book.

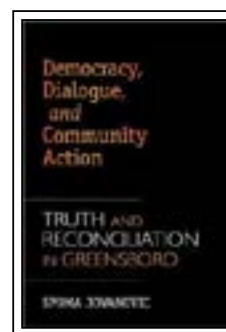
Other details that fill out the story come in a combination that readers will be hard-pressed to find together in another piece of fiction. In addition to dumpster diving, characters engage in yarn-bombing, *luchadora* matches, and opera singing; a subplot involves Vanessa's journey of Christian religious re-discovery. But in bringing together so many niche interests, sometimes with only sparse explanatory details, the author risks losing readers who are unfamiliar with some or all of these interests. With frank discussions of sex and sexuality throughout the story, this book is not recommended for readers who prefer their romances on the chaste side. The author addresses other "adult" concerns as well, including ethical, financial, and environmental considerations.

North Carolinians, especially those familiar with the Triangle, will recognize real-life locations that the author incorporates into the story. Characters visit Duke Gardens, the Durham Museum of Life and Science, and the American Tobacco Trail. Other local institutions receive mentions throughout the story, such as Durham's Carolina Theatre and the Triangle's local weekly *The Independent*.

This is the first novel for Durham-based author Kinard, and at times the author's newness shows through in the writing. Vanessa's third person limited narration is occasionally disrupted by point-of-view discrepancies, and at times events and

characterization suffer from a lack of clarity that may leave readers with questions about logical timelines and motivations. But these weaknesses aside, *Can't Buy Me Love* could be a breath of fresh air for romance readers looking for variety of experience and diversity of characters while still desiring the traditional narrative arc that leads to requited love. Recommended for public library collections, particularly in the Triangle region.

Anna Craft  
*The University of North Carolina  
at Greensboro*



## ***Democracy, Dialogue, and Community Action: Truth and Reconciliation in Greensboro***

By Spoma Jovanovic.  
Fayetteville: University of Arkansas Press, 2012.  
226 pp. \$34.95 ISBN 978-1-55728-991-9.

Written as a case study, this book documents the community-driven effort to organize, fund, and administer a Truth and Reconciliation Commission (TRC) in Greensboro to examine the events and consequences of the Greensboro Massacre of November 3, 1979. In that incident five people were killed and ten injured in a clash with Ku Klux Klansmen and American Nazi Party members on one side and Communist activists on the other. However, readers should not expect an exhaustive account of the massacre, but rather

an account and analysis of the TRC's work. For a full examination of the massacre, the author refers readers to the TRC's final report which is online at <http://www.greensborotrc.org/>.

The author is an associate professor of Communication Studies at the University of North Carolina at Greensboro (UNC-G) and "worked alongside other community members ... to document the grassroots effort to convene" the Greensboro TRC. This appears to be her first book-length work since her dissertation in 2001, but her articles consistently address issues of communication and civic engagement.

The book is well organized, first leading the reader through the basic facts of the massacre, then explaining the theory of TRCs in general before narrating the story of the Greensboro TRC, both its formation and its work. Later chapters describe the community's response to the TRC's final report, analyze the impact of the commission's work on the community, and evaluate its effectiveness. The reader is left with a portrait of a community that still has a long way to go to achieve racial and economic

parity, but which is beginning to address those issues.

Although this is a scholarly work, the author writes in an accessible prose style. While the author strives to maintain an objective voice, she is not completely successful, which is not surprising given her personal involvement. Many readers are likely to find her interpretation challenging, but her evaluation of the need for greater civic engagement and civility overall in our society is highly relevant.

The book includes extensive references and notes, as well as an index. Six appendices provide the commission's mandate and guiding principles; a discussion of the concept of reconciliation; the final report general summary; a guide for conducting college class discussion based on the summary; and "Lyrical Reflections" on the massacre, the text of a spoken word production written by UNC-G faculty and students. This final appendix could use a better citation—if the reader misses the footnote where the work is described, there is no heading or textual note in the appendix to explain its source or

context or even to indicate this is not the author's own work. Overall, this work was not well-edited: grammar issues abound.

This book is recommended for all adult and young adult collections, particularly those with communications programs, North Carolina history collections, or collections which concern themselves with race and class issues. School libraries will want to evaluate the appropriateness of challenging content for younger age groups, who may have difficulty with the straightforward descriptions of the massacre and emotional personal narratives from the commission proceedings. This material, however, is a relatively small portion of the book.

*Michele Hayslett  
University of North Carolina at  
Chapel Hill*

## Looking for help with collection development?

If you want to expand your library's collection of novels set in North Carolina, you should visit the Read North Carolina Novels blog hosted by the North Carolina Collection at the University of North Carolina at Chapel Hill (<http://www.lib.unc.edu/blogs/ncnovels/>).

If your interest in North Caroliniana is more general, both the North Carolina Collection at East Carolina University and the North Carolina Collection at UNC-Chapel Hill regularly post lists of new additions to their collections.

The addresses for those sites are:

<http://www.ecu.edu/cs-lib/ncc/profs.cfm>

<http://www.lib.unc.edu/blogs/ncm/index.php/whats-new-in-the-north-carolina-collection/>





## The Fuss Over Windows 8

The new Windows operating system version 8 has become a catch all for problems in society. Some even blame the current economic doldrums on the introduction of Windows 8. More down to earth personal computer manufacturers blame Windows 8 for a decline in year to year unit sales. A small scale industry has grown up around bashing Windows 8 in the media. Windows 8 is an attempt by Microsoft at creating a new Apple-like interface for desktop, laptop, tablet and other mobile devices. At first glance it can be very confusing, especially if you like to view movies on VHS players and have trouble re-setting the video player clock from 12:00! The new software attempts to make all personal computers look like an iPad. Instead of launching programs from a desktop start menu as in earlier Windows products, Windows 8 uses a series of application tiles to launch a program. It was hoped that the new platform would enable users to do similar tasks on a variety of devices from cell phones to desktop computers.

With the April 2014 demise of Microsoft support for Windows XP, I decided to replace an aging but loyal laptop with a new Windows 8 machine. (I was noticing more and more XP laptops at yard sales...so yes, I can take a hint.) I got a really good deal on Mother's Day weekend from a big box retailer. I actually paid around 10 % of what a Mac Book Pro could have cost for my machine. However having had a number of simple to use Apple products in my career, I was not sure at first how the

Windows 8 experience would go. I am happy to report that the learning curve for me was very short. Maybe it was the Apple OS experience that helped, or more likely Windows 8 is a really good operating system. Many of the old XP (in fact Windows 95) features are available in Windows 8. Shortcuts like Windows Logo D will bring up the desktop, as does Windows Logo E produce the Windows Explorer. Perhaps the biggest fuss is made over the lack of the Start Menu in Windows 8. Well to summon the start menu all you have to do is hold down the Windows Logo key and there it is! Not too hard is it? Granted point and click is what made Windows a good GUI interface in the beginning, but using a keyboard shortcut is not really that hard. One thing I do find hard to get used to, is that the menus come and go with Windows 8 depending on where you mouse or click. My favorite disappearing menu is the "charms" bar on the right side of the desktop. The charms bar enables the user to search through a running application, share files with others, get to the famous start screen, and send the current screen to another device, or tweak six major settings: power, keyboard, network, volume, screen and notifications. Unfortunately the charms bar can come and go depending on where you mouse or click. (However Windows Logo C will lock it in place.) The bottom of the Windows 8 desktop has a task manager pane that also seems to come and go at random. You can also lock this bar in place by simply clicking in a blank area

and then selecting "lock the taskbar." A similar vanishing pane is on the left side of the desktop. This bar shows a list of recently used applications. The bar can be displayed by pressing the Windows Logo and Tab key. Each press of the Tab key then highlights a recently used application. If you release the Windows Logo key, the last displayed application will fill the desktop. You can close the application by pressing the Delete key.

Windows 8 will not solve the current European debt crises, but it will make your Windows machine operate more like an iPad. Don't want to do that? A growing chorus of user complaints is forcing Microsoft to issue a Windows 8.1 free upgrade in the fall of 2013. The upgrade will include an option to start your Windows 8 machine in the familiar Windows desktop mode. It seems that Windows users don't want to learn another operating system, they just want to get to their applications faster. Well guess what, that is what the Windows 8 application tiles were supposed to do. I suggest that you try out the new version and see if you do like the new tablet-like tiles. They work just fine for me, but the disappearing management panes do take some getting used to. I migrated from Windows 3.1 to Windows 95, so using the latest Windows operating system is something that I enjoy doing. I hope you will give it at least a try. Now is a good time to pick up a non-touch screen Windows 8 machine at a real bargain price.

Wm. Joseph Thomas

## Joyner Library's Cold War and Internal Security Collection

In April 2013, Joyner Library announced a new collection: The Cold War and Internal Security Collection (CWIS). The CWIS was created as a Center of Excellence for the Collaborative Federal Depository Program of the Association of Southeastern Research Libraries (ASERL). But it grows out of a long tradition of collecting federal documents at East Carolina University.

With IMLS grant support, ASERL created the Collaborative Federal Depository Program during the 2006-2007 academic year in order to improve public access to government document collections in member institutions and to explore collaborative services and collection analysis and development.<sup>1</sup> The Program Steering Committee determined that Centers of Excellence would be created in order to develop comprehensive collections of specific agency and/or subject. These Centers of Excellence would guarantee redundancy and preservation of these materials, and serve the region for fast delivery when the materials need to be shared. Twenty-six institutions, including ECU, currently serve as Centers of Excellence.

East Carolina sent its proposal to become a Center of Excellence to ASERL officers in November 2010, focusing its collection on hearings of the House Un-American Activities

Committee and its successor the House Committee on Internal Security.<sup>2</sup> Noting that "Among these hearings are testimonies of Soviet defectors, contemporary analyses of Communism, and committee hearings on alleged Communist influence in the motion picture industry," the proposal makes a case for this collection fit in part because the library's Special Collections already holds an excellent companion in the extensive J. Edgar Hoover Collection on International Communism. Other library holdings also focus on the second half of the 20th Century, especially the Cold War. In addition, the CWIS fits in with the history and mission of Joyner's Federal Documents Collection. Joyner became a partial federal depository in 1951, and now holds roughly 200,000 print documents in addition to 575,000 microfiche, 1700 DVD's and CD's, and more than 25,000 maps.<sup>3</sup>

The CWIS Collection contains more than 1,000 volumes of Congressional hearings, committee prints and committee reports from the House Un-American Activities Committee (HUAC), its successor the House Committee on Internal Security (HCIS), the Senate's Permanent Subcommittee on Investigations (SPSI), and the Senate Judiciary Committee's Subcommittee on Internal Security

(SISS). The contents of the collection (1934-1977) are composed mostly of Congressional investigations of organizations deemed "subversive" or "un-American," including especially the Communist Party USA and its allies.



Logo of the Communist Party USA. Source: Wikimedia Commons, [http://commons.wikimedia.org/wiki/File:CPUSA\\_logo.svg](http://commons.wikimedia.org/wiki/File:CPUSA_logo.svg).

Other subjects of investigation include the New Left, the Ku Klux Klan, the Black Panthers, 1930's and 40's pro-Nazi organizations and even the World War II internment of Japanese-Americans. North Carolina-specific topics include the "Silver Legion of America" in North Carolina and activities of the Ku Klux Klan and of the Communist Party, USA (CPUSA) in the state.<sup>4</sup> Descriptions below are largely from the Cold War and Internal Security

(CWIS) Collection Research Guide.<sup>5</sup>

The most recognizable name of the four agencies represented in the Cold War and Internal Security Collection is that of the House Un-American Activities Committee (HUAC). The HUAC began in 1934 as a special committee to investigate alleged Nazi subversion, as well as Communists and domestic far-right groups. The committee was disbanded in 1935, but re-formed in 1938. HUAC became a permanent House committee in 1945, and a fixture of the early Cold War. The House Un-American Committee reached “its counter-subversive heyday from 1947-54, but became increasingly controversial as concerns mounted over its impact on civil liberties. Faced with growing criticism, HUAC was officially renamed the House Committee on Internal Security (HCIS) in 1969.”<sup>6</sup>

The CWIS Collection currently holds more than 230 volumes of HUAC hearings and related publications, and Federal Documents Librarian David Durant plans to add another 170-200 documents that will cover the entire range of the committee’s existence, from 1934-1969. Notable HUAC hearings include the “Hollywood Ten” in 1947 and the 1948 Hiss-Chambers hearings on Communists in the U.S. government. Testimony from baseball great Jackie Robinson is also included in Joyner’s CWIS holdings.<sup>7</sup> Other items of local interest include “a 1956 investigation of Communist activity in North Carolina, 1958 hearings on Communism in the South, and a 1965 investigation of the Ku Klux Klan that reached Greenville and Pitt County.”<sup>8</sup>

The House Un-American Activities Committee was succeeded by the House Committee on Internal Security (HCIS). The HCIS existed from 1969-1975, and is represented

in the Cold War and Internal Security Collection by more than 80 HCIS documents, including Gun-Barrel Politics, Black Panther Party, 1966-71.<sup>9</sup>

The CWIS contains roughly 180 documents from the Senate’s Permanent Subcommittee on Investigations (SPSI). Led by Senator Joseph R. McCarthy (R-WI) during the 83rd Congress (1953-1954), the SPSI launched a number of investigations of alleged communist subversion and infiltration. The most famous volumes are the Army-McCarthy hearings of 1954.<sup>10</sup>

The fourth agency represented in the CWIS is the Senate Internal Security Subcommittee (SISS). Also known as the McCarran Committee, the SISS is represented by more than 500 documents. Considered to be the Senate counterpart of the HUAC, the SISS was established in 1951 as a result of the Internal Security Act of 1950 and was abolished in 1977. Significant documents among SISS

holdings are testimony from Nobel Prize winner Linus Pauling and Black Panther Party “Honorary Prime Minister” Stokely Carmichael.<sup>11</sup>

Although the CWIS copies do not circulate, Joyner has second copies of many of these documents available to check out. In addition, researchers can be directed to many supplemental materials. The J. Edgar Hoover Collection on International Communism available in Joyner Library Special Collections is especially useful companion.

The Cold War and Internal Security Collection, as the Research Guide points out, “provides valuable primary sources on topics such as American political culture during the Depression, World War II and the Cold War; the history of American Communism and the other investigated movements; the fate of civil liberties during a period of perceived external threat; and the evolution of attitudes towards political movements deemed extreme or ‘un-American.’”<sup>12</sup>



Senator Joseph R. McCarthy, ca. 1954. Source: National Archives “Treasures of Congress,” [http://www.archives.gov/exhibits/treasures\\_of\\_congress/Images/page\\_23/70b.html](http://www.archives.gov/exhibits/treasures_of_congress/Images/page_23/70b.html)

All are welcome to explore this collection. Questions may be directed to David Durant, Federal Documents and Social Sciences Librarian at Joyner.

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- <sup>1</sup> Overview of ASERL's Collaborative Federal Depository Program (CFDP)," Association of Southeastern Research Libraries, <http://www.aserl.org/programs/gov-doc/program-overview/>
- <sup>2</sup> Durant, David M., "Proposal to Become an ASERL Center of Excellence," November 9, 2010. <http://www.aserl.org/wp-content/uploads/2011/07/Sample-COE-Proposal-East-Carolina-University.pdf>.
- <sup>3</sup> About the Federal Documents Collection," Joyner Library, <http://www.ecu.edu/cs-lib/govdoc/about.cfm>.
- <sup>4</sup> Cold War & Internal Security (CWIS) Collection," Joyner Library, <http://blog.ecu.edu/sites/cwis/>.
- <sup>5</sup> The Cold War and Internal Security Collection (CWIS)," Joyner Library, <http://libguides.ecu.edu/cwis>.
- <sup>6</sup> House Un-American Activities Committee," The Cold War & Internal Security Collection (CWIS), Joyner Library, <http://libguides.ecu.edu/content.php?pid=448043&sid=3671474>
- <sup>7</sup> Jackie Robinson Testifies before the HUAC," Cold War & Internal Security (CWIS) Collection, Joyner Library, <http://blog.ecu.edu/sites/cwis/2013/04/jackie-robinson-testifies-before-huac/>.
- <sup>8</sup> House Un-American Activities Committee," *ibid*.
- <sup>9</sup> The House Committee on Internal Security," The Cold War & Internal Security Collection (CWIS), <http://libguides.ecu.edu/content.php?pid=448043&sid=3671475>.
- <sup>10</sup> Senate Internal Security Committee," The Cold War & Internal Security Collection (CWIS), <http://libguides.ecu.edu/content.php?pid=448043&sid=3671476>.
- <sup>11</sup> Senate Permanent Subcommittee on Investigations (SPSI)," The Cold War & Internal Security Collection (CWIS), <http://libguides.ecu.edu/content.php?pid=448043&sid=3671478>.
- <sup>12</sup> The Cold War and Internal Security Collection (CWIS)," *ibid*.



<http://www.nclaonline.org/>



# North Carolina Library Association Executive Board Minutes Friday, January 27, 2012

## Attending

Phil Barton (Endowment), Wanda Brown (President), Robert Burgin (Retreat Facilitator), Cathy Campbell (Director), Phillip Cherry (Ethnic & Minority RT), Eleanor Cook (Secretary), Jackie Cornette (NC Paraprof RT), Dale Cousins (VP/Conference), Carol Cramer (Finance), Michael Crumpton (Leadership Institute), Laura Davidson (Constitution), Christy Earp (Scholarships), Keith Engwall (T&T RT), Brandy Hamilton (Public Policy), Amy Harris (RASS), Pam Jaskot (PLA), Charlene Johnson (Archives), Carol Jordan (SELA rep.), Emily King (Director), Mary Kleinfeldt (Youth SS), Priscilla Lewis (Operations), Rodney Lippard (ALA Councilor), Raye Oldham (Leadership Partner), Kim Parrott (Administrative Assistant), Lorrie Russell (LAMS), Mary Scanlon (BLINC), Jason Setzer (CJCLS – for P. Sermon), Ralph Scott (NCL Editor), Joan Sherif (Women's Issues RT), Cindy Shirkey (RTSS), Iyanna Sims (Cont. Ed.), Mary Sizemore (Treasurer), Elizabeth Skinner (Intellectual Freedom), Jason Tomberlin (Special Coll RT), Andrea Tullos (past Treasurer), Katrina Vernon (NMRT), Carol Walters (co-chair, Trustees), Laura Wiegand (Web site), M.J. Wilkerson (Treasurer-elect), Lisa Williams (CUS)

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Revised agenda – motion made/  
seconded/passed

Operations – Kim Parrott & Priscilla  
Lewis

The following points were made to  
assist incoming board members of  
what is expected:

- Committee, Section and Round  
Table Reports – submit 2 weeks  
prior to meeting: copy Web master  
(Laura W.), Secretary (Eleanor C.),  
and Kim, by email.
- Provide at least 1 printed copy of  
reports for the Archives
- \$12 for food at each meeting

Draft Motions 2 weeks out – go to  
Phil Barton & Laura Davidson –  
Final versions to Kim & Eleanor

Kim went over operations details  
(there was a handout)

Phil Barton – went over how the  
meetings are conducted (handouts)  
Committee chairs are non-voting  
Please send your Vice Chair if you  
cannot make a meeting and bring  
Vice Chair other times when you can

Treasurer's Reports – Andrea Tullos  
Andrea Tullos – outgoing  
Mary Sizemore – incoming  
Treasurer/Elect: M.J. Wilkerson

Andrea went over the current  
finances and was pleased to report  
that we made over \$61,000 on the  
2011 conference and the organiza-  
tion is in very good shape financially  
at this time.

