

# Visions

A Semiannual Newsletter

Summer 2005

## A Message from the NCLPA Chair



I want to take a moment to examine the notion of professionalism and respect in North Carolina libraries. We hear the term "professional" used often, but what are we really saying? Are we speaking of a title or a responsibility? In early 2004, the North Carolina Library Association approved a resolution for a Mutual Respect Task Force to study the state of respect in the North Carolina library work environment. The task force

compiled data from its survey focusing on development opportunities, distribution of resources, and workers' perception of the work environment. The results, I believe, clearly give us all our marching orders.

Many library workers—MLS librarians and support staff alike—are not given the opportunity to participate in development activities due to lack of resources; many are not even aware of their library's policy on participation in workshops, seminars, and other work-related, extra-curricular activities. I see this as a problem whose solution rests on all who work in North Carolina libraries. As a staff member, if you wish to participate in a workshop, show your desire and make the case. As a library manager, communicate to your entire staff and show support in whatever way you can. As a colleague, share information on opportunities relevant to a coworker's interests or areas of expertise.

I challenge everyone who works in North Carolina libraries to abandon divisive titles and attitudes that limit potential. We all bear the responsibility for making our library community stronger through communication, professionalism and mutual respect.

## Membership as a Staff Development Initiative

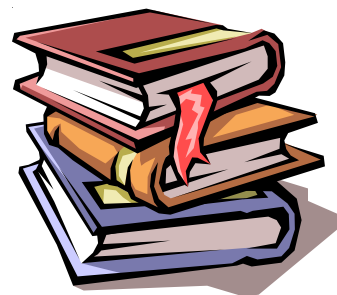
Support staff have significant opportunities for professional development through membership in library associations. Membership has traditionally been a way to make essential connections that benefit one's work and personal life. However, many support staff do not consider association membership as a regular part of their career development. With encouragement from progressive directors and department heads, support staff can begin to see association membership as a vital, natural component of their professional journey.

Membership is an often overlooked staff development area. Studies have consistently shown that feelings of 'connection' motivate staff to perform better at work, have lower absentee rates and stronger personal identification with the success of projects. Look for ways to encourage your support staff to make connections with others in their field by joining a library association. Demonstrate that you believe in your staff by identifying ways they can personally contribute to a library association as a member.

**NCLPA is sponsoring six programs to be presented at the NCLA 56<sup>th</sup> Biennial Conference, September 20–23, at the Benton Civic & Convention Center in Winston–Salem.**

**The schedule of NCLPA conference activities is inserted in this newsletter for your planning convenience. At least one program each day will be offered Wednesday through**

***Join the  
North Carolina Library Paraprofessional Association,  
and you can be a part of the action!!***





### 2005 Conference Scholarship Winner



Lillian D. Daughtridge, Branch Manager of Marion Davis Memorial Library at Old Fort, McDowell County Public Library system, is the winner of the 2<sup>nd</sup> NCLPA Conference Scholarship. The award pays for one night's lodging in the conference hotel, conference registration, and the NCLPA meeting luncheon at the 56th NCLA Biennial Conference to be held in Winston-Salem September 20-23, 2005.

"Dee," as she is known to family, friends, and co-workers, states that she is on her third career, "which tells you I love to work and I love the work I do." She was a school librarian for 22 years and taught Photography and Darkroom at the high school and community college levels. After retiring from the school system, she worked as a darkroom technician and photographer at a local newspaper in Rocky Mount. She moved to Old Fort to care for her ailing mother, who passed away in 1995.

Dee purchased the family home that her father built on Curtis Creek just outside of Old Fort. She was hired by the McDowell County Public Library in 1996 and was made Branch Manager at Old Fort shortly after. She has three adult children and two grandchildren. Her attitude toward life says it all: "Life is good!"

### ALA Adopts Policy on Inclusiveness and Mutual Respect

The ALA Policy on Inclusiveness and Mutual Respect was adopted by the ALA Council at the American Library Association (ALA) Annual Conference held in Chicago June 23-28.

**The American Library Association values, respects, and welcomes the contributions and participation of all library workers. ALA actively promotes inclusiveness within the Association and communicates images and information about all types of library careers. ALA provides services and developmental opportunities for all library workers.**

**The American Library Association affirms the importance of inclusiveness and mutual respect as essential for employee productivity, morale, and learning. Libraries that have developed respectful organizational cultures with inclusive language and developmental opportunities for all library workers should be recognized as models for