Approval of July 2011 minutes:  
moved, seconded and approved as  
submitted

Emily King and Eleanor Cook took  
the pledge (were not at the confer-  
ence to be sworn in)

Viewing of the operations accounts  
(continuing the Treasurer's report)

Finance – Carol Cramer (Proposed  
2012 Budget)

MOTION: Adopt the budget as pre-  
sented: PASSED

The committee offered a proposal to  
charge a 10% tax on Sections & RT's  
workshops and events.

Discussion ensued on this possible  
motion.

Amounts that are charged for  
members, non-members, and not  
members of the section are already  
codified (in Appendix H).

If this motion doesn't take place in  
2012, it will not affect the budget  
that has been passed.

Some sections and RT's do not use  
Admin support (Avecetra, credit card  
charges, etc.), but this is the cost of  
doing business.

MOTION: Move to refer the motion  
to charge a 10% tax on Section and  
RT workshops and events to the  
Constitution, Codes, and Handbook  
Committee for review and a report  
back at the April Board Meeting.  
PASSED

President's Report: no written report  
submitted.

Regarding the minutes: Oral remarks  
of should be included in the minutes,  
along with a filed written report.

## **Section/ Round Table Reports**

Business Librarianship Section – Mary Scanlon

College & University Section (CUS) – Lisa Williams: No written report submitted

Community & Junior College Section (CJCS) – Jason Setzer (for Penny Sermon): The section wishes to increase membership, needs assessment for what members want; wishes to partner with CUS. No written report submitted.

Government Resources Section – Lynda Kellam (written report only; not present at the meeting)

Library Administration and Management Section – Lorrie Russell: They want to do an Unconference.

Literacy Round Table: No written report submitted; Chair not at meeting.

New Members Round Table – Katrina Vernon: The regional dinners have been very successful to build community – other sections and RT's should consider doing networking events.

NC Association of School Librarians: VACANT – Wanda wants to reach out to the association that exists now – no motion now to consider a merger with Youth Services section. Should we decommission it?

Carol Jordan and Mary Kleinfeldt volunteered to reach out to members of the NCASL section for input concerning our relationship.

NC Library Paraprofessional Association – Jackie Cornette: MOTION to amend their bylaws

– Laura Davidson has vetted these changes and they are all OK. Mostly clean-up. No 2nd needed. PASSED

Trustees, Friends, and Advocates – Carol G. Walters/Theron Bell: N.C. Libraries advocacy – collecting stories at <http://nclibraryadvocacy.wordpress.com/> There is also a Facebook page for this group. Carol reported on their NCLA conference program. Public Library Section – Pam Jaskot

Reference and Adult Services Section – Amy Harris

Round Table for Ethnic Minority Concerns (REMCO) – Phillip Cherry: Met on Jan.12 by teleconference. Talked about future goals, programming, newsletter outreach, and use of new technologies. Wants to do something with career development No written report submitted.

Resources and Technical Services Section – Cynthia Shirkey: Will bring Motion for bylaws amendments to next meeting.

Special Collections Round Table – Jason Tomberlin: No written report submitted.

Technology and Trends Round Table – Keith Engwall: The Round Table is getting back on track after being dormant.

Women's Issues in Libraries Round Table – Joan Sherif

Youth Services Section -- Mary Kleinfeldt: No written report submitted

## **Committee Reports**

Archives – Charlene Johnson: Appendix I tells Sections/RT's what to do with their records – everyone needs to do this. No written report received.

Committee Chairs: Be sure you put on your report next time the names of your committee members. We may still have many opportunities for volunteers to serve. Board Directors are charged with helping in this effort.

Conference 2013 – Dale Cousins.

Constitution, Codes and Handbook – Laura Davidson: They need volunteers. Section & RT bylaw amendments should be passed by this committee. Handbook organization online should be examined for clean-up. No written report submitted

Continuing Education – Iyanna Sims

Endowment – Phil Barton: Funds have been transferred to Community Foundation. Non-designated funds need to be earmarked for relevant activities. They need new volunteers for this committee.

Intellectual Freedom: Observation: good opportunity to partner with school librarians. No written report submitted

Leadership Institute: Michael Crumpton: Talked about earlier in the meeting but No written report submitted

Survey from Conference: no notes on this.

Membership — Jennifer Hanft : Committee brought up a possible motion to create a category of membership for unemployed individuals. This is a by-laws matter and must come before the entire membership as a vote. MOTION: Referred back to the committee for more information. PASSED

Nominations: Chair not at meeting and no written report submitted.

Operations: (covered above also) A possible motion was offered: NCLA Executive Board to change Kim's title to Executive Assistant. This must be done at a meeting of the organization. Suggestion was made that we look into more online voting for such things.

Public Policy – Brandy Hamilton: NCLA had the biggest contingent in Washington, DC at the last Legislative day. April 23-24 is when Legislative Day will be held this year.

Scholarships – Christy Earp.

Website – Laura Wiegand: Each Section & Roundtable needs someone to upload things to their area of the web site. No written report submitted

### **Other Reports**

ALA Councilor –Rodney Lippard: Rodney wants to do 2 resolutions to ALA – one honoring Mary Boone as outgoing State Librarian and one commemorating the anniversary of the State Library. No written report submitted

SELA Representative – Carol Jordan: (I couldn't hear her). SELA conference

will be held in conjunction with the Georgia Library Conference in Macon during October 3-5, 2012.

Editor, NC Libraries – Ralph Scott

State Librarian – Pam Jaskot: Cal Shepard starts Feb. 1 as new State Librarian. No written report submitted

Set dates for future meetings: See the web site for this information: <http://www.nclaonline.org/executive-board/meetings>

Motion to adjourn

# North Carolina Library Association Executive Board Minutes Friday, April 27, 2012

## Attending

Phil Barton (Endowment), Wanda Brown (President), Robert Burgin (Retreat Facilitator), Cathy Campbell (Director), Phillip Cherry (Ethnic & Minority RT), Eleanor Cook (Secretary), Jackie Cornette (NC Paraprof RT), Dale Cousins (VP/Conference), Carol Cramer (Finance), Michael Crumpton (Leadership Institute), Laura Davidson (Constitution), Christy Earp (Scholarships), Keith Engwall (T&T RT), Brandy Hamilton (Public Policy), Amy Harris (RASS), Pam Jaskot (PLA), Charlene Johnson (Archives), Carol Jordan (SELA rep.), Emily King (Director), Mary Kleinfeldt (Youth SS), Priscilla Lewis (Operations), Rodney Lippard (ALA Councilor), Raye Oldham (Leadership Partner), Kim Parrott (Administrative Assistant), Lorrie Russell (LAMS), Mary Scanlon (BLINC), Jason Setzer (CJCLS – for P. Sermon), Ralph Scott (NCL Editor), Joan Sherif (Women's Issues RT), Cindy Shirkey (RTSS), Iyanna Sims (Cont. Ed.), Mary Sizemore (Treasurer), Elizabeth Skinner (Intellectual Freedom), Jason Tomberlin (Special Coll RT), Andrea Tullos (past Treasurer), Katrina Vernon (NMRT), Carol Walters (co-chair, Trustees), Laura Wiegand (Web site), M.J. Wilkerson (Treasurer-elect), Lisa Williams (CUS)

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Procedural reminders: Each board member is given either a blue card or a yellow card. A blue card 18 means you can VOTE; a yellow card means you DO NOT. The agenda was approved after a motion and a second.

The minutes from the January meeting were approved after a motion and a second.

A reminder from Eleanor Cook, NCLA Secretary: Thank you to everyone who submitted written reports in advance. By doing this, you guarantee that your section, round table or committee's activities are accurately represented in the official record of the association. It is extremely helpful to the secretary and the web master when you send your report via email, either as text in the message or as a Word attachment, preferably to the google groups email: [nclaexecutiveboard@googlegroups.com](mailto:nclaexecutiveboard@googlegroups.com). Reminders will be sent regularly in the future. Also, it is the secretary's intention to get draft minutes out in a more timely manner in the future. Thank you for your cooperation!

Ann Burlingame, Deputy Director of Wake County Public Libraries, offered welcoming remarks on behalf

of Wake County and pledged support from the organization for NCLA's goals and objectives.

### President's Report – Wanda Brown

There are a few Board members not able to read and/or respond to Google Groups mailings. We may need some additional training on how to use this collaborative tool, which has been helpful for our work. [Secretary's note: Have successfully added or revised emails so that some of the people who couldn't break through are now on the Google Groups site]

If you are not getting responses from someone via email, follow up and ask for a "read request notification" and/or mark it as "urgent;" if that doesn't work, pick and phone and call the person. We discussed having some technology training at the July meeting; Rodney Lippard offered to schedule one of their computer labs for this. Conference calling options were also discussed as ways to facilitate group work.

### Treasurer's Reports – Mary Sizemore

The Endowment report lags - we will see it next time. We got money back

from USPS since we are not using bulk mail as much these days. It was noted that progress on memberships is of concern. You may review the detailed reports electronically. One math error was noted and will be corrected.

### Finance – Carol Cramer

### Conference 2013 – Dale Cousins (Motion Approval 2015)

The 2013 Conference is being held in Winston-Salem, October 15-18, 2013. Dale will name committee members in May with monthly meetings beginning in July or August. She will also appoint 2-3 people for each subcommittee. A Motion to accept the recommendation for the Greensboro location for 2015 was approved unanimously. (see above)

## Section/ Round Table Reports

Business Librarianship Section–  
Mary Scanlon

College and University Section–  
Randall Bowman attended the meeting for Lisa Williams Note that their March workshop was held at Joyner Library at East Carolina University.



- Community and Junior College Libraries Section—Penny Sermons
- Government Resources Section—Lynda Kellam
- Library Administration and Management Section—Lorrie Russell
- Literacy Roundtable – Donna Phillips No written report submitted, but they are planning to meet in May
- New Members Round Table – Katrina Vernon
- NC Association of School Librarians – vacant
- NC Library Paraprofessional Association – Harry Frank attended the meeting for Jackie Cornette
- Public Library Section – Pam Jaskot
- Reference and Adult Services Section— Amy Harris
- Round Table for Ethnic Minority Concerns – Phillip Cherry
- Resources and Technical Services Section – Cynthia Shirkey
- Special Collections Round Table – Jason Tomberlin
- Technology and Trends Round Table – Keith Engwall (no report)

A new Chair of TNT is needed, since Keith is leaving the state. Laura and Phil will coordinate holding an election for this group. They will use the current membership list and also recruit new members. Motion made and passed.

Trustees, Friends, and Advocates – Carol G. Walters/Theron Bell

Women's Issues in Libraries Round Table – Joan Sherif

Youth Services Section – No written report. Debra Schreve attended for Mary Kleinfeldt. She mentioned a Nov.1-2 retreat being planned at Haw River State Park.

## Committee Reports

Archives – Charlene Johnson – No report submitted, although there was one for January that was missed, and has since been linked to the January meeting minutes. Johnson has since resigned from this position and another person will be appointed.

Constitution, Codes & Handbook – Laura Davidson

Continuing Education –Iyanna Sims

Endowment – Phil Barton. There was discussion of how funds from the endowment may be used for the Barbara Beebe award (Leadership institute). It was requested that the Treasurer provide the board with a report of how much money has been collected for this and what funds have already been disbursed. One \$500 award was made in 2008 for a person to attend the Leadership Institute.

Intellectual Freedom – Elizabeth Skinner – No written report

Leadership Institute – Michael Crumpton

Membership – Jennifer Meyer (Social Team Motion) (Facebook Motion)

Nominating – Sherwin Rice – No written report. They are just getting started. Start thinking now about prospective leaders--approach them to see if they are interested

Operations – Kim Parrott/Priscilla Lewis – No written report. REMINDER: Please let us know if you cannot attend a board meeting at the last minute, since lunches must be paid for whether or not you attend. We will have to bill you for this, if you do not let us know. Thanks! Also, some discussion about the frustrations of trying

to establish an association credit card since most financial institutions want to tie a credit account to an individual. Our current account will be expiring soon (and is still in Diane Kester's name) – next attempt will be with Wells Fargo. We may want to consider using pre-paid debit cards instead.

Public Policy – Brandy Hamilton

Scholarships – Christy Earp  
No written report, but they are planning to meet in June. She also mentioned that the McLendon Loan needs to be changed to a scholarship (revise handbook)

Website– Laura Wiegand

## Other Reports

ALA Council – Rodney Lippard – no written report. He mentioned NC members running for ALA offices. He has submitted our Chapter report to ALA. He has 2 resolutions to vote on via e-mail: 1) 200th anniversary of State Library 2) Honor Mary Boone in retirement

SELA Representative – Carol Walker Jordan–no written report. SELA is holding their conference jointly with Georgia - Oct 3-5th Marriott Macon City Centre

Editor, NC Libraries – Ralph Scott

State Librarian– Cal Shepard

Future meetings: See the web site for this information: <http://www.nclaonline.org/executive-118/board/meetings>

Motion to adjourn

# North Carolina Library Association Executive Board Minutes July 27, 2012

## Attending

Phil Barton (Endowment), Theron Bell (Co-chair, Trustees), Wanda Brown (President), Robert Burgin (Strategic Initiative TF), Cathy Campbell (Director), Phillip Cherry (REMCO), Eleanor Cook (Secretary), Jackie Cornette (NC Paraprof RT), Dale Cousins (VP/Conference), Carol Cramer (Finance), Michael Crumpton (Leadership Institute), Laura Davidson (Constitution), Denelle Eads (Archives), Brandy Hamilton (Public Policy), Amy Harris (RASS& also reporting for L. Williams, CUS), Rachel Holderied for Cindy Shirkey (RTSS), Carol Jordan (SELA rep), Lynda Kellam (Gov. Resources Section), Billy King for Pam Jaskot (PLA), Emily King (Director), Rodney Lippard (ALA Councilor), Jennifer Meyer (Membership), Kim Parrott (Administrative Assistant), Donna Phillips (Literacy), Lorrie Russell (LAMS), Mary Scanlon (BLINC), Cal Shepard (State Librarian), Joan Sherif (Women's Issues RT), Kathy Shields (Technology 'n Trends RT), Iyanna Sims (Cont. Ed.), Mary Sizemore (Treasurer), M.J. Wilkerson (Treasurer-elect), Jason Tomberlin (Special Coll RT), Katrina Vernon (NMRT), Carol Walters (co-chair, Trustees)

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Procedural reminders: Each board member is given either a blue card or a yellow card. A blue card means you can VOTE; a yellow card means you DO NOT.

Call to Order and Welcome 10:12 am. The agenda was approved with slight adjustments after a motion and a second. The minutes from the April 2012 meeting were approved after a motion and a second.

Welcome from host, Rodney Lippard  
Rodney Lippard, Director of the RCCC Learning Resources Center & Library, welcomed us. We are being hosted today at the RCCC's newest campus. The R3 Center was developed to help the people of the region reskill after Cannon Mills was closed in 2004, resulting in the loss of 40,000 jobs. Several major NC universities have research centers here.

President's Report - Wanda Brown  
Good morning all. I thank you. You are a group of dedicated and committed board chairs who view your work as crucial to the success of our organization, NCLA. Welcome to this our third meeting for the year. I am really glad to see such large numbers in

attendance. I am especially proud to see a significant number of you post your reports to the group in advance of attending. These are for all of us in libraries, extraordinarily busy times. I know you all have to make sacrifices of time, energy and effort to fulfill your commitments to NCLA. And yes I'll say it again, that work is so very much appreciated.

As we strive for continued excellence, I ask that each of you along with your boards or committee members, review your charge or mission statements. Make sure it reflects current practices and still has a most relevant charge. We want to ensure that NCLA has it sections, roundtables and committees representing as accurately as possible the current voice of librarians across the state. What are their interests, concerns & challenges? What can we do as an organization to assist?

We will have later this morning a strategic taskforce present on ways to increase our membership. I ask that each of us take full responsibility for growing our association, specifically our sections and roundtables. Communicate with your members both openly as well as frequently. Seek assistance where ever possible.

At our January board retreat collectively we tasked ourselves with addressing six critical strategic initiatives. Today I have asked those individuals tasked with chairing the taskforces devoted to exploring each of the six topics to report on their findings. I was especially delighted to see within their reports that several of you have specific recommendations for the board.

Brown introduced new chairs: Kathy Shields, Technology 'n Trends Round Table; and Denelle Eads, Archivist.

## Strategic Initiatives Reports

1. To strengthen the financial well-being of NCLA - Carol Cramer - No report yet
2. To develop a more robust online NCLA presence - Laura Wiegand
3. To increase engagement among members - Mary Kleinfeldt
4. To increase membership by 5% - Katrina Vernon
5. To foster interest in NCLA between conferences - Cathy Campbell
6. To build awareness of NCLA - Robert Burgin

We had an in-depth discussion of the recommendations put forward by

the 3 task forces who issued reports. Many of these initiatives overlap. J. Meyers went over the recommendations made in the report authored by L. Wiegand for the Initiative 2 (Online presence) task force. R. Burgin went over the recommendations offered by the Initiative 6 (Build awareness) task force. K. Vernon discussed the report by the Initiative 4 (membership increase) task force.

Many excellent ideas came out of these reports, including suggestions for the renaming of committees, making sure that responsibilities for critical infrastructure work not rest with just one person, and inclusion of constituent groups such as trustees in the planning process. However, exactly how to realize these recommendations is the question. In order for the organization and its component parts to respond to changes, we may wish to consider a thorough review of the existing mechanisms that control our bylaws and constitution. Changing the structure incrementally and inconsistently between and among sections, roundtables and committees may bog us down even more. We are constantly running into operational roadblocks that are frustrating our efforts to take advantage of new options for communications and marketing.

Of particular note, our conversation continually returned to a theme of improved communication, both among our members and in terms of reaching out to potential members. Burgin noted that he is bombarded regularly by surveys from all kinds of organizations but has never in his recollection ever been asked by NCLA for feedback. Vernon noted that many of our activities never make it on to our web calendar, and sometimes only go out once by listserve.

A marketing plan developed by a group that includes representation

from NCLA's different sectors has been recommended. Other recommendations will also be worked on after Brown convenes a conference call of the Executive Committee of the Board.

Constitution, Codes and Handbook Comments related to the above discussion: Ensure all standing committees are listed correctly; Charge for committees (outside of Constitution/Bylaws) need to be developed; Problem about who "owns" NC Legislative Day--NCLA or NCPLDA? Was there any formal transition?

Treasurer's Reports--Mary Sizemore See the submitted spreadsheets for detailed information (on the web site). There are some additional explanations in the 2nd quarter detailed report to help us understand how money flows in and out. Legislative Day is where Public Policy's activity is showing. Lippard asked about membership renewal figures (we are in a non-conference year). One-half of our budget comes from membership, the other half from conference income.

Finance - Carol Cramer

The Committee has not met since the last board meeting. The multi-year effort to get an NCLA credit card that is not tied to an individual has finally succeeded. The card that was tied to Diane Kester has been canceled. Thanks to Priscilla Lewis and Kim Parrott for their determined persistence in resolving this problem.

Conference 2013 - Dale Cousins

2013: The conference planning committee has been formed for the 60th biennial conference to be held in Winston Salem at the Benton Convention Center, October 15-18, 2013. The committee will begin to

meet in September 2012 and welcomes your suggestions for content, theme, new ideas, publicity, etc. The committee members and contact information is attached. If past schedules hold true, we will begin a call for programs in early 2013 and registration will occur in the early summer of that same year. More information will be forthcoming from the committee. (See Addendum A on the web for committee roster)

2015 Conference Site Selection Committee Report

2015: The committee has moved forward with the Executive Board's approval to negotiate and execute a contract with the Koury/Sheraton Convention Center in Greensboro for the 61st biennial conference. The contract was signed by Site Selection Committee Chair Dale Cousins on July 20, 2012 and copies are on file in the office, with President Brown, and two copies with Ms. Cousins (for her files and for her successor as Vice President/President-Elect who will be coordinating the conference). The dates for the 2015 conference will be October 20-23, 2015. Thanks to Tammy Baggett, Michael Crumpton, Raye Oldham, Kim Parrott, and Sherwin Rice who served on the Site Selection Committee.

## **Section/ Round Table Reports**

Business Librarianship Section--  
Mary Scanlon

BLINC's officers consist of:

- Mary Scanlon, Chair, Wake Forest University
- Leslie Farison, Vice-Chair, Appalachian State University
- Sara Thynne, Secretary/Treasurer, Alamance Regional Public Library
- Nina Exner, Web Master, North Carolina A&T State University

BLINC's May workshop was held at Meredith College in Raleigh. Owing to our proximity to the capitol, we had a resource-intense workshop focused on government sources. In the morning, Elizabeth Hayden from the State Library demonstrated the new American FactFinder interface to the Economic Census. In the afternoon, three representatives from the Dept. of Commerce met with us; they demonstrated resources for small business, sources of import and export data, and other DOC information sources. Our August meeting will be held at Wake Forest University.

College and University Section –  
Amy Harris for Lisa Williams

The College and University section met in May to begin brainstorming for a fall mini-conference. CUS will be partnering with CJCL on the mini conference which will be held on November 2, 2012 at the Davidson Community College Conference Center. A call for presentation proposals was sent to the NCLA listserv and the deadline for proposal submissions is July 31, 2012. More information about the mini conference will be available once the proposals and keynote speakers have been selected. After the conference the CUS will survey conference attendees to see if there were any presentation topics which could be elaborated on and turned into a workshop series. Planning for the workshop series will begin in January 2013.

Community and Junior College Libraries Section – Penny Sermons (written report only)

CJCS committee members:

- Chair: Penny Sermons, Beaufort County Community College

- Secretary-Treasurer: Deanna Lewis, Cape Fear Community College
- Vice Chair/Chair Elect: Jason Setzer, Davidson County Community College
- Director-at-Large: Keith Burkhead, Guilford Technical Community College
- Director-at-Large: Angela S. Davis, Pitt Community College Library

The Officers of the Community and Junior College Library Section of the North Carolina Library Association have communicated by e-mail and conference calls. The committee is working with The North Carolina Library Association (NCLA) College & University Section to host a mini-conference Friday, November 2, 2012 at the Davidson County Community College – Conference Center, Thomasville, NC; the theme of this year's conference is "Assessment beyond Statistics."

Ongoing objectives include: increasing the Section's membership by at least 5 percent using e-mail and conferences to recruit and collaborating with the NC Learning Resources Association.

Government Resources Section–  
Lynda Kellam

The current officers are Chair Lynda Kellam, UNCG, Vice-Chair David Durant, ECU, and Secretary-Treasurer Lisa Watson, Elon University.

We have continued with our webinar series entitled "Help! I'm an Accidental Government Information Librarian." Since the last report in April we have had one webinar in May and one in June. We had one scheduled for July, but the presenter was ill and it has been rescheduled for August.

We held our annual meeting on June 1 at Elon University. We had 27 people in attendance at the workshop. Jennifer Davison gave an update on programs at the State Library of North Carolina and Beth Rowe provided an update on the Federal Depository program. Bryna Coonin from East Carolina University presented on the historical development of the US Census. John Burger from ASERL and David Durant from East Carolina University gave presentations on the ASERL Collaborative Federal Depository Program, which won the GODORT Documents to the People award this year. We closed the day with a business meeting.

We have explored the possibility of electronic voting for our officers in 2013. The Constitution, Codes and Handbook Committees has approved the language and Lynda submitted the bylaw changes to the NCLA Executive Board leadership on July 11. The motion will be considered at the July 27th meeting (see below).

The next workshop and business meeting is planned for November 16 and will be on changes with ProQuest Congressional. At this meeting we will also vote on the bylaw changes to prepare for the 2013 elections. Our membership holds steady and we have had several volunteers to work with our section.

The Government Resources Section plans to present a motion to its membership in November to change wording in their bylaws so they can accommodate electronic voting in the future. The Board approved this request.

Library Administration and Management Section–Lorrie Russell  
The LAMS Board wishes to report the following:



- We have selected Larry Gavin of Cumberland County Public Library as our recipient of the scholarship we offered to our members for the Leadership Institute.
- We are working on our Unconference: "Change Happens," that is scheduled for November 15th, at the High Point Public Library. Lois Kilka of Charlotte/Mecklenburg Public Library will be our speaker.
- LAMS has sent out to its members the first two editions of "LAMS Letters", and is in the process of planning the next edition for September. Part of the content for the next newsletter will be resources selected by board members as helpful in their careers as library managers.
- LAMS is in the process of adding content to its web page, and will send out a survey to its members to see if there is interest/justification in starting a Facebook page for our members.
- LAMS has agreed to partner with the Leadership Institute and will host the April 25, 2013 meeting of their participants. LAMS will provide a guest speaker, and board members will be available to facilitate the meeting.

**Literacy Roundtable – Donna Phillips**  
The current officers are Chair Donna Phillips (Wayne County Public Library); Vice-Chair Steve Sumerford (Greensboro Public Library); Secretary Becky Callison (Wilson County Public Library). Other members include Dr. Pauletta Brown Bracy, Jane Blackburn, and Jay Stephens.

The Literacy Round Table met on May 30, 2012 at Braswell Memorial Public Library to discuss plans for involving NC Libraries in

the observance of National Family Literacy Day. Plans were made to revise the Family Literacy Toolkit in order to prepare it for distribution at the August 2012 meeting of NCPLDA.

Other topics discussed were the need to develop an updated survey for the purpose of collecting information from libraries regarding their library's involvement in literacy initiatives. The next meeting will be a conference call meeting and is scheduled for July 25th at 10:00 a.m.

**New Members Round Table – Katrina Vernon**

The Board consists of:

- Katrina Vernon, North Regional Library, Wake County Public Libraries (Chair)
- Melanie Wood, University of North Carolina, Pembroke (Vice Chair/Chair Elect)
- Lorrie Russell, High Point Public Library (Secretary)
- Patrick Holt, Durham County Library (Treasurer)
- Marian Fragola, NC State University, Raleigh (Programming Director)
- Iyanna Sims, A&T State University, Greensboro (Publicity Director)
- Alan Unsworth, Surry County Community College, Dobson (ALA-NMRT Affiliates Council Representative)
- Jennifer Hanft, Meredith College, Raleigh (Mentoring Committee)
- Vacant (Students to NCLA Committee)

**Networking Events:**

We have hosted 4 events this quarter (in Greenville, Greensboro, Charlotte, and Raleigh), two of which were coordinated by volunteers. Average attendance at these events was 7.

**Other Events:**

We have several events in planning stages:

- Tips and Tricks for Job Seekers - Wednesday, August 1st (with networking dinner to follow)
- Meet NCLA Day - September 1st (with networking happy hour/dinner to follow)
- Meet NCLA Workshop - a full day event on May 10th, 2013, to learn more about academic librarianship and the benefits of joining a professional organization.

**2013:**

The board is reviewing the idea of regional programming directors to divide the state up and ensure that we are providing events in all areas.

**NC Citations:**

The Summer issue was sent to the listserv and posted on the website and on Facebook in early July. It resulted in an increase in use of NMRT's services (mentoring and resume and cover letter review program), students wanting to join our board to fill our Students to NCLA Committee position, and sign-ups for our upcoming Tips and Tricks for Job Seekers program.

This version was twice the length of our first one, we received a lot of great information to include in it!

**Other:**

NMRT is offering \$150 scholarship to the Leadership Institute. We will partner with NCLPA to offer a full scholarship to one attendee, who must belong to (or join) both groups.

**Board Meetings:**

NMRT is meeting every other month at different locations throughout the state.

NC Association of School Librarians—vacant

NC Library Paraprofessional Association—Jackie Cornett

The executive board met at East Carolina University- Joyner Library May 9, prior to the Paraprofessional Conference.

Members Present: Jackie Cornette (Chair), Beth Lyles (Region 2 Director), Harry Frank, (Vice Chair/Conference Chair), La Nita Williams (Region 3 Director), Evelyn Johnson (Region 4 Director), Linda Haynes (Treasurer), Tamara Kraus (Nominations Chair), Angela Davis (Webmaster), and Cathy Wright (Communications Chair) who attended online via VYEW.

The board discussed ways to increase NCLPA membership and to increase our online presence- (posting to NCLPA's social networking accounts) - Twitter account be created and icons for Facebook and Twitter be added on the NCLPA homepage. NCLPA hosted Joyner Library's pre-conference program, "Prepare, Promote, Present: The Three P's of successful Tween and Teen Programming" presented by Katie Huneycutt of Robeson County Public Library. NCLPA also co-hosted a successful networking mixer with New Members Round Table on the evening of pre-conference events. Upcoming Program & Scholarship: Region 3 workshop- Chatting About Chat-Do you Know what your Chat Reference options are? Do you Know NCKnows?- Monday August 6, 10:00am-1:00pm-Smith Library-High Point University.

NMRT and NCLPA are partnering to offer a full Leadership Institute Tuition Scholarship \$300.00 for 2012. Next Meeting -August 9, -Randolph Public Library, Asheboro

Public Library Section—Billy King for Pam Jaskot  
The Planning Council met at South Regional Library in Burlington May 2012.

Members attending: Pam Jaskot, Chuck Ebert, Arthur Erickson, Billy King, Jane McAllister, Jason Rogers, Catherine Rudelich, Joan Sherif, David Singleton, Martha Sink, Decca Slaughter and Deborah Wadleigh. (8 constitute a quorum; we had 10 voting members present)

The primary focus of the meeting was to plan and discuss the Fabulous Fridays, a series of workshops scheduled for Fall 2012. The workshops will be held in 3 different locations throughout the state and will offer participants a variety of workshop topics. Cost will be minimal. There is still a question as to whether NCLA office will handle registration.

### **New Business**

After some discussion of the Leadership Institute and past PLS support for it, a motion was made to fund up two \$500 scholarships.. The motion passed unanimously. Details will be handled by the Awards Committee. The next meeting will be Aug. 24 at 10:30 AM in Cameron Village

Reference and Adult Services Section—Amy Harris

The RASS board met on May 25. We will collaborate with the Public Library Section to put on their Fabulous Fridays workshops in October. We have also started a "Resource of the Month" column on our webpage that will highlight one free resource or a resource that is available through the State Library or NC LIVE. Look for the current Resource of the Month, as well as the archive (once we get it established) at <http://www.nclaonline.org/rass>.

To begin with, board members will be writing these articles, but we will expand to include volunteers once it's well established. We will choose our scholarship recipient for the Leadership Institute soon.

Round Table for Ethnic Minority Concerns—Phillip Cherry (No written report)

They are looking at a program opportunity for the conference or for a spring workshop, possibly something to do with genealogy of African American soldiers and sailors. They are trying to organize a meeting.

Resources and Technical Services Section—Rachel Holderied for Cynthia Shirkey

RTSS has been working on its fall workshop program. The theme is advocating for technical services.

We have come up with seven different programs in all. There will be a keynote address by Eleanor Cook and Julie Todaro of Austin Community College. Stephen Brooks from UNC-CH will be our closing speaker. We will have other programs to choose from on gifts, ILL, development, public libraries advocacy and cross-training. The workshop will be held at the Elliot University Center on UNC Greensboro's campus. The workshop will be on Monday, October 22nd.

RTSS has also volunteered to sponsor one applicant to the Leadership Institute. After polling the board we discovered no one on the board was eligible or able to go. We will extend this scholarship to someone in the general membership, but we need a list of applicants and their sections to do so.

Special Collections Round Table—Jason Tomberlin

The RTSC board sent a “please come back” email to former members and will continue to look for ways to increase membership. As of July 25, this email has generated (we think!) 3 to 4 new or returning members.

The RTSC board is also discussing the feasibility, practicality, and other issues involved in creating a web page that would list the contact information of appraisers who live in North Carolina. Many board members agree that this would be a useful page for our members, but they also recognize that there are many potentially troublesome issues related to the creation and maintenance of this resource. We invite the NCLA board’s comments and suggestions as we ponder this issue.

As reported at the last NCLA board meeting, the RTSC board is planning to present an off-year workshop focusing on teaching with special collections. Discussions are underway to secure a time, date, and location, as well as presenter(s).

Technology and Trends Round Table  
–Kathy Shields is the new Chair.

Trustees, Friends, and Advocates–  
Carol G. Walters/Theron Bell

This quarter our section partnered with Task Force, NCPLDA, Public policy for North Carolina Legislative Day, June 13, 2012 in Raleigh, NC. Event flyers went to library systems, trustees, etc. Over 300 attended the event on Halifax Mall. Secretary Carlisle and State Librarian Cal Shepard kicked off the event and then participants visited with legislators. Storytelling was added to the event this year and Wake Country pre-schoolers attended, with 4 storytellers entertaining. We hope that the event can grow with our library stories.

Women’s Issues in Libraries Round Table–Joan Sherif

The current officers are Chair Joan Sherif (Northwestern Regional Library); Vice-Chair Carol Laing (Wake County Public Libraries); Secretary Jenny Boneno (Forsyth County Public Library), Web Coodinator Sarh Jeong (Wake Forest University). Other members include Jennie Hunt, Ruth Hoyle, Laura Weigand, Jahala Simuel, and Mary McAfee.

WILR met on May 11 at the Forsyth County Public Library in Winston-Salem to plan the fall workshop and conduct other business. The fall workshop will be “Insiders’ Guide to Your Career Potential: Trust, Leadership, and Happiness in the Workplace”. It will be Friday, November 2 from 10:00 to 3:30 at the West Regional Library of Wake County Public Libraries. The program will address the following issues for librarians at various stages of their careers: dealing with career crossroads, decisions to become a manager, leadership, leading from where you are, development of an environment of trust in the workplace, and personal responsibility in the workplace.

Speakers will include Stephanie Goddard from Wake HR who will present a morning session on trust and leadership in the workplace. An afternoon panel including Cal Shepherd, Wanda Brown, and Dale Cousins who will comment on the morning session and speak to other areas of interest. A save the date email has been sent out to members with some early responses of interest. Other topics discussed were an e-newsletter in August with topics of interest and links to the NCLA web site. Wanda Brown will be the first featured librarian.

The next meeting will be at the Mebane Public Library on August 17 at 10:30.

Youth Services Section–  
Mary Kleinfeldt (No report)

## **Committee Reports**

Archives–The new Archivist is Denelle Eads

Constitution, Codes and Handbook  
–Laura Davidson (This was covered above; otherwise, no report)

Continuing Education–Iyanna Sims  
The committee met on Tuesday, July 17, 2012 to analyze the results from the CEC survey. From the analysis, the committee agreed to create a page on the NCLA website. The page will include information on the value of continuing education, continuing education opportunities, trending topics, and further reading. The committee is targeting mid-August to launch the page.

Endowment–Phil Barton

The NCLA endowment ending fund balance as of March 31, 2012, the end of the first quarter of 2012, was \$129,693.96. The fund balance was \$123,203.77 as of January 1, 2012. During this quarter, investment returns accounted for \$5,585.24 of the fund growth. There was a contribution of \$1,010.00 during the first quarter. The second quarter report will be available from the North Carolina Community Foundation sometime in August.

This is the first financial report that reflects the scholarship funds that were transferred to the NCLA Endowment fund in 2011. The endowment fund includes the following designated fund accounts:

- Appalachian Scholarship—\$10,000.00
- Barbara Beebe Memorial Fund—2,150.00
- McLendon—5,000.00
- NCASL Scholarship—10,000.00
- NCLA Memorial Scholarship—20,000.00
- Query-Long Scholarship—11,500.00
- Ray Moore Award—2,000.00
- William Roberts Public Library Award—10,000.00
- Marilyn Miller Award for Professional Commitment\*—(18.13)

The NCLA Endowment Committee membership is now comprised of Tammy Baggett, Phillip Barton, Robert Burgin, Harry Cooke, Bryna Coonin and Ross Holt.

Intellectual Freedom—No report, still looking for a Chair

Leadership Institute—  
Michael Crumpton  
Committee Members:

- Mike Crumpton - UNC-Greensboro, chair, macrumpt@uncg.edu
- Raye Oldham - State Library of North Carolina, raye.oldham@ncdcr.gov
- Dale Cousins - Wake County Public Libraries, NCLA VP dale.cousins@wakegov.com
- Lorrie Russell - High Point Public Library, lorrie.russell@highpointnc.gov
- Marilyn Carney - Wake Tech Community College, mmcarney@waketech.edu
- Rita Van Duinen - Central Carolina Community College LIS program, rvanduinen@cccc.edu
- Tamika Barnes, EPA Library, Past-pres, NCSLA, barnes.tamika@epa.gov

- Linda Haynes - Mary Duncan Library- Benson, NC, lindagato@yahoo.com

The LIPC has met 6 times, February 13th, March 6th, and April 19th, a site visit to Caraway Conference Center on May 8th, May 23rd and July 11th.

To recap:

- Mission statement was created: "The mission of the North Carolina Library Association (NCLA) Leadership Institute is to create opportunities for learning and skill building in leadership and mentoring. The Institute will cultivate an improved understanding of self and others, while inspiring participants to serve in leadership roles within the profession at local, state and national levels.
- A logo was designed:
- A site visit was conducted and logistics discussed of menu options, accommodations, conference center restrictions and features of the center for execution of program and content presentation.



- An application process, FAQ and media plan was developed and executed with applications for the 2012 Leadership Institute due on July 2nd. This included expectations for participants who are accepted as well as institutions supporting candidates.
- NCLA has received an LSTA grant for \$35K for the Leadership Institute so attendance fee was established at \$300 per attendee,

sections and roundtables were encouraged to sponsor a member.

- An outline of post-LI activities has been outlined and is being planned.

Sixty-five applications were received and have been reviewed by the planning committee. The committee determined that an additional 9 spots could be made available so invitations for 39 accepted participants were sent out, see text below:

#### LI Acceptance Letter

*On behalf of the NCLA Leadership Institute, I would like to congratulate you on your acceptance to this the 2012 NCLA Leadership Institute, being held October 25th thru the 28th at Caraway Conference Center near Asheboro. We appreciate your dedication and effort in completing the information needed for this selection and we look forward to working with you in this exercise of strengthening leadership skills and experiences for North Carolina library employees.*

*Your selection is representative of 65% of interested applicants so it is imperative that you confirm your acceptance criteria. This criterion is;*

- *That you are committed to full attendance to the Leadership Institute at Caraway as an in-house guest during the entire program, and your supervisor has accounted for your time away.*
- *That you have accounted for payment of the all inclusive fee of \$300, either personally or through your employer or NCLA section as a sponsor.*
- *That you are able to attend the Post Institute gathering scheduled for April 25, 2013 as a bridge to involvement in the 2013 NCLA Biennial Conference in October 2013.*
- *You understand the limitations of outside contact and the restrictions imposed by Caraway as to alcohol use and third party access.*



*Although this Leadership Institute is supported by an LSTA grant through the State Library, the fee is an important component in sustaining the program for future activities. Confirming attendees will be registered and an invoice will be produced in early August with payment due by August 31st. Failure to pay could result in forfeiture of your place at the Institute.*

*Once you confirm your acceptance, more information will be forthcoming related to program content and expectations, speakers and project guidelines for post Institute activities.*

*We are excited for the opportunity for you and the others selected this year to experience a significantly beneficial program for leadership development for our association. This program has been developed based on assessment of previous program successes and on a review of field literature as to what library leaders need in these dynamic times.*

*Please indicate your acceptance by reply to this email by July 31st and please let me know if you have any questions. We look forward to seeing you in October.*

Twenty-one letters of non-acceptance were sent out as well explaining the overwhelming response. Other factors beyond application criteria that needed to be considered became; size of group to be accommodated, number of applicants per institution and library type and service to NCLA over time, see text below:

#### LI Non-acceptance Letter

*On behalf of the NCLA Leadership Institute, I would like to thank you for your dedication and effort in completing the application to the 2012 NCLA Leadership Institute. Response was overwhelming and unfortunately we could only accommodate 65% of applicants. I am very sorry to inform you that you have not been selected to*

*participate.*

*The Planning Committee had many factors to consider that go beyond any individual's specific qualifications to attend. This included the number of applicants per library or library system, service to NCLA as a professional association and limited space at the conference site based on previously arranged accommodations.*

*We feel that all applicants demonstrated a genuine interest and desire in strengthening their leadership skills and in expanding their experiences. For that reason we are exploring other options for leadership development in which you will receive early notification. Ideas being considered include; partnership with LAMS on additional programming regarding leadership topics and a special day long pre-conference workshop on leadership at next year's NCLA biennial conference. We also encourage you to apply for the next Leadership Institute which is expected in 2014.*

*The investment in your time and effort for completing this application process demonstrates your commitment for personal growth in leadership and responsibilities. Although we cannot accommodate you at this event, NCLA is committed to providing opportunities for all of its members to learn, grow and develop as individuals while making us all stronger collectively.*

*Thanks again for your application and efforts, please continue to participate and be involved in NCLA programs and activities in the future.*

The planning committee considers this to be a significant number of interested NCLA members who we are now promising to offer additional programming as stated in the non-acceptance letter.

The committee is now focused on content and is utilizing two outside facilitators, Cheryl Gould and Eric Gladney as well as speakers

representing North Carolina library leadership; Wanda, Dale, Mike Wasilick, Anthony Chow and Cal Shepard. This is a rough draft of the proposed agenda for the 4 day institute:

#### Leadership Institute 2012– First Draft Schedule Thursday - October 25th

- 10:00 Committee members arrive
- 11:00 Mentors arrive
- 12:00 - 1:00 Committee Members and Mentors - Lunch
- 12:00 - 2:00 Attendees arrive and check in
- 2:30 Welcome/Introduction (Icebreaker/Logistics & Caraway rules/ Committee & Mentor Introductions/ Mission Statement and Goals - Wanda Brown, Dale Cousins and Mike Crumpton
- 3:15 - 3:40 Break with Snacks
- 3:45 - 4:30 Description of Facilitated Content - Cheryl Gould
- 4:30 - 5:30 Finalize Check ins
- 5:30 - 6:30 Dinner Break
- 6:30 - 7:00 NCLA Overview - Wanda Brown and Dale Cousins
- 7:00 - 9:00 Group Break Out with Mentors

#### Friday - October 26th

- 7:30 - 8:30 Breakfast
- 8:30 - 10:00 Role of the Leader - Cheryl Gould
- 10:00 - 10:30 Break with Snacks
- 10:30 - 12:00 Continue Role of the Leader - Cheryl Gould
- 12:00 - 1:00 Lunch - Speaker Mike Wasilick
- 1:00 - 2:30 Change Management - Cheryl Gould
- 2:30 - 3:00 Break with Snacks
- 3:00 - 4:00 Continue Change Management - Cheryl Gould
- 4:00 - 5:00 Mentor led Group

## Discussions

- 5:30 - 6:30 Dinner Break
- 6:30 - 8:00 Camp Fire

## Saturday - October 27th

- 7:30 - 8:30 Breakfast
- 8:30 - 10:00 Emotional Intelligence - Eric Gladney
- 10:00 - 10:30 Break with Snacks
- 10:30 - 12:00 Continue Emotional Intelligence - Eric Gladney
- 12:00 - 1:00 Lunch - Speaker Anthony Chow
- 1:00 - 2:30 Organizational Capability - Eric Gladney
- 2:30 - 3:00 Break with Snacks
- 3:00 - 4:00 Continue Organizational Capability - Eric Gladney
- 4:00 - 5:00 Mentor led Group Discussions
- 5:30 - 6:30 Dinner Break
- 6:30 - 8:00 Bingo

## Sunday - October 28th

- 7:30 - 8:30 Breakfast
- 8:30 - 10:00 Trends/Professional Development/Keeping Up - Cheryl Gould
- 10:00 - 11:00 What's Next? - Mike Crumpton, Wanda Brown and Dale Cousins
- 11:00 - 12:00 Mentor led Group wrap up
- 12:00 - 1:00 Lunch - Speaker Cal Shepard
- 1:00 Check out

The committee is also approaching other senior library leaders to serve as group mentors who will attend the institute but also maintain contact with their group of attendees into the project phase and deliverable at next year's conference. The next planning committee meeting is expected the first part of August and will include making final decisions on content, mentors, menu, project guidelines

and assessment tools. The committee will also begin to formulate additional leadership programming in partnership with LAMS in order to accommodate membership needs in that area. Suggestions are welcomed at [macrumpt@uncg.edu](mailto:macrumpt@uncg.edu).

## Membership—Jennifer Meyer

Accomplished this quarter:

- Two monthly meetings
- Assisted with strategic initiative in June and agree with recommendations
- Publicity check list created by Katrina Vernon to assist S/RT chairs with event marketin
- Invitation letters for Directors Association and library institutions written

## Planned for next quarter

- Library school orientations
- Member highlight
- AchieveLink member benefit <http://affinitycenter.com/for-associations>
- Investigate possibility of “sustainable” membership via Rodney Lippard
- Two virtual membership meetings
- Vote/discuss virtual meeting manager software subscription

## Issues/Challenges Identified

- Transition with marketing committee
- Representation at library school orientations
- Creation of institutional member benefits - what do we need for a vote?

## Nominating—Sherwin Rice

No report

## Operations—Kim Parrott

- Attended and assisted Chair, Public Policy with coordination for Legislative day.

- Attended local Legislative day in Raleigh.
- Attended the Leadership Institute committee planning meetings.
- Setup the event module for the Leadership Institute online registration.
- Met with operations chair to secure new NCLA credit card which included trip to Wells Fargo to meet with representative which set in motion the securing of the credit card.
- Met with treasure to secure new NCLA credit card which included trip to Wells Fargo to meet with representative which set in motion the securing of the credit card
- Met with Operation Chair and NCLA Listserv backup moderator to brainstorm Listserv posting criteria.
- Worked with Vice-Chair, and Potential Venue, re: 2015 Contract.
- Processed memberships daily.
- Made bank deposits as needed.
- Secured the NCLA credit card with Operations Chair and Treasurer.
- Provided section and roundtable reports as requested.
- Reconciled 2nd quarter expenses.
- Meet with membership committee via online.
- Assisted as needed.

## Public Policy—Brandy Hamilton

NC State Legislative Day was held June 13, 2012 from 9:15-12:30 at Hallifax Mall in downtown Raleigh. The event was planned by the North Carolina Public Library Directors Association. The Public Policy Committee assisted by providing tents, tables, a storyteller and t-shirt sales. Public Policy also sent email alerts to local homeschool groups. During the event several

homeschooled families visited the legislature along with other attendees. In addition, policy members contacted local day care centers to serve as an audience for the storytellers. We also took photos and video footage of the event and secured releases when appropriate. The photos will be posted on the NCLA facebook page/photos section by the meeting.

#### Advocacy Video

Brandy Hamilton met with Todd Frei of Wake County Public Libraries to discuss the development of the advocacy video. We are currently developing a theme and hope to have a short video by late fall. We discussed getting more footage of NCLA officers (esp. Wanda Brown) but the Wake County camera is currently under repair. I will discuss other options for obtaining footage at the board meeting.

**National Legislative Day and ALA**  
National Legislative Day will be held May 7- 8, 2013. Since office visits will now be on a Wednesday this may help us get appointments with legislators instead of office aides. ALA offers training on the first day. Historically the NCLA delegation has not attended the training due to additional costs.

ALA contacted me and Cal Shepard to set up a conference call to discuss how to make Legislative Day better. We participated in the conference Monday July 23, 2012. We offered a few suggestions such as: securing dates that do not correspond with legislative travel days and getting the issues as early as possible. They offered some suggestions for us and provided some insight into what they were looking for NC to accomplish. Some notes from the meeting include:

- Reinforce the viewing of the ALA "What to Know Before you Go" Webinar
- Briefings are available a week prior to the event because - this makes them as up to date as possible. They may be able to provide some basic information in April. At this point they know that appropriations will be an issue.
- I confirmed that we could focus on the topics most valuable to our state
- They ask that we reinforce work-force development s with Senator Burr and are looking for him to be a strong supporter of libraries in the future.
- They mentioned Congresswoman Virginia Foxx is the chairwoman of the Higher Education & Workforce Training Subcommittee and could be a good advocate for libraries. We all agreed we would like to see more academic representation next year.
- ALA felt that overall the most important aspect is for participants to feel comfortable and have a specific issue and or story assigned to them prior to attending the meeting.
- Other thoughts: combine our packets with ALA packets and send letters to legislators by the end of March inviting them to the reception on May 7th (location TBA)

Scholarships—Christy Earp—  
Written report only

The Scholarship Committee communicated via email this quarter. We are currently seeking a new member from among the pool of NCLA Leadership Institute graduates in order to bring us up to the suggested number of 6 members. The new member will ideally come from the public library sector, since most

members are currently in academic libraries. Current committee membership includes:

- Carolyn McCallum 2009-2015, Wake Forest University
- Rachel Holderied 2009-2015, GTCC
- Luba Sawczyn 2009-2015, Chapel Hill Public Library
- Libby Stone 2009-2015, Gaston College
- Christy Earp 2006-2013, Wilkes Community College

The committee is currently researching the history of the scholarship committee. A brief timeline (created from information published in North Carolina Libraries from 1942-1975) is attached to this report. (Can be seen on the NCLA web site at: <http://www.nclaonline.org/sites/default/files/documents/scholarships/AScholarshipCommitteeTimeline.pdf>). If anyone would like to add/correct any information on the timeline, please let the scholarship committee know.

Website—Laura Wiegand—No report

#### Other Reports

**ALA Council—Rodney Lippard**  
I attended the Annual Conference of the American Library Association in Anaheim, CA from June 22-27, 2012. While there I attended Council Sessions I, II, and III as well as the Planning and Budget Assembly and I served as Co-Convener for the Council Forums. In addition NCLA President, Wanda Brown, and I met with the staff of AssociaDirect, an association-marketing agency, to talk about their service, MembershipDirect which is an email and direct mailing campaign to assist associations with communication, i.e. membership mailings, renewals, and follow-up. While in Council

Sessions, I continued to tweet the sessions so that NCLA and others who are on twitter could follow. During the Council Sessions, the following resolutions were adopted:

Resolution on Voter Suppression in America, as amended read: "That the American Library Association (ALA): (1) opposes voter ID laws, restrictions on voter registration, cuts to early voting and any other laws resulting in the restriction of lawful access to voting; (2) encourages libraries; librarians; and library support staff to provide information to citizens to mitigate these restrictions should they remain in effect on Election Day."

Resolution that School Libraries and Librarians are Critical to Educational Success, as amended to read: "That the American Library Association (ALA): (1) directs the ALA Presidential Task Force on School Librarians to lead the Association in its continued mission to address the urgent need for advocacy for school libraries and school librarians; and to address the impact of the de-professionalization and curtailment of school library instructional programs on students and student achievement, continuing to engage librarians of all types from across the association to advocate for school libraries, which are imperative to the survival and success of all libraries; (2) encourages state associations and affiliates to influence legislation requiring adequate funding and appropriate staffing of school libraries in schools at all levels; (3) places a high priority on seeing that upcoming ESEA legislation recognizes and specifically supports the necessity for effective school library programs and credentialed school librarians; (4) works to encourage federal lobbying efforts to

include school libraries in legislation and regulations, including areas such as digital literacy and broadband; and (5) actively seeks partnerships with national organizations to reach mutual goals of sustaining school libraries."

The following resolutions were considered, but defeated:

Resolution in Support of Whistleblower Bradley Manning: "That the American Library Association calls upon the Secretary of the Army and the Chief of Staff of the United States Army to release Pfc. Bradley Manning from pre-trial confinement and drop the charges against him."

Resolution on Access to Information and WikiLeaks: "That the American Library Association (ALA): (1) supports the rights of WikiLeaks to publish leaked government documents; (2) commends the efforts of WikiLeaks to expunge from documents names and other material deemed potentially harmful to innocent people; (3) commends WikiLeaks for performing a public service for making available important documents related to foreign and military policy; (4) recommends that libraries consider linking their websites to the WikiLeaks website where appropriate; and (5) condemns any harassment of WikiLeaks."

The following resolution was referred to the Council Intellectual Freedom Committee:

Resolution on Homelessness and Libraries: "That the American Library Association (ALA) shall amend Article V of the Library Bill of Rights to include housing status, so that it now reads: 'A person's right

to use a library should not be denied or abridged because of origin, age, background, views or housing status.'"

In addition, Council adopted the recodification of the ALA Policy Manual, Section A: Organization and Operational Policies and Section B: Positions and Public Policy Statement as outlined in ALA CD#10.1 and 10.2. Other related documents include ALA CD#10.3, Final Report of the Presidential Policy Manual Revision Task Force and ALA CD#10.4, ALA Policy Crosswalk to New Sections A & B to Old ALA Policy Manual.

Council also approved the FY2013 Total ALA Budgetary Ceiling of \$65,026,831

SELA Representative—Carol Walker Jordan—No written report  
How many people are members of SELA? Not many Partnering with Georgia Media specialists.

Editor, NC Libraries—Ralph Scott (written report submitted)  
Work continues on our next issue which will be a fall 2012 combined regular and 2011 conference report issue. Please continue to urge your section and roundtable members to submit articles at: [www.ncl.ecu.edu](http://www.ncl.ecu.edu).

Recently a number of new North Carolina book reviews have been submitted to the webmaster for posting to the NCLA website.

State Librarian—Cal Shepard  
Activities / Accomplishments

- In July the State Library experienced a budget cut of \$350,759. (DCR total was \$1.3 million)
- (\$67,794) State-Aid (represents a .5% reduction)
- (\$197,206) Statewide programs and services



- (\$85,759) Two staff positions within the State Library

LSTA - new 5-year plan submitted to IMLS in June 2012

- The State Library has purchased a subscription to LibGuides for all public and community college libraries. Training will be offered at 5 different locations across the state;
  - July 30, Guilford Tech Community College, Jamestown
  - July 31, Central Piedmont Community College, Charlotte
  - August 3, AB Tech Community College, Asheville
  - August 6, Cape Fear Community College, Wilmington
  - August 7, ECU Joyner Library, Greenville
- The Continuing Education Advisory Committee (CEAC) is launching a portal (using LibGuides) that lists all workshops and CE opportunities in the state for all library types. All libraries are encouraged to contribute. The URL is:
- A new digital preservation tool, called CINCH (Capture, INgest, and CHecksum) created by the State Library's Digital Information Management Program and funded through an IMLS Sparks! Ignition grant, is now available for use by institutions throughout North Carolina. The FREE tool was created to address the digital preservation needs of small and mid-sized institutions throughout North Carolina. For more information: <http://digitalpreservation.ncdcr.gov/cinch/>
- Our State Magazine published a list of 100 NC icons that make the state unique in their May issue. State Library staff created a resource guide to help people learn more about the icons on the list and how they might go

about experiencing them. To view the resource guide go to: <http://statelibrary.ncdcr.libguides.com/100ncicons>

- A newly appointed sub-committee of the State Library Commission is studying the issue of
- “affiliated/non-affiliated” libraries. (Libraries that do not receive state aid on their own.)
- The State Librarian is presenting bi-monthly “State Library Update” webinars. Any library staff member is invited to attend. The next one is scheduled for Thursday, August 23 at 10:00 a.m. To register go to: <http://statelibrary.ncdcr.libcal.com/event.php?id=109078>
- The Government Heritage Library will hold a Family History Fair on Saturday, August 11, 2012.
- This free program will be held at the State Library in Raleigh from 10:00 a.m. - 2:00 p.m.

#### Issues

- Denise Sigmon (Assistant State Librarian) retires August 31 - deadline for applications is 7/27.
- Also recruiting for Grant Pair's (NC Cardinal Manager) and Pam Jaskot's (Consultant for
- Communication and Data Analysis) positions.

#### Coming Up

- The State Library is offering scholarships to public library staff (covering registration and hotel) to the Association of Rural and Small Libraries Conference in Raleigh on September 26-29th. Deadline to apply is Wednesday August 1, 2012. Here's where to find the application: <http://www.surveymonkey.com/s/6N3FN2K>
- Also funded registration scholarships to LJ's “Lead the Change” one-day leadership training to be held September 11 in Raleigh.

#### Other

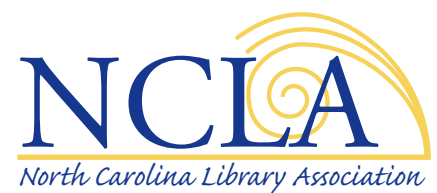
- Comment about the services from the Library for the Blind and Physically Handicapped from the son of a patron:

The more I think about it, the more I remember how my Mom would listen every single night to those tapes, and she would look forward to getting them, and sometimes couldn't wait to go and sit quietly and listen. She would talk about some book she had listened to, or share something she had learned from the tapes. It really was an enormous source of joy for her. All of her life she had devoured books, and when she lost her vision, the inability to read was what terrified her more than anything else. Your program alleviated that fear and that loss.

At the completion of the State Librarian's report, there was an unveiling and short demo of a new site called the “Train Station” which is the State Library's training site, using their new LibGuides capabilities. Here is the link: <http://statelibrary.ncdcr.libguides.com/trainstation>

Future meetings: See the web site for this information: <http://www.nclaonline.org/executive-board/meetings>.

Motion to adjourn, approved, 2 pm.



# North Carolina Library Association Executive Board Minutes October 19, 2012

## Attending

Phil Barton (Endowment), Randall Bowen (CUS), Wanda Brown (President), Keith Burkhead (CJCLS); Eleanor Cook (Secretary), Jackie Cornette (NCLPA), Dale Cousins (VP/Conference), Carol Cramer (Finance), Michael Crumpton (Leadership Institute), Laura Davidson (Constitution), Denelle Eads (Archives), Brandy Hamilton (Public Policy), Jennifer Hanft (Marketing), Amy Harris (RASS), Rachel Holderied (RTSS), Pam Jaskot (PLA), Avis Jones (REMCO), Lynda Kellam (Gov. Resources Section), Emily King (Director), Rodney Lippard (ALA Councilor), Kim Parrott (Administrative Assistant), Lorrie Russell (LAMS), Tiffany Russell (Cont. Ed.), Mary Scanlon (BLINC), Ralph Scott (NCL), Joan Sherif (Women's Issues RT), Kathy Shields (Technology 'n Trends RT), Lisa Shores (Membership), Mary Sizemore (Treasurer), Jason Tomberlin (Special Coll RT), David Trudeau (Intell.Freedom), Carol Walters (co-chair, Trustees, Advocates, Friends), Laura Wiegand (Web Admin), M.J. Wilkerson (Treasurer-Elect), Melanie Wood (NMRT)

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Thanks to Mary Sizemore and Lorrie Russell for hosting the meeting today. Minutes of the July meeting were approved.

### Introductions:

Lisa Shores - Membership

Jennifer Hanft - Marketing

David Trudeau - Intellectual Freedom

### Treasurer's Report—Mary Sizemore (link is to all the detailed reports)

We need more memberships in order to reach our budgetary goal - we budgeted \$38K but so far we are only at \$25,144.50. Discussion centered on how to anticipate and promote increased membership. Minimum of 2 trustees per library system is the goal, but not all systems can afford to pay their trustees' dues. Trustees, advocates and friends is what we are supposed to be calling them and this phrase needs to be corrected in all places within the web site and printed resources. Section chairs request that Kim send quarterly lists of members for each section, including lapsed members.

The Endowment disbursement needs to have a budgetary amendment to show that the amount is \$2490

instead of \$2200. This was approved. Motion to approve the Treasurer's report was made and seconded. Motion passed.

### President's Report—Wanda Brown

Good morning and welcome to this our final board meeting of 2012. Thank you so much for your continued support for NCLA and for your enthusiasm with respect to our profession. I think your presence here today exemplifies not only your commitment to NCLA, to your respective sections, roundtables and committees, but also to the spirit of collaboration that is necessary for us to grow and sustain our association. As we look to the next year and think upon the role each of your vice chairs will take, I strongly encourage you to bring them to the board meetings. Not only will this aid in the transitioning of the board, but more importantly, it will give them the historical perspective and insight into the strategies taken, decisions made and subsequent implications which will all become more relevant in their time as chair. This enables the next board to move forward with greater ease. This makes us stronger as a board and as an association.

I recently attended the SELA/COMO conference held in Macon, Georgia as well as the Joint Conference of Librarians of Color which was held in Kansas City. At both of these events I was amazed at the amount of LIS students there were in attendance. They encouraged and inspired me with their quest for knowledge and their eagerness to network. They asked how they might get involved within the profession now. Questions about the workings of NCLA were abundant. How can we engage these students and give them an up and close personal experience within NCLA? As I pondered upon the idea, I had several thoughts. Perhaps we could invite a couple to join us as guest during the quarterly board meetings. What about a link (for students only) to our webpage where they could identify themselves and express any specific areas of interest? What if each section solicited a student representative to join their boards? Just ideas, but I hope they get you thinking.

I do want to publicly mention the work of the New Members Roundtable's with "N.C. Citations." Not only did it make me proud, but it brought to remembrance something

I do truly miss; Tarheel Libraries. I want to know who's new to the state, who's gotten a promotion or who's switched jobs within the state. Perhaps we could revisit the notion of how we communicate within our association via a similar mechanism. The wonderful LAMS publication could also be a vehicle for sharing the "who's done what stories." Just an idea, but I hope it gets you thinking.

Special thanks to all the sections and roundtables that have been busy planning what appears to be a wonderful array of programs for the fall. You are given back to your sections, but more importantly you are keeping the NCLA brand alive. Thank you. NCLA day I understand was also another huge success. I have attended many of the meetings of the Leadership Institute Planning Committee. I think we have much to look forward to in this year's institute. Also the work of the conference planning committee has begun and I am equally encouraged by the work done so far. Thanks especially to Kim who keeps us all in the get, know and go mode. Great work all!

During the last board meeting we began hearing the reports from the Strategic Initiatives working groups; reports that sparked a series of good and healthy conversations. The Executive Committee met to discuss some of the recommendations from the "Build Awareness of NCLA" taskforce. I am pleased to report that Jennifer Hanft has been appointed as the chair of the recently renamed Marketing Committee. She has been charged with convening group of interested folks to devise a marketing plan for NCLA. She has been asked to work closely with both the Membership and Web Committees. As a follow up to the conversations to "increase membership within NCLA by 5%", as well as queries from our

members, we will explore the possibility of an un-moderated listserv. More details on that are forthcoming.

Before we hear reports from the sections and roundtables, let's hear from the remaining strategic initiative taskforces.

#### Initiative Reports

Financial Wellness Task Force Report (Carol Cramer)—discussed ideas contained there

NCLA Financial Task Force Report  
Readers are referred to the Finance Committee report from the January 2012 NCLA Board Meeting to freshen up on the current state of NCLA's finances. In short, we currently have \$25,000 designated as short-term reserve and about \$3000 in undesignated revenue. NCLA is currently in a position of strength, financially speaking. How do we ensure that we stay strong and not continue the boom & bust cycle where our fortunes depend on the financial success of the last conference? We quickly examined the three primary ways of improving one's finances: Cutting expenses, raising revenue, and managing assets better. Cutting expenses further was dismissed quickly, since NCLA had cut just about everything possible during the most recent bust cycle. The other two possibilities are discussed in more detail below.

#### Ideas for Raising Revenue

These three ideas have the greatest potential:

1. Increase membership - Especially tapping the trustees, friends, advocates sector. (Further thoughts are delegated to the separate task force assigned to this purpose.)
2. Advertising on the website - furniture vendors, etc. Also local

restaurants and the like immediately before a conference. Refer this idea to the Marketing/Website committee and Kim.

3. Ensure that future conferences are highly successful. These three ideas could raise revenue, but would cost more (in effort etc.) for the amount we would raise:
4. Grow the endowment - Solicit more gifts, NCLA transferring money
5. Fee charged when sect/rt have a program: will this really be new revenue or just shifting revenue from sect/rt (could be done as a percentage or as a flat fee). This idea has been floated several times, but has proven controversial within the board.
6. Raise dues - Would this go over in a year when we're not desperate? However, when we are desperate is often when the economy is in the toilet and members are least able to pay more. The following idea was discussed, but we decided that this would not ultimately increase revenue (especially when one considers the effort involved):
7. Go to an annual conference? Is this effectively what happens with the off-season programming? NCLA currently has \$3000 (or \$1500 per year in the 2012-13 biennium) in completely undesignated conference revenue. The board could consider applying some of the undesignated revenue to hire professionals to do some of the marketing for the top two items above.

#### **Ideas for Making Better Use of Current Surplus**

The Task Force members agreed that we need as much flexibility as possible, so we do not advise the board change its bylaws in such a

way as to require NCLA to maintain a short-term reserve fund, or to transfer money to the endowment. However, we agreed that the principle of setting aside short-term revenue to cover future downturns is a good idea. The Endowment Committee could request that surplus revenue be added to the undesignated portion of the endowment. We should consider making organizational contributions to the Endowment when revenues are available beyond what is needed to be held aside for projected short-term needs. Submitted by the Financial Task Force: Carol Cramer, Chair, Phil Barton, Mary Sizemore

Member engagement—Lorrie Russell reported for Katrina Vernon (This report was submitted in July)

Foster interest in NCLA between conferences—Jason Tomberlin reported for Cathy Campbell (This report was submitted in July)

Listserve proposal/motion—Laura Wiegand

Discussion surrounded its workability in terms of moderation, commercial content restrictions, list etiquette. Err on the side of openness. Assess the situation after a certain time period. Assess in October 2013. Motion was approved unanimously. We will communicate with the membership about these changes. Discussed how to reach opted out members. Several ideas were offered. Marketing and Online will work together to craft the announcement and work out further communications.

## Section/ Round Table Reports

Business Librarianship Section—(Mary Scanlon)  
BLINC's officers consist of:

- Mary Scanlon, Chair, Wake Forest University
- Leslie Farison, Vice-Chair, Appalachian State University
- Sara Thynne, Secretary/Treasurer, Alamance Regional Public Library
- Nina Exner, Web Master, North Carolina A&T State University

BLINC's most recent quarterly workshop was held August 2nd at Wake Forest University. As this was our 'back-to-school' workshop, we focused on instruction. Lauren Pressley, Head of Instruction at the Z. Smith Reynolds Library taught a session on instructional design.

In the afternoon, we met with three representatives from Mergent/Hoover's to provide feedback about a new interface the company is designing for one of the NCLive databases. We ended with a report from BLINC member Dan Maynard of Campbell University about an outreach program to Small Business Development Centers that he's been developing and a discussion about how we might support SBDC investment counselors. Two BLINC librarians represented us at Meet NCLA Day. Our next workshop will be held November 8th at Elon University.

College and University Section – Randall Bowman

Registration is now open for The North Carolina Library Association (NCLA) College & University Section and Community & Junior College Libraries Section mini conference "Assessment Beyond Statistics." The mini conference will take place on Friday, November 2, 2012 at the Davidson County Community College Conference Center, Thomasville, NC.

Highlights include: Keynote speaker: Yvonne Belanger, the Head of Assessment and Planning for

Duke University Libraries and Duke University's Center for Instructional Technology (CIT); Lunchtime speakers: Kathryn Crowe: Associate Dean for Public Services at the University Libraries at the University of North Carolina at Greensboro and A. Kathy Bradshaw: Human Resources Librarian for University Libraries at University of North Carolina Greensboro. There will be three breakout sessions with three presentations in each breakout session and five poster presentations. As of October 9th we have 16 registrants. We are hoping to fill the 96 seats for the conference so please pass on the conference announcement to colleagues at your libraries. More information on the mini conference is posted on the CUS and CJCL section pages.

Community and Junior College Libraries Section—K. Burkhead  
No report

Government Resources—Lynda Kellam

We have continued with our webinar series entitled "Help! I'm an Accidental Government Information Librarian." Since the last report in July we have had two webinars (in August and September). We have three scheduled through January. The next one on November 14 is on UN Data resources.

We have explored the possibility of electronic voting for our officers in 2013. The Constitution, Codes and Handbook Committees has approved the language and the NCLA Executive Board voted for the change at the July 27th meeting. We presented the language to the membership via email and at our business meeting on June 1.

The next workshop and business meeting is planned for November



16 in Greenville, NC and will be on changes with ProQuest Congressional. At this meeting we will also vote on the bylaw changes to prepare for the 2013 elections.

Our executive committee met virtually on September 12 to plan our November 16 workshop and to discuss other matters. Our membership holds steady and we have had several volunteers to work with our section.

Library Administration and Management Section—Lorrie Russell  
The LAMS board has continued to plan and prepare for their Unconference. The date will be November 15th, from 9:15 am to 3:00 pm at the High Point Public Library. The theme for the Unconference will be “Change Management,” and the speaker will be Lois Kilkka of the Charlotte/Mecklenburg Public Library. At their October meeting, the LAMS board agreed to offer up to 15 scholarships, if space allows, to the Unconference for the Leadership Institute applicants who were not accepted to the Institute.

This quarter, LAMS also agreed to sponsor Larry Gavin, of Cumberland County Public Library and Information Center, and a LAMS member, to pay for his participation in the NCLA Leadership Institute.

LAMS will also work with the Leadership Institute to prepare and host their April meeting, where the participants will gather to discuss the progress they have made on their individual projects.

LAMS has sent out three issues of the new quarterly LAMS Letters at this time. The board is working on the next edition, which will be sent out to our membership in December. The LAMS board is also starting to plan for programming at the 2013 NCLA Biennial Conference in Winston-Salem.

Literacy Round Table—

written report only

Literacy Round Table officers consist of:

- Donna Phillips, Chair, Wayne County Public Library
- Steve Sumerford, Vice-Chair, Greensboro Public Library
- Becky Callison, Secretary, Wilson County Public Library

The Literacy Round Table held a conference call at the end of July to discuss our plans to update the Literacy Toolkit that was developed by our group last year. During late July and early August, board members made revisions to the Toolkit and the revised version was submitted so that it could be posted on the NCLA web site. See it here: Literacy Toolkit 2012

During the month of August, all public library directors in attendance at the North Carolina Public Library Director's Association meeting, received a copy of the updated Literacy Toolkit and were asked to encourage their library staff to plan and report on any literacy related activities that took place in conjunction with the celebration of National Family Literacy Day. Additionally, Governor Perdue is being asked to proclaim November 1 as Family Literacy Day in North Carolina. Our next meeting will be held in November when we will begin discussions on building membership and plans for the 2013 NCLA Conference.

New Members Round Table—  
Melanie Wood

The board consists of:

- Katrina Vernon, North Regional Library, Wake County Public Libraries (Chair)
- Melanie Wood, Central Piedmont Community College, Charlotte

(Vice Chair/Chair Elect)

- Lorrie Russell, High Point Public Library (Secretary)
- Patrick Holt, Durham County Library (Treasurer)
- Marian Fragola, NC State University, Raleigh (Programming Director)
- \*Stephen Bollinger, NC A&T State University, Greensboro (Publicity Director)
- Alan Unsworth, Surry County Community College, Dobson (ALA-NMRT Affiliates Council Representative)
- Jennifer Hanft, Meredith College, Raleigh (Mentoring Committee)
- \*Alicia Finley, (Students to NCLA Committee)

*\*New board members!*

Networking Events:

We hosted 6 networking events since the last meeting (in Asheville, Cary, Chapel Hill, Charlotte, Durham and Fayetteville), 2 of which were coordinated by volunteers. Average attendance at these events was 12.

Other Events:

Since the last meeting, we hosted two other events and been involved in a third:

- Tips and Tricks for Job Seekers - 15 attendees
- We videotaped this presentation and posted it to YouTube
- We were so pleased with the program that we've decided to recreate it all across the state next spring! We're currently seeking librarians from all types of libraries in areas surrounding each of the NC library schools to participate.
- Meet NCLA Day - 23 attendees (resulted in several new members as well as some renewals)
- ALA/NCLA Panel at the SCALA Kickoff at UNC - around 50 attendees

- Library School Ambassador Program
- To help promote our events and activities to library schools, we are soliciting a student from each of the NC schools with a library science program to be our contact for that school. They would then promote our programs and services to their student listserves.

#### NC Citations:

The fall issue was sent out in early October. We're always happy to receive comments, constructive criticism, etc! We want this to be a joint venture between all of NCLA.

#### Board Meetings:

NMRT is meeting every other month at different locations throughout the state. We recently used Free Conference Call to meet virtually, and were pleased with how that worked.

#### NC Association of School Librarians –VACANT

Still need someone to represent for this group. We discussed some ideas on how to deal with this. D. Cousins was asked by W. Brown to help recruit for this.

#### North Carolina Library

##### Paraprofessional Association–

Jackie Cornette

NCLPA's Last meeting was held August 9- Randolph Public Library. Membership concerns were discussed and a "hands on approach" will be pursued by board members, encouraging one-on-one recruitment. NCLPA was invited by the H. Leslie Perry Memorial Library - Henderson to participate in their staff development day "Black Belt Librarians"- Warren Graham- opening up their program to NCLPA members- September 6. - Region 2 program.

#### 2012 Update:

Hosted: - 3 regional workshops

ECU- Paraprofessional

Preconference

Representation at Meet NCLA Day

2 NCLA networking dinners

Joint-Scholarship-Leadership

Institute

Discussions are underway to secure a time, date, and location, as well as presenter(s) for upcoming spring workshops. Next NCLPA meeting is scheduled for November 8-Randolph Public Library- Asheboro

#### Trustees, Friends & Advocates

Section–Carol Walters

Our task force for Legislative Day 2012 includes Adrienne Williams, Clara Bernicken, Martha Ferguson, Bonita Collins, and Donnie Lewis. They plan to meet in November to plan for this coming year. Developing a positive Network with Friends across NC is one goal, as well as maintaining connection with NCPLDA, the University, and NCLA Public Policy Committee so that we can have a strong & consistent voice for libraries.

#### Public Library Section (Pam Jaskot)

The Planning Council met at Cameron Village Library, Wake County Library on August 24, 2012. Members attending: Pam Jaskot, Chuck Ebert, Arthur Erickson, Billy King, Terri Luke, Jason Rogers, Joan Sherif, David Singleton, Martha Sink, Decca Slaughter, Deborah Wadleigh and Laura Weigand.

Fabulous Friday workshops are set and ready to go. The committee has been working diligently to coordinate each session and have a variety of sessions for participants to choose from. Cal Shepard, State Librarian, will be the keynote at all three sessions. The Fabulous Friday planning

committee has done an excellent job organizing the programs and recruiting volunteers from the library field to provide the training.

The Awards Committee, via email, selected 2 recipients for the Leadership Institute scholarship. PLS will provide \$300 for J.R. Rogers, Wake County, and Jennifer Lohemann, Durham County. The section members expressed some concern over the lack of organization in terms of selecting scholarship candidates. There was no process in place for how to select candidates. Joan Sherif, YSS Liaison, is assisting with the YSS biennial retreat on November 1 & 2.

Each committee reported. Their focus for the last month has been to coordinate speakers for the Fabulous Fridays. Marketing committee is looking for new members.

#### Reference and Adult Services

Section–Amy Harris

RASS met virtually on October 5 to discuss our off-year workshop. We decided to hold a virtual conference entitled "Current Trends in Reference" on March 14 from 10 AM-noon. There will be 4 presentations, each lasting 20 minutes with 10 minutes in between for Q&A and switching between presenters. We will solicit proposals and give preference to RASS members and first-time virtual presenters. The timeline will be as follows:

- Early November- call for proposals sent out on NCLA Listserve
- Early January- reminder sent out January 18- proposals due February 1- acceptances sent out
- Early February- call for registration
- February 28- registration closes
- February-March- scheduled times for each presenter to practice with Blackboard Collaborate
- March 14- Workshop!

Round Table for Ethnic Minority Concerns (Avis Jones for Phillip Cherry) Said something will send report

Resources and Technical Services Section—R. Holderied for Cindy Shirkey

RTSS will hold its Fall Workshop on Monday, Oct. 22 at UNC Greensboro's Elliot Center. A tremendous amount of preparation has gone into this event, so RTSS has no other activities to report. RTSS is sponsoring Lisa Shores from RCCC to go to the Leadership Institute.

Special Collections Round Table—Jason Toberlin

No report (Although Jason did note that a number of students have expressed interest in their section and he is energized now to do more outreach to them.)

Technology and Trends Round Table—Kathy Shields

At the Executive Board meeting on July 27, Wanda Brown appointed Kathy Shields (High Point University) as Chair of the Technology and Trends Round Table (TNT). In August, Kathy appointed the other members of the board based on those who had expressed interest in serving. These board members agreed to serve until the NCLA Biennial Conference, when a new board will be elected by the membership. The new board members are:

- Jenny Dale, Vice Chair, UNC-Greensboro
- Julie Raynor, Secretary/Treasurer, High Point Public Library
- 
- Chad Haele, Director, UNC-Chapel Hill
- Amy Chadwell, Director, High Point University

The board members met virtually on August 22 to discuss potential events and set meeting dates for the rest of the semester. We also discussed the possibility of amending our bylaws to include a student representative on the board. We plan to propose this to the membership later in the year. Jenny Dale and Kathy Shields (with input from the other board members) created a survey that was sent out to the membership via the Google Group for the Tech and Trends Round Table. We will use the results of this survey to plan events through the Biennial Conference in October 2013. We also compared our most recent list of current members to those in the Google Group and sent invitations to those who were members of TNT but not on the Google Group and encouraged them to join.

Chad Haele represented TNT at Meet NCLA Day on September 13 in Durham, where he promoted the virtual networking event and had the opportunity to speak to around 25 attendees.

On October 5, 2012, we held a virtual networking event for the group through Blackboard Collaborate. The event had 5 attendees, and we plan to repeat this event in November with more marketing.

The board will hold another virtual meeting in November and a face-to-face meeting in December 2012 in High Point. At the meeting, we will plan the meetings and events for the rest of the year and begin making plans for the Biennial Conference.

Women's Issues in Librarianship Round Table—Joan Sherif

The WILR board has continued to plan and prepare for the fall workshop, "The Insider's Guide to Your Career Potential: Trust, Leadership,

and Happiness in the Workplace: a workshop examining where you are and where you are going for all career stages". It will be held November 2 from 10:00 am to 3:00 pm at the Cameron Village Regional Library in Raleigh.

Featured speaker will be Stephanie Goddard, work stress solutions innovator, from the Wake County HR Department. Afternoon panelists will include Cal Shepard (North Carolina State Librarian), Wanda Brown (Associate Dean- Z. Smith Reynolds Library and NCLA President), and Dale Cousins (Library Manager for Communications/ Community Relations, Wake County).

Registration is \$45 for NCLA non-WILR members (includes membership), \$30 for WILR members, and \$60 for non-NCLA members. Lunch is included.

Scholarship for Leadership Institute  
The board voted to sponsor Mark King from Craven Community College to the NCLA Leadership Institute.

E Newsletter

An e-newsletter is being developed and will be sent out the first of the year to new and prospective members with helpful information, links, and more.

2013 NCLA Biennial Conference  
The board is beginning to plan for programming for the 2013 NCLA Biennial Conference in Winston- Salem.

Youth Services Section - No report

## Committee Reports

State Librarian [no report]

Archives - Denelle Eads

Since the last meeting, she has formed a committee, met with the

former Archivist, to show her what to do. There are 60 boxes of unprocessed materials at the State Library; 6 more boxes from Kim, additional materials as well. She is assessing now, much work to do. Committee members are far-flung, so look into getting some student help who need experience in archival work. Jason Tomberlin mentioned that SNCC gives stipends to archival students. NC Central and/or UNC-CH may be willing to work with them.

**Conference 2013 (Dale Cousins)**  
Planning is beginning for the 2013 60th Biennial Conference in Winston Salem, October 15-18, 2013. The complete conference committee met at UNC Greensboro on September 21, 2012 in the Jackson Library. After initial welcomes and introductions, a draft budget was hammered out and a calendar of upcoming meetings was created through May 2013. The budget projects income of approximately \$45,000 for the Association. The calendar will be reexamined in the spring to determine the number of meetings needed in the final two quarters of the year prior to October. Additionally, the subcommittees made arrangements to meet during the month of October 2012 in order to have preliminary reports for the full committee on November 30 when next we meet at the conference site, from 10:00 until 3:00ish. A tour of the facility and an extended conference calendar, working back from the conference dates, will be developed on that date along with preliminary reviews of a conference logo.

**MOTION ONE:** I, Dale Cousins, on behalf of the 2013 Conference Committee, move that the assets (inventory of materials) remaining from the 2011 Conference Store be

transferred to the 2013 Conference Committee in the charge of Brandy Hamilton and Katrina Vernon, Store Managers.

Additionally, the full committee considered ideas for a conference theme. Twenty suggestions were offered and discussed. Jill Morris created a survey monkey poll for members of the committee to vote on the suggested themes. Nearly 40% of the votes were cast for NCLA: Stronger Together as a conference theme. Generally, the committee felt that this theme is inclusive, which is to say....the association is strengthened if we are working together; the library community is strengthened if all types of libraries are working in concert; and the communities we serve are strengthened if we are collaborative and community-centered. With that, I would like to present the following motion.

**MOTION TWO:** I, Dale Cousins, on behalf of the 2013 Conference Committee, move for approval of the theme for the 60th Biennial Conference to be held in Winston Salem, October 15-18, 2013. The theme being proposed by the committee is NCLA: Stronger Together.

[Motion passed]

In addition, Dale provided us a handout of the proposed budget. There was a question about logo design - the answer: we're trying to do this internally. There was a question about the call for proposals-the answer: This will happen March/April. At the January 2013 board meeting there will a discussion of the conference program structure.

Constitution, Codes, and Handbook Committee (Laura Davidson)

The Constitution, Codes, and Handbook Committee met in September to review the online versions of the handbook. There are a number of changes we want to recommend.

It is not clear where the official version of the NCLA Handbook is located. We recommend that the Handbook web pages of the NCLA website become the official version of the Handbook (as opposed to the "printer friendly" version or any printed version). At this point, we want Board permission to move forward with this concept. Once some of the corrections described below are implemented, we will bring this back as a formal motion for the Board to enact.

We ask that each section and roundtable verify that the bylaws of their group listed in the handbook portion of the website are the correct, up-to-date versions. If they have posted a separate copy of their bylaws in their section's website, we recommend that they take that down and link to the bylaws in the handbook (once corrected), to avoid proliferation of different versions of governing documents. Please send corrections or confirmations to Laura Davidson ([davidson@meredith.edu](mailto:davidson@meredith.edu))

We recommend that information currently in the handbook that does not refer to governing the association be relocated to other portions of the website. Examples include lists of former officers and award winners and contact information.

Here is the proposed table of contents of the handbook-each bullet represents a web page:



- The Association
  - Who we are and what we do
  - Background
  - Contact the NCLA Office
  - Frequently Asked Questions
  - Scholarships and Loan Funds
  - Awards
  - Publications
- Constitution and Bylaws
  - NCLA Constitution
  - NCLA Bylaws
- Sections and Roundtable Bylaws
  - Sections
    - Business Librarianship in North Carolina (BLINC)
    - College and University Section and North Carolina Chapter of ACRL
    - Community and Junior College Libraries Section
    - Government Resources Section
    - Library Administration and Management Section
    - North Carolina Association of School Librarians
    - Public Library Section
    - Reference and Adult Services Section
    - Resources and Technical Services Section
    - Trustees, Friends and Advocates Section
    - Youth Services Section
  - Roundtables
    - Literacy Roundtable
    - New Members Roundtable
    - North Carolina Library Paraprofessional Association
    - Roundtable for Ethnic Minority Concerns
    - Roundtable on Special Collections
    - Roundtable on the Status of Women in Librarianship
    - Technology and Trends Roundtable

- Executive Board Handbook
  - Standing Rules of the Executive Board
  - Non-codified policies adopted by the Executive Board
  - Officers
  - Standing Committees
  - North Carolina Libraries Editorial Board
  - Sections and Roundtables (general information)
  - Financial Procedures
  - Archives Committee Records Retention
  - Operations
  - Forms
    - Membership application form
    - Motion form
    - Request for reimbursement of travel expenses
    - Scholarship recommendation form
    - Challenged work
    - Sample by-laws
  - Conference Handbook

A prototype handbook based on these recommendations can be found here: <http://infotogo.meredith.edu/NCLAhandbook>

On this Libguide, each box represents a separate webpage. Each box also shows the source of the information in the box. You can compare boxes with original sources to determine what is recommended for omission from the Handbook section of the website.

Continuing Education—Tiffany Russell for Iyanna Sims  
The committee had to extend the launch date of the proposed CEC page on the NCLA website. Our new target date is to launch the page in mid-November. The page will

include information on the value of continuing education, continuing education opportunities, trending topics, and further reading.

#### Endowment—Phil Barton

The NCLA endowment ending fund balance as of June 30, the end of the second quarter of 2012, was \$128,096.21. This latest fund balance represents a decrease of \$1,597.75 compared to our fund balance as of the end of the first quarter, which was \$129,693.96.

According to the quarterly report from the North Carolina Community Foundation “The first quarter giveth, the second quarter taketh away.” The second quarter essentially reversed about one-quarter of the equity gains realized during the first quarter. The greatest damage was during the month of May. Issues affecting the market included the European debt situation, the slow rate of domestic job creation, inaction in Washington and the uncertainty heading towards election.

However, the outlook is positive for long-term growth in the market with the sustained recovery of the U.S. economy, despite drags on equities and other obstacles. Bear in mind that our fund balance at the beginning of 2012 was \$123,203.77. The increase since then is the result of \$3,692.49 in earnings and \$1,305.00 in contributions. Also, an administrative fee of \$105.00 was paid out during the first quarter.

A request will be submitted later this month for an annual distribution of \$2,490.00.

#### Finance (Carol Cramer)

No report

Intellect Freedom (David Trudeau)  
No written report since he was just appointed. He made a few comments, however. He's been appointed to ALA Intellectual Freedom Round Table's Promotion Committee. Also, please feel free to share stories and incidents. He's looking forward to revitalizing the Round Table.

Leadership Institute (Mike Crumpton)  
About ready to happen! No written report.

Marketing (Jennifer Hanft)  
Since being recently resurrected, the NCLA Marketing Committee has been actively trying to recruit members this quarter. Currently, the Committee consists of:

- Jennifer Hanft, Chair
- Lisa Shores
- Laura Wiegand
- Rodney Lippard

We will begin addressing our charge-to create a marketing plan for NCLA-at our first meeting in the next few weeks. Any questions, suggestions, or ideas are welcome.

Membership (Lisa Shores for Jennifer Meyer)

Third quarter business

- Webinar with AchieveLink as possible new benefit of membership
- Mixed feelings about usefulness of platform. Concerns included: limited revenue, lack of use, survey indicated no interest from members
- Lisa Shores put together survey to poll current members for their experiences with NCLA and
- she is currently analyzing the results
- Kim Parrot looked into logistics of putting together "sustainable membership." Concern that it

may be more expense to have a system put into place then would pay out with increased membership.

Nominating (Sherwin Rice) No report

Operations (Kim Parrott)

- Worked with sections and roundtables in planning upcoming events.
- Attended the Leadership Institute committee planning meetings.
- Set up the event module for all section and roundtable events for online registration.
- Processed incoming membership and registrations payments.
- Attended 2013 conference planning meeting.
- Made bank deposits as needed.
- Provided section and roundtable reports as requested.
- Reconciled 3rd quarter expenses.
- Assisted as needed.

Public Policy—Brandy Hamilton

NCLA Day

The Public Policy Committee participated NCLA day this quarter. During the event, we received several requests for more information about advocacy related issues. A handout created by ALA entitled "Speaking Out" was provided to every person who visited the table. This handout provided helpful ideas on ways to advocate year-round. It was also during NCLA day that we became aware that the terms "advocacy" and "legislative" appeared to resonate more than "Public Policy," this lead to a discussion about changing the name of the committee.

Proposed Change Committee Name and Charges

After reviewing several other state association public policy, legislative, and advocacy committees, it became

apparent that we needed to adopt a new name that reflected the nature of our work. In addition to define what we do in terms that were more identifiable. Therefore, Public Policy will present a motion to the board at the next executive board meeting to change the name of the committee from Public Policy Committee to Advocacy and Legislative Committee. In addition, after reviewing the current charges, we would also like to make changes that more accurately reflect what we do, while providing more flexibility.

Co-Chair Public policy is also recommending that the committee have the option of functioning under the leadership of two co-chairs. This is due to the significant amount of planning involved in National Legislative Day. We submitted the idea the president and received her approval pending discussion at the executive board meeting.

Legislative Actions

In early October, the Institute of Museum and Library Services (IMLS) sponsored a Congressional briefing titled "How Libraries Support Workforce Development." ALA wanted to bring awareness to this issue and asked that the public notify their representatives to make them aware of the briefing. Public Policy posted this alert on the listserv and NCLA's Facebook page.

We emailed ALA to find out how to embed a legislative action center on the NCLA website. This would allow NCLA members and others to subscribe to legislative alerts that are relevant to NC Libraries. Training Members watched and shared ALA's webinar entitled "Making the Election Connection." This webinar focused on ways that library staff could take advantage of the election season for advocacy efforts.

## Library Snapshot Day

We emailed and followed up with a call to NCPLA's president Carol Wilson to inquire about the status of Library Snapshot day and offer Public Policy's assistance and are awaiting a response.

## Motion:

There was discussion of the motion in general and in particular #6, in terms of whether to keep or revise. Suggested to keep something in #6 but change the wording.

Suggested we table the Motion and allow Brandy to take it back and revise the wording. We are supportive of the name change, but the wording in the Charge needs some more work.

The Motion about the name change was restated. It was approved. The portion of the Motion concerning the changes in the Charge will be brought back to the next meeting.

## MOVED that:

The Public Policy Committee's named be changed to Advocacy and Legislative Committee. That the committee charges be altered in the following ways: (Taken from the standing rules of the Executive Board) Membership: Chairperson, plus five or more members, and the President of the Association, ex officio

## Charges:

1. To keep the Association informed of all pending state and federal legislation affecting libraries. Keep
2. To keep in touch with state and federal legislators, acquainting them with needs of libraries, and justifying budget requests. Keep
3. To cooperate with other groups in promoting legislation which benefits libraries and librarianship. Keep

4. To promote good relations between government at all levels and libraries of all types, and to explore ways and means of improving these relationships.
5. To plan and promote State Legislative Days. Change: To assist with the planning and promotion of State Legislative Days with other state organizations.
6. To recommend to the President up to 25 congressional and state officials for "special" membership NCLA (remove)
7. (Add) To plan National Legislative Day on behalf of North Carolina Libraries and NCLA.

By: Brandy Hamilton

Scholarship—Christy Earp  
No report

## Web Site—Laura K. Wiegand

- Site updates: I continue to monitor, update and assist with content on nclaonline.org. This month I also updated all of the Drupal modules that had updates.
- Committee formation: The committee continues to remain essentially unformed, and without a charge. This is partially due to waiting for a formal decision regarding the recommendations made by the Strategic Task Force to Improve NLCA's Online Presence to change the name and scope of the committee. I feel this is the first step towards revitalizing and recharging the committee.

## Other Reports

### ALA Council—R. Lippard

Nothing to report from ALA. However, he did submit 2 resolutions. 1st resolution passed and Wanda will present it at the next State

Libraries Commission meeting next week. Resolution regarding 200th anniversary

2nd resolution—Linda Carlisle  
Waiting to January 2013 to revisit

SELA Representative—Carol Jordan  
No report

W. Brown did attend SELA. She did a presentation there with C. Campbell. Cathy did a resume tips presentation that was very well attended. Well attended by library science students.

## Editor, NC Libraries—Ralph Scott

1. We are currently proofing the final copy of our Fall/Winter 2012 issue -- v. 70, no. 2.
2. Issue should be released by end of this month.
3. I continue to ask that all board members request that their section and roundtable members solicit articles for our future issues.
4. This is your journal, you need to support it both with articles and finances.
5. If the Executive Board wishes to have a 2010/2012 retrospective print issue we will need about an additional \$10,000 in our budget next year. Our last year of full funding for print was 2009.
6. Exact cost will depend on a number of factors including number of copies printed, paper/ink prices, etc.
7. It would be nice to have a print issue to distribute at the 2013 conference as we have done in the past to those who register for the conference.

# North Carolina Library Association Executive Board Minutes February 15, 2013

## Attending

Jane Blackburn (Literacy); Wanda Brown (President); Cathy Campbell (Director); Eleanor Cook (Secretary); Dale Cousins (VP/Conference); Carol Cramer (Finance); Michael Crumpton (Leadership Institute); Laura Davidson (Constitution); Angela Davis (CJCL); David Durant (Gov. Resources); Christy Earp (Scholarships); Jean Ellis (Leg. & Advocacy); Harry Frank (NCLPA); Brandy Hamilton (Leg. & Advocacy); Amy Harris (RASS); Pam Jaskot (PLA); Avis Jones (REMCO); Billy King (PLA); Priscilla Lewis (Operations); Rodney Lippard (ALA Councilor); Kim Parrott (Administrative Assistant); Kathe Rauch (BLINC); Ralph Scott (NCL); Joan Sherif (Women's Issues RT); Kathy Shields (Technology & Trends RT); Cindy Shirkey (RTSS); Lisa Shores (Membership); Debra Shreve (Youth Services); Iyanna Sims (Cont. Ed.); Mary Sizemore (Treasurer); Jason Tomberlin (Special Coll RT); Katrina Vernon (NMRT); Laura Wiegand (Web Admin); M.J. Wilkerson (Treasurer-Elect)

## Call to Order and Welcome

Adoption of the Agenda

Approve Minutes of October 19, 2012 Meeting.

Minutes of the October meeting were approved.

## Announcements

Reminder from Secretary, Eleanor Cook: Section, Round Table and Committee reports are due two weeks prior to the meeting. Please send your reports either through direct email or through the Google

Groups, preferably as a Word document or a pdf file. Those of you handing me paper copies of your reports today should follow up afterwards and send an electronic copy if at all possible. Thank you!

President's Report - Wanda Brown

Wanda welcomed everyone and thanked the folks at Wake County PL for hosting us. Review of 1/16/13 membership report-most sections have fewer members. Why? She stressed the importance of communicating with members. Need to

push ourselves out-use the NMRT newsletter, communicate with members, reach out to prospective members (look for opportunities), show benefits.

Treasurer's Reports - Mary Sizemore

Motion to approve the Treasurer's report was made and seconded. Motion passed.

Finance Committee Report- Carol Cramer (Proposed 2013 Budget)

The two motions put forth related to the proposed budget and the audit were passed.

The Finance Committee met on January 15, 2013 to determine a proposed budget for 2013 and to address other matters. We also "met" via email and resolved two issues that arose after the January 15 meeting.

Improvements to Treasurer's Reports: The Fund Account sheets show \$68,500

of our Endowment as designated for specific purposes, e.g. scholarships. The Bank Account sheets show the total Endowment amount is approximately \$128,000. The Finance Committee recommends to the Treasurer that an additional line be added to the Fund Account sheets to make clear that the remaining \$59,500 is Unrestricted Endowment whose earnings can be applied to any need within the mission of the Endowment. In 2013, as in 2012, the Committee proposes applying the earnings to Legislative Day.

Proposed Budget: Details included as a separate handout. In the 2012 budget presentation, the Committee argued for the responsible use of Conference 2011 profits. Here is an update on the use of these profits.

	2012 Proposed	2012 Actual/ 2013 Proposed
Total 2011 Conference Profits	\$61,711.00	\$61,711.00
Hold back for 2013 Conference	\$10,000.00	\$10,000.00
Hold back for unrestricted reserve	\$25,000.00	\$25,000.00
Use for 2012 operations	\$7,428.00	\$7,451.88
Use for 2013 operations	\$16,000.00	\$17,987.24
Remaining	\$3,283.00	\$1,271.88



**Audit/Financial Review:** For several years, the Board has debated several options for conducting an Audit of our Finances. The two main proposals are (1) hire an external Auditor (expensive) and (2) nominate an Audit Committee (logistically difficult). The Finance Committee has a third proposal. We suggest that the Treasurer-Elect perform a financial review in the year before assuming the office of Treasurer. This would work because the Treasurer-Elect does not touch the books until becoming Treasurer (thus preserving neutrality). It would have the added benefit of making the Treasurer-Elect intimately familiar with our financial procedures before assuming office. Our current Treasurer-Elect, M.J. Wilkerson, has expressed a willingness to conduct this review in 2013.

**Conference Budget and the Endowment Dinner:** On behalf of the Conference Committee, we were charged with investigating the financial situation of the Endowment Dinner held at Conference. Thanks to research done by Mary Sizemore, Andrea Tullos and Kim Parrott, we discovered that the 2011 Dinner made a profit of \$1010 (after clearing expenses of \$1770). The \$1010 was duly transferred into the Endowment. We make the following recommendation to the Conference Committee and the Treasurer: If an Endowment Dinner is held in 2013, the money should be accounted for more explicitly in the 2013 Conference Budget. The gross ticket sales for the Endowment Dinner should be a line item in the income section. The profit that is transferred to the Endowment would be listed in the Expense section. (That profit should equal the gross income less the overhead expense of providing the dinner.)

**Handbook Compliance:** The Finance Committee officially commends the Constitution, Codes & Handbook Committee for their work on our governing documents. In their review, they found three items that require Finance Committee attention. The first was to add the Chair of the NCLA Conference Program Committee as a member of the Finance Committee. That has been achieved. The second was "The Association should maintain an unrestricted reserve fund equal to at least ten percent of annual operating expenses." In 2012, the Finance Committee independently advocated for that same idea using some of the 2011 Conference Profits. Beginning in 2013, we are now labeling this money "unrestricted reserve" to comply with the Handbook.

**NCLA Handbook discrepancies regarding Project Grants:** The third item highlighted by the Constitution, Codes & Handbook Committee was the problem of three separate and conflicting entries in our governing documents regarding Project Grants. The Finance Committee proposes to resolve this conflict by eliminating Project Grants. We cite several reasons:

- NCLA did not award Project Grants during the lean fiscal years of 2010 and 2011. They were not restored in the relatively flush year of 2012, and no one on the Board objected.
- The Project Grants that were awarded in the most recent round (2009) went to sections that already had sufficient money in their accounts, so arguably the projects could have happened anyway without the Project Grants.
- Committees with special projects have successfully received money

by applying directly to the Board (e.g. Legislative Day, presumed success of Archives Committee project).

## **Section/ Round Table Reports**

Business Librarianship Section-  
Kathe Rauche for Mary Scanlon

BLINC's officers consist of:

- Mary Scanlon, Chair, Wake Forest University
- Leslie Farison, Vice-Chair, Appalachian State University
- Sara Thynne, Secretary/Treasurer, Alamance Regional Public Library
- Nina Exner, Web Master, North Carolina A&T State University

BLINC's most recent quarterly workshop was held January 10th at UNC-Greensboro. The workshop attracted about 23 librarians, one of whom was joining us for the first time. At this meeting we celebrated BLINC's 10th anniversary with a cake and some storytelling from our founding members about how they started the organization.

**NCLA 60th Biennial Conference:**  
We developed a slate of 6 presentations we'll propose for the October conference, one of which we'll co-sponsor with GRS.

**Database Review:**  
We reviewed the results of trials we conducted for NCLive on the following databases: ReferenceUSA, AtoZ, PrivCo, Hoover's Online and Mergent Intellect. A panel of BLINC members consisting of half academic and half public librarians evaluated compared and ranked the resources. The panel shared their results with the members at the workshop who then discussed their merits and

shortcomings. At Jill Morris' request, we distilled the databases down to their primary functions and content types, and ranked the importance of each parameter; directory-style information on domestic companies led the rankings.

#### Support for Regional Economic Development:

BLINC has been exploring a greater support role for regional economic development; we've been talking with directors at several Small Business Development Centers (SBDC) to see if and how we might support their counselors. At this workshop, the conversation continued. In February, BLINC librarians will accompany Jill Morris (NCLive) to 6 regional SBDC meetings to conduct training on NCLive databases. In addition, we held a session on the structure and roles of various organizations supporting regional economic growth, such as the SBA, SBDC, SBTDC, and the NC Rural Economic Development Center.

#### New Member RT Initiative:

At the last meeting, NMRT asked sections to conduct outreach to LIS students. BLINC's plan to fulfill this request is to approach the business reference instructors at the state's LIS programs; we would ask if we could send a BLINC librarian to a class and provide an NCLA/BLINC info session, or distribute BLINC brochures and invitations to attend our workshops. Unfortunately, business reference isn't taught every semester and instructors change regularly, but we're still pursuing it.

Our next workshop will be held May 3rd at Western Carolina's business school's new facility in Asheville.

College and University Section-  
Amy Harris for Lisa Williams

CUS recently partnered with the Community and Junior Collection Section to offer a mini-conference, "Assessment Beyond Statistics," with Yvonne Belanger from Duke University's Center for Instructional Technology as the keynote speaker. Turnout for this one day conference was great, considering the financial strain libraries are currently experiencing. Sessions presented included: "Measuring What You Value: Assessment of Student Learning Outcomes in Library Information Literacy Instruction," "Assessing Sustainable Practices in an Academic Library," "Shop Your Way to Service Excellence: Mystery Shopping in an Academic Library," and "Retention Matters: The Academic Library's Role in Student Success." Our section sponsored newly elected Vice-Chair/Chair-elect Randall Bowman to attend the NCLA Leadership institute.

The CUS Distance Learning Interest Group will be partnering with the Reference and Adult Services Section to hold a virtual conference in March 2013 with the theme: "Current Trends in Reference." If anyone is interested in submitting a proposal you can find more information on the RASS website.

CUS will be more active in ACRL Council meetings and chapters' newsletter postings. Lisa Williams will be attending the ACRL Chapters Council and ALA Midwinter and she posted a chapter report to the ACRL Chapter Topics Newsletter winter 2012 issue: <http://www.ala.org/acrl/aboutacrl/directoryofleadership/chapters/topics/chaptertopics>

Community and Junior College Libraries Section-  
Angela Davis for Penny Sermons

The Officers of the Community and Junior College Libraries Section of NCLA have communicated by e-mail and conference calls. Activities the committee is focusing on include: Increasing the Section's membership by at least 5 percent using e-mail and conferences to recruit and working as co-sponsors with the College and University Section for the 2012 conference held at Davidson Community College. Committee members Angela Davis and Deanna Lewis assisted with conference preparations by creating the program, securing the hotel, and scheduling the session attendants.

CJCLS will meet in March at the NC CCLRA Conference, which will be held at Cape Fear Community College in Wilmington.

Vice-chair Jason Setzer resigned in October. New officers will be elected at the NCLA Conference in the fall of 2013.

Government Resources Section -  
David Durant for Lynda Kellam

We have continued with our webinar series entitled "Help! I'm an Accidental Government Information Librarian." Since the last report in October we have had three webinars.

November 14: UN Statistics and Data Resources  
December 13: British and Commonwealth Legal Materials  
January 16: Information for International Development

We have had fabulous attendance at all three with over 50 people signed up for each webinar, and we have webinars scheduled tentatively through July 2013. We created a mailing list of people interested in the webinars and have had 60 people sign up so far. We held a workshop

and business meeting on November 16 at East Carolina University in Greenville, NC on changes with ProQuest Congressional. We also in advance of the meeting held an electronic vote on our bylaw changes. With 15 votes for yes out of 26 members, we had a majority vote required for the change. We are in the process of implementing the change on our website. The executive committee will meet after the January NCLA executive board meeting. We are planning three conference sessions for the NCLA 2013 conference, one in conjunction with BLINC. We will probably hold a brief business meeting in spring 2013. Our membership holds steady and we have had several volunteers to work with our section.

The GRS Bylaws change proposal was passed.

Library Administration  
and Management Section-  
Lorrie Russell (written only)

LAMS hosted an Unconference on Change Management for 37 attendees on November 15th, at the High Point Public library. Those who participated seemed to feel that the even addressed issues facing not only seasoned managers, but also beginning level and first time supervisors. Lois Kilkka from Charlotte Mecklenburg was an engaging and informative speaker. Brandy Hamilton and Lorrie Russell facilitated the discussions, and all members of the LAMS board were involved in the planning and presentation of the event.

The LAMS board is now beginning to focus on programming for the 2013 Biennial Conference. The next edition of the LAMS Letters will be sent out in late January, and will include a call for programming proposals. Meg

Smith of Cumberland County Public Library has expressed an interest in working with the board to help with program.

Literacy Roundtable -Jane Blackburn reporting for Donna Phillips

The following are notes from the RT's conference call on Feb. 1, 2013.

The purposes of the meeting were to report on Family Literacy Day activities; review the membership list and discuss the possibility of calling each member; discuss plans for the development of the Libraries & Literacy survey and start making plans for the NCLA Conference. Members reviewed the feedback from libraries that held Family Literacy Day activities on November 1st. There was a good response from libraries considering the small amount of time the committee spent in revising and disseminating the toolkit. Donna shared her spreadsheet listing current members' names and contact information. She will divide the list equally and each member will be called and asked specific questions regarding their areas of interest and expectations. It was suggested that we email the members first to let them know we would be calling them. Donna reported that Joyce Chapman Communications and Data Analysis Consultant from the State Library will work with us to develop an instrument in Survey Monkey and will help us to analyze the data that is received. Our committee just needs to decide what information we are hoping to receive from the survey. A brief discussion was held regarding plans for holding a session or two at the NCLA Conference. It may be possible to discuss the findings from the survey. It was also suggested that we try to get a rep from Dollar General

to discuss their grant program The American Dream Begins @ Your Library. It was reported that 100 libraries have been funded thus far and more money is available from Dollar General. Nothing was finalized as yet. The group was reminded that Kelly Brannock is the liaison from the State Library for our group and that she might be able to help us with the plans mentioned at today's meeting. Donna reported that Jane Blackburn will represent the group at the February 15th NCLA Executive Board meeting to be held in Raleigh.

New Members Round Table - Katrina Vernon

The board consists of:

- Katrina Vernon, North Regional Library, Wake County Public Libraries (Chair)
- Melanie Wood, Central Piedmont Community College, Charlotte (Vice Chair/Chair Elect) Lorrie Russell, High Point Public Library (Secretary)
- Patrick Holt, Durham County Library (Treasurer)
- Marian Fragola, NC State University, Raleigh (Programming Director) Stephen Bollinger, NC A&T State University, Greensboro (Publicity Director)
- Alan Unsworth, Surry County Community College, Dobson (ALA -NMRT Affiliates Council Representative)
- Jennifer Hanft, Meredith College, Raleigh (Mentoring Committee) Alicia Finley, (Students to NCLA Committee)

Networking Events:

Created a Best Practices for Hosting a Networking Event

### Other Events:

Since the last meeting, NMRT has:

- Assisted in the publicity & planning of 1 networking event in Lexington that drew a crowd of 8;
- Set up a table at a WILR workshop, promoting events and membership;
- Held a Networking Event/Trivia night in collaboration with the Metrolina Library Association with attendance of 20.

We are planning a series of "Tips and Tricks for Job Seekers" programs to span the state.

NC Citations: The winter issue was sent out in early January. The remainder of the issues this year will be focused heavily on the upcoming conference.

Board Meetings: NMRT is meeting every other month at different locations throughout the state. The board will next meet on Friday, January 25th in Raleigh. We will begin to discuss how we would like to be involved in conference programming and activities at this meeting.

NC Association of School Librarians- Vacant No Report

NC Library Paraprofessional Association-Harry Frank reporting for Jackie Cornette

NCLPA's Last meeting was held on November 8 at Randolph Public Library

Upcoming programs/networking events:

Meet & Greet @ Hickory Public Library: for late January/ early February- may now be March.

Exploring Steven Covey's 7 Habits of Highly Effective People- May 24 -10:00-12:30- Watauga County Public Library, Boone, - Presenter- Alan R. Bailey-Assistant Head of Services & Education Curriculum Librarian at ECU.

2013 NCLA Biennial Conference  
The board is beginning to plan for programming for the 2013 NCLA Biennial Conference in Winston Salem.

Next meeting scheduled for February 14th at Randolph Public Library- Asheboro

Public Library Section - Pam Jaskot

PLS met at Mebane Public Library on November 9, 2012. Members attending: Pam Jaskot, Kelly Brannock, Chuck Ebert, Arthur Erickson, Billy King, Jane McAllister, JR Rogers, Joan Sherif, Martha Sink, Decca Slaughter and MJ Wilkerson. (10 constitutes a quorum; we had 9 voting members present)

There was a lengthy discussion how we could generate new members. Suggestions included encouraging current members to renew, have members talk to their staff members and encourage membership from library students.

Fabulous Friday workshops were held in three different locations in November; Asheville, Rocky Mount and Winston Salem. There was a total attendance of 89, with the majority of paraprofessionals. All committee members participated in the programs, providing presentations, organizing registration, coordinating sites and arranging for lunches. The evaluations were very positive.

The Awards Committee covered the costs for two librarians to attend the Leadership Institute: Jennifer Lohmann, Durham County Library and JR Rogers, Wake County Library.

YSS committee members participated in the Youth Services biennial workshop.

Next meeting is scheduled in February in Durham.

Reference and Adult Services Section- Amy Harris

RASS continues to work on its off-year virtual conference "Current Trends in Reference." Proposals are due on 1/18, and we will send out acceptances on February 1. A call for registration will come out on February 8.

We are also starting to think about programs for the upcoming conference and will be meeting in the very near future to begin fleshing that out.

Round Table for Ethnic Minority Concerns - Avis Jones

Current Board:

- Vice-Chair/Chair Elect-Avis Jones, Southgate Community Library, Wake County Public Libraries
- Past Chair-Evelyn Blount, Guilford College, Greensboro
- Secretary/Treasurer-Shamella Cromartie, Fayetteville State University, Fayetteville
- Co-Director-Alan R. Bailey, East Carolina University, Greenville
- Co-Director-Forrest Foster, Winston-Salem State University, Winston-Salem
- Webmaster-Iyanna Sims, North Carolina A&T State University, Greensboro



I. We met via teleconference at 11:00 a.m., on Wednesday, February 13, 2013. Members present were:

Avis Jones, Vice-Chair  
Wanda Brown, President, NCLA  
Alan Bailey, Co-Director  
Iyanna Sims, Webmaster

## II. Agenda Items:

A. Fulfilling goal of creating or co-branding, outside of the NCLA conference, at least one significant program or workshop featuring minority librarianship; minority-centered library services; or minority focused collections was discussed. The group agreed to search for various minority speakers on the topic of Diversity. Several attended the JCLC conference in Kansas City, and developed contacts in other minority associations. Speakers recommended will be considered for the upcoming 2013 Biennial Conference, October 15-18 in Winston-Salem, NC.

B. Officers agreed to prepare information for a proposed newsletter to promote continuous communication and sharing among REMCo members and to assist with encouraging all minority librarians to join the roundtable.

## III. Miscellaneous:

A. Vice-Chair, Avis Jones will attend the NCLA Executive Board meeting, Friday, February 15, 2013 in Raleigh, NC.

B. We will meet next month, March, in Greensboro, to complete our plans for the proposed luncheon/workshop and presentation of awards. Date and time TBA.

IV. We adjourned the meeting at 11:38 a.m.

Resources and Technical Services  
Section - Cindy Shirkey

RTSS held its Fall Workshop on advocacy this past October. The workshop was attended by about 40 people and was a success. There were two keynote speakers, one closing speaker and a variety of sessions held in the morning and the afternoon. A survey was distributed to attendees and will be looked at to provide ideas for both improving future Fall Workshops and for programming for the upcoming NCLA conference. And finally, the chair would like to thank everyone on the RTSS board for helping make the Workshop a success.

Special Collections Round Table -  
Jason Tomberlin No Report

Technology and Trends Round Table  
- Kathy Shields

TNT added over 30 new members in the second half of 2012.

TNT held a virtual discussion through Blackboard Collaborate on November 19 on technology uses and trends in libraries. We had about 12 people attend this online discussion. The TNT executive committee held a business meeting on December 13 in High Point, NC to discuss plans for the upcoming year. We discussed potential changes to our group's bylaws and will be submitting a proposal to our membership before the next Executive Board meeting. We are looking at adding a student representative to our board as well. We have several webinars planned through March/April 2013 on topics that were requested by members through the survey we conducted last fall. We will also be launching a blog this spring to advertise our webinars and create a forum for our members.

The TNT executive committee will continue to meet virtually and in person throughout the spring. We are planning three conference sessions, including a potential pre-conference for the NCLA 2013 conference and hope to offer one in conjunction with another NCLA group. We will also hold a business meeting at the conference.

Trustees, Friends, and Advocates -  
Carol G. Walters & Theron Bell - No report

Women's Issues in Libraries Round  
Table -Joan Sherif

## Board Members:

- Joan Sherif, Northwestern Regional Library (Chair)
- Carol Laing, North Regional Library (Wake County), (Vice Chair) Jenny Hunt, Peeler Open Elementary School (Past Chair)
- Jenny Barrett Boneno, Reynolda Manor Library (Secretary)
- Ruth Hoyle, Davie County Public Library (retired)
- Laura Weigand, Forsyth County Public Library (Director) Jahala Simuel, Shaw University (Director)
- Mary McAfee, Forsyth County Public Library (Director) Sarah Jeong, Wake Forest University (Web Coordinator)

## Workshop:

The off conference year workshop was held November 2 at the Cameron Village Regional Library in Wake County. The topic was "Insiders' Guide to Your Career Potential: Trust, Leadership, and Happiness in the Workplace". The room was full, and the program was stimulating. The morning session was a presentation by Stephanie Goddard, Work Stress Innovator with Wake County, who discussed trust and leadership.

The afternoon panel was a lively discussion with Wanda Brown (NCLA President), Dale Cousins (NCLA Vice-Chair), and Cal Shepard (State Librarian of North Carolina) who led a conversation about leadership and their own experiences.

Katrina Vernon did a presentation about NCLA membership and had information to hand out.

Next Meeting: The next Executive Board meeting will be January 25 at the Forsyth County Public Library.

Upcoming Events: Discussion will begin about the biennial Marilyn Miller Award for Professional Commitment which will be announced at the NCLA Conference. Planning is underway for sessions at the biennial conference in October including possibly a luncheon and a reception. WILR will begin a blog to involve members and potential members.

Youth Services Section - Debra Shreve (oral report only) for Mary Kleinfeldt

- YSS retreat-57 attending (recruited potential officers)
- Conference planning
- Chapbook future (usage is low)-perhaps Pinterest account
- NCLA web site and Facebook presence
- State library interest in Youth Services advisory council
- Exploring a YA/Adult Services Interest Group

## Committee Reports

Archives - Denelle Eads

Archives Committee Chair, Denelle Eads was unable to attend meeting. Priscilla Lewis, Operations Chair, brought a motion to the floor on

Denelle's behalf. The motion/proposal is below:

Purpose: To process approximately 60 boxes of NCLA records currently stored at the State Library and to have completed processed records archived and sent to State Archives.

The Archives Committee would like to propose a working partnership with one or more library students attending North Carolina Central University School of Library and Information Sciences. The partnership would provide a student or students the opportunity to gain field experience in processing, organizing and working with archival material from the NCLA records which have been kept and preserved from 1904 until the present time. This partnership would be developed, organized and implemented under the guidelines outlined in the North Carolina Central's course, Practicum (LSIS 5620). Training and supervision would be a key component to this partnership, as the Archives Committee would provide the necessary leadership in carrying out the mission of organizing and processing the NCLA Records.

In addition to asking for permission to pursue this partnership with the School of Library and Information Sciences of North Carolina Central University, I am also requesting funds to support a stipend to pay the student(s) for working on this project as well as funding to purchase the necessary supplies to have the project completed.

My budget request is below:

Stipend-\$1,500 for student

Supplies-\$500 (archival boxes and folders)

Result of motion/proposal, February 15, 2013 Executive Board Meeting

The Executive Board included the requested funding for the partnership in the budget, but they decided to hold off on a decision/vote until they were satisfied with answers to a few questions about the partnership. The questions are below:

1. Can the boxes just move to Archives as they are?
2. Will State Archives support our records
3. Is there a grant provided by NC Preservation Consortium for supplies? Also supply budget seems low.
4. How many students are you talking about, and is the professor aware he is supervising these students?
5. Most internships and practicums cannot get paid if they are receiving credit or grade.
6. Why not digitize?

Jason Tomberlin said he would contact Eads to assist with guidance. Any decisions or motions deferred until more information received.

Conference 2013 - Dale Cousins | Motion

Twenty-seven members of the conference planning committee met on site in Winston Salem on November 30, 2012. After a briefing by all subcommittee members, the group had lunch and toured the Benton Convention Center and the meeting rooms of the Marriott and Embassy Suites. Most of the conference activity will occur in the Embassy Suites and the Convention Center will the Marriott being used as needed. There was a second meeting on January 11 (20 attendees) in the Archdale Public

Library of the Randolph County Public Library system. Thanks to host Ross Holt. Subcommittee reports were given by the following groups at both meetings:

Program, Vendors & Exhibits, Sponsorships, Local Arrangements, Marketing & Public Relations (includes Publications), Conference Store (includes section baskets to be raffled), Registration (includes Volunteers), and Poster Sessions. Every subcommittee had met at least once prior to the general meetings and each has charted a path of activity leading up to the October conference. In Winston Salem, President Wanda Brown was on hand to lend support and logistical advice. Harry Frank, from ECU's Joyner Library has joined the committee in the Program Planning subcommittee and Cathy Shields from High Point University has joined the Local Arrangements subcommittee.

At the second meeting, the Public Relations/Marketing/Publications subcommittee presented 3 black and white samples of the proposed logo for the committee's review. The subcommittee had previously narrowed the choices to 3 from a general field of 12. After discussion, the Conference Committee agreed on a logo and charged the subcommittee to add color to it. The intention is to present the logo along with the branding strategy to the Executive Board on January 18 (rescheduled to February 15) and to begin the work of the conference in both online and print fashion in early February. At the second meeting, the Local Arrangements Subcommittee proposed making changes to the concept of the Endowment Dinner in order to encourage more attendance and to make the event seem a bit less formal and imposing. Conversation included

several ideas to make that happen. Work continues. The Exhibits Subcommittee formed an email group for communication about and suggestions for Exhibitors and Vendors. They want to encourage the entire Executive Board to refer vendors and contractors with whom they work to [nclaexhibits@gmail.com](mailto:nclaexhibits@gmail.com). The first mailings for exhibits will go out the first week of February. After much discussion, it was suggested by the Registration Committee that we maintain the rates of registration from 2011. After discussion and an investigation of Border States' rates, it was suggested by the Vendor & Exhibits Committee that rates for exhibitors be maintained at the 2011 levels. Upon looking at the sponsorship levels from 2011, the subcommittee for Sponsorships recommended that rates of Sponsorship for Platinum and Gold sponsors be lowered for 2013. An email group for sponsorships has been established: [nclasponsorship@gmail.com](mailto:nclasponsorship@gmail.com).

Efforts will be made to recruit attendees from ancillary groups and associations of interest, to recruit vendors, exhibitors, and sponsors outside of the standard library world but of interest to conference attendees. Groups will be in touch with the Visitors' Bureau for suggestions of alternate vendors.

The intention was to present the rates as a motion at the January 18 (rescheduled to February 15) meeting. As the meeting was rescheduled motion to approve fees and rates was emailed to the board for an electronic vote. The rates were approved as follows, with 19 affirmative votes; no negative votes. The target date for mailing the first packets of sponsorship and exhibit information is February 4.

MOTION: Pending Rates/costs for 2013 are as follows:

Registration Rates for 2013

Advanced Registration:

Onsite registration:

Exhibits Only - Daily rate of \$30.00

Exhibitor Rates:

Full Conference	One Day
NCLA member \$90.00	NCLA member \$70.00
Non Member \$135.00	Non Member \$110.00
Student \$40.00	Student \$25.00

Full booth: \$500.00 with second

Full Conference	One Day
NCLA member \$105.00	NCLA member \$85.00
Non Member \$155.00	Non Member \$135.00
Student \$25.00	Student \$35.00

adjacent booth at \$400.00

Two end caps booths: \$1100.00

Non Profit booth: \$100

Sponsorship Rates:

Platinum: \$3000; Gold: \$2000;

Silver: \$1000; Bronze: \$ 500;

Contributor: \$250

The Motion to accept the conference rates was passed.

The next meeting of the Conference Planning Committee will be February 22 at the Forsyth County Public Library, beginning at 10:30 a.m. A meeting schedule has been established for the committee to meet at 6 week intervals throughout the summer. Dale wants to remind the Executive Board Chairs, Vice Chairs and Conference Planning Committee that they will be receiving an invitation to the President's Dinner on Tuesday evening, October 15. Please put this on your calendar and be on

the lookout for an invitation closer to the conference. Also, each section should be planning for a gift basket to be raffled at the conference. Proceeds from the raffle baskets (as determined by the ticket distribution) will be divided between the conference revenue and the section that produced the basket. Baskets will be managed by the Conference Store Subcommittee.

Constitution, Codes and Handbook-  
Laura Davidson -- No report

Continuing Education-Iyanna Sims

Continuing Education Committee  
Members:

- Iyanna Sims, Chair, North Carolina A&T State University
- Wright Adams, Greensboro Public Library
- Kelly Brannock, State Library of North Carolina Tiffany Russell, North Carolina A&T State University Anders Selhorst, Guilford Technical Community College

Committee Report:

- The Continuing Education Committee has forwarded the results of the State Library continuing education survey to the executive board. The survey analysis should provide insight on topics for workshops, webinars, and conference programming.
- The committee attempted to meet on December 6, 2012. Unfortunately, the meeting was postponed due to scheduling conflict. However, we will be continuing communication via email to finalize content of web page via email. After completion, the committee will forward the content to the marketing committee for review as suggested at the October board meeting.

Endowment - Phil Barton -- No Report

Intellectual Freedom - David Trudeau

After a period of limited activity, the Intellectual Freedom Committee (IFC) is seeking to revitalize its awareness and education focused efforts. We are currently seeking to build our membership roster and have received interest from individuals from across the state with backgrounds including academic and public librarianship. Initial contacts have been made with these individuals, with no formal meeting plans set at this time. In an effort to encourage our role as advocates for intellectual freedom across our state and beyond, we have recently launched our own Twitter site IFC\_NCLA to help keep us informed of IF related news and activities - and to tweet about news and issues impacting our NC libraries and communities. As an information and education tool, the IFC members have been encouraged to logon to the site to follow other IF newsmakers and to post tweets relevant to our committee's efforts. It is our hope that the site will encourage the committee members to stay abreast of ongoing issues and discussions - and to be active participants in these conversations. The committee members have also been made aware of a blog managed by the ALA Office for Intellectual Freedom (OIF): <http://www.oif.ala.org/oif/>

At the national level, we have recently seen a strong initiative from the ALA's OIF to actively support and enhance IF efforts at the state and local levels. Serving as the state's IFC Chair, I participated in the group's first-ever web meeting in November and its follow-up survey. According to the OIF staff, the survey responses

have been extremely helpful in better understanding the current status of intellectual freedom groups at the state and regional level. The OIF will host quarterly web meetings of the state and regional IFC chairs during 2013, with the first meeting scheduled for February.

Leadership Institute - Michael Crumpton No written report. Bridge day planned for April. Expect to have a big Leadership Institute presence at the conference in Oct.

Legislative and Advocacy Committee-  
Brandy Hamilton | Motion passed

Name Change:

The name change from Public Policy to Legislative and Advocacy has been implemented and the website has been updated. In addition, a brief article about the committee and its name change was submitted to Citations

Budgets

Committee budgets were due in December. The majority of our budget was allotted to National Legislative Day (NLLD). We submitted two budgets to the Finance Committee that included different logistics for NLD. Upon recommendation from President Wanda Brown, we will discuss the two options with the Executive Board at the January meeting to get their thoughts before proceeding.

National Library

Legislative Day Plans:

The committee began planning for NCLA's representation at National Library Legislative Day (May 7-8, 2013). The committee is recommending a change to the trip, making it a two night stay. This will allow the group to attend ALA's training held



earlier in the day on May 7. In previous years we were unable to attend the training because it was cost prohibitive with the large group. At the time there was an interest in having a large delegation. After speaking with ALA via conference call last year, they informed us that a well trained group of speakers was the most important aspect from their perspective. Previously our goal was to have around 29 attendees. This year we would like to reduce that number to 20. Instead of focusing on the political district of the attendees, we would strive to have good, well trained speakers and equal representation from school, public and academic libraries. In addition, a call will be put out encouraging NCLA members to participate on their own if they wish.

#### Library Snap Shot Day:

The committee would like to assist with getting Library Snap Shot Day planned. What is Library Snapshot Day? According to ALA: "Library Snapshot Day provides a way for libraries of all types across a state, region, system or community to show what happens in a single day in their libraries. How many books are checked out? How many people receive help finding a job? Doing their taxes? Doing their homework? This initiative provides an easy means to collect statistics, photos and stories that will enable library advocates to prove the value of their libraries to decision-makers and increase public awareness."

We would like the board to think about what month would be good to host this event. The committee then can reach out to other organizations (and would love to have NCLive and the State Library if possible) and would like participation from all types of libraries. See

the following for more information: <http://www.ala.org/advocacy/advleg/statelocalefforts/snapshotday>  
Recognition: The committee is charged with recognizing local and state officials or groups. We will ask the board at each meeting if there are any recommendations. Respectfully Submitted, Brandy

Hamilton, Legislative and Advocacy Committee Chair

Follows the content of the motion that passed after discussion:  
The Legislative and Advocacy Committee MOVED that: That the committee charges be altered in the following ways: (Taken from the standing rules of the Executive Board)

Membership: Chairperson, plus five or more members, and the President of the Association, ex officio

#### Charges:

1. To keep the Association informed of all pending state and federal legislation affecting Libraries. Keep
2. To keep in touch with state and federal legislators, acquainting them with needs of libraries, and justifying budget requests. Keep
3. To cooperate with other groups in promoting legislation which benefits libraries and librarianship. Keep
4. To promote good relations between government at all levels and libraries of all types, and to explore ways and means of improving these relationships
5. To plan and promote State Legislative Days. (Change)  
To assist with the planning and promotion of State Legislative Days with other state organizations

6. To plan National Legislative Day on behalf of North Carolina Libraries and NCLA. (Add)
7. To recommend to the President up to 25 congressional and state officials for "special" membership in NCLA (Change) To recommend persons or organizations for special recognition by NCLA.

Marketing - Jennifer Hanft

At our last meeting, the Marketing Committee discussed the following initiatives:

- New NCLA listserve marketing-
- We talked about the new NCLA listserve and the factors still needing to be addressed prior to launch. Jennifer solicited feedback for some marketing pieces to promote the listserve (web graphic and email text) and is working on final drafts of each. We discussed who NCLA members should contact for questions about the listserve;
- Laura Wiegand volunteered to create a web form that would automatically be submitted to several people. The response would then come from the appropriate person, depending on the nature of the question (technical problems, membership-related, etc.). This process would be evaluated when assessment of the listserve takes place (six months after launch ?).
- Marketing to NC library schools
- Following a discussion at the Leadership Institute about NCLA interaction with NC library schools, the issue was raised at a meeting of NC library school deans, who were most enthusiastic about NCLA. They welcome our presence on campus and encourage us to interact with their students. The committee brainstormed about ways we could be more involved with library

school students and promote not just NCLA membership, but involvement in the association. One option is to start a competitive NCLA intern program, where a library school student would attend Executive Board meetings, work on projects as assigned, and be mentored by a Director-at-Large. The interns could also be recognized at the Executive Board dinner at the NCLA conference. A Section/Round Table intern program was also an idea the committee discussed.

- NCLA marketing plan & new logo/brand-This semester, Jennifer is partnering with two classes at Meredith College to advance NCLA marketing efforts. A marketing class in the business school will be assigning groups of students to create marketing plans for NCLA as part of a semester project, and a graphic design studio class in the art department will be working on a new NCLA logo. Both projects are still in their infancy and will draw heavily on direction and feedback from the committee.

Membership - Jennifer Meyer & Lisa Shores

1. The Membership Committee has decided at this time to not move forward with the AchieveLinks benefits until a firm understanding of the marketing committee's goals is established.
2. Budget was submitted for the next biennium
3. Moving forward with a web conferencing tool. WebEx seemed to be most successful. Before creating subscription a search for free alternatives will be redone
4. Begin organizing for conference
5. Present for new student orientation at NCCU on Jan 11

Nominating - Sherwin Rice --No report

Operations - Priscilla Lewis

- Assisted with planning the section and roundtable off-conference workshops and events. Setup online registration, collected funds, made deposits, provided reports.
- Attended the Leadership Institute planning meeting and actual Institute in Asheville, NC.
- Assisted with organizing the attendee onsite registrations and lodging check-in table. Provided documents, reports, etc. that were needed. Worked with venue to make sure lodging needs and meals were accommodated. Ran errands, assisted committee members, facilitators, and mentors.
- Processed incoming membership and registrations payments for old and new members.
- Attended 2 conference 2013 planning meetings in Greensboro and Winston-Salem.
- Made routine bank deposits, work with treasurer to reconcile monthly expenses.
- Provided section and roundtable reports as requested for mailers, membership information, etc.

Pay Equity - VACANT

Scholarships - Christy Earp

Amy Funderburk of the Wake County Public Library has joined the Scholarship Committee, bringing us up to the suggested number of 6 members.

Current committee membership includes:

- Amy Funderburk, 2013-2019, Wake County Public Library
- Carolyn McCallum 2009-2015, Wake Forest University

- Rachel Holderied 2009-2015, GTCC
- Luba Sawczyn 2009-2015, Chapel Hill Public Library
- Libby Stone 2009-2015, Gaston College
- Christy Earp 2006-2013, Wilkes Community College

The scholarship and professional development pages on the NCLA web site have been edited to remove references to the McLendon Loan, which is now the McLendon Scholarship. Laura Wiegand created online forms for scholarship applications and recommendation letters. Applicants can choose whether to submit their applications online or by mail. Scholarship applications are due no later than May 30, 2013. Please encourage anyone you know who is attending or has been accepted to attend a Masters in library studies program this year to apply.

Scholarships are as follows:

- The North Carolina Library Association Memorial Scholarship is a \$1000 scholarship. Opportunities for this award will vary depending on how much funding is available from NCLA.
- The McLendon Scholarship is a \$400 scholarship awarded for original or continued study in library science.
- The Query - Long Scholarship for work with children or young adults is a \$1,000 scholarship.
- The Appalachian Scholarship is a \$1000 scholarship awarded to a library science student who plans to be a school library media specialist in NC. The recipient must be accepted or currently enrolled in a graduate library science school of education media program approved for certification by the NC State Board of Education.

Website -

Laura Wiegand (oral report only)

- Adding committees to the volunteer form
- Have done updates and clean up in the handbook
- Conference web site will be up soon

## Other Reports

ALA Council - Rodney Lippard (Oral report only)

- Leadership Institute
- Joint trustee membership
- Kim will indicate interest and have Carol Walters work on details
- Dues increases-ongoing
- Discussion about getting members to renew

SELA Representative -

Carol Walker Jordan - No report

North Carolina Libraries -  
Ralph Scott

- Volume 70 #2 Fall/Winter 2012 was recently published. Check it out on the web.
- Budget for 2013 submitted to include print publication of 2011 and 2012 issues in a single volume. We can do either color or black/white depending on cost, but as you recall color was very impressive. Please give this request serious consideration. Print issues are nice to pass out to new members at the annual conference in 2013.
- Have a number of articles submitted but always interested in submissions from your colleagues on any topic of interest to North Carolina librarians [www.ncl.ecu.edu](http://www.ncl.ecu.edu)
- We will have some openings on the NCL Board in the Spring so if sections and roundtables want to nominate candidates that would be appreciated.

State Librarian - Cal Shepard

State Government Transition

New DCR Secretary!

Susan Kluttz -

former Mayor of Salisbury

LSTA

18 Letters of Intent (LOI) Received for Project Grants. Libraries will be notified on December 11, 2012

REMINDER!! February 28, 2013  
All LSTA Grant Applications Due

Personnel - New Staff:

Joyce Chapman - Consultant for Communication and Data Analysis

David Green - Data Specialist, NC Cardinal

Promotions:

Laura O'Donoghue - Assistant State Librarian  
Michelle Underhill - Director of Digital Info. Mgt. Open Positions

Other:

LD Public Library Management Consultant

Director - Chapel Hill Public Library (search re-opened)

Government Heritage Library

NCpedia

November 26 - 2 million pageviews! (1.7 million in 2011)

Completed loading all entries from the UNC Press Encyclopedia of North Carolina  
Now loading entries from the UNC Press Dictionary of North Carolina Biography <http://ncpedia.org/>

Fun NCpedia Fact

1919 - Miniature golf (in US) was born  
First (private) course was in Pinehurst, NC <http://www.ncpedia.org/origin-miniature-golf-and-thistle>

FREE Genealogy Workshops (in Raleigh)

January 26: Researching Your Revolutionary War Ancestors

April 27: Researching Your Civil War Ancestors

July 27: Researching Probate Records

October 26: Family History Fair (2nd annual)

Special topic guide on the Emancipation Proclamation was created in honor of the 150th anniversary of its signing. It is easily accessed in the Explore NC digital collection as <http://statelibrary.ncdcr.gov/ghl/themes/emancipation.html>

Library Development

Summer Reading Workshops

Sylva (April 2), Durham (March 8), Lincolnton (March 14), and Henderson (March 26), and

Every Child Ready to Read  
2nd edition

NCKids Listserv <http://lists.ncmail.net/mailman/listinfo/nckids>  
DCR Educational Resources - coming in April!

NC Cardinal

New Libraries Scheduled to join NC Cardinal: Caswell County - Jan, 2013  
Wayne County - Feb, 2013

Caldwell County - April, 2013

McDowell County - May, 2013

Version 2.3 software release - December 2012

Updated OPAC design

New Children's OPAC

Improved Acquisitions Module with EDI Invoicing capability

Patron Credit Card processing

Text messaging (SMS) notifications

Continuing Education Advisory Committee (CEAC) CE Survey in October - 736 responses High interest topics:	Digital resources in collection development & technical services NC LIVE	CEinfo listserv 113 members Open to anyone in the library community Subscribe: <a href="http://lists.ncmail.net/mailman/listinfo/ceinfo">http://lists.ncmail.net/mailman/listinfo/ceinfo</a>
Community needs analysis (including - collecting, analyzing & using data)	Upcoming Workshops NC LIVE Basics Full Day Workshop multiple locations and also on-demand Getting Started with LibGuides 5 additional sessions in spring Fully Engaged Customer Service by Cheryl Gould 3 locations this spring Train Station <a href="http://statelibrary.ncdcr.libguides.com/trainstation">http://statelibrary.ncdcr.libguides.com/trainstation</a>	Cal Shepard <a href="mailto:Cal.shepard@ncdcr.gov">Cal.shepard@ncdcr.gov</a> , 919-807-7410
Customer service Tech tips & tricks in instruction Social media tools & techniques Emerging information sources, formats & devices		Membership Chart - Kim Parrott

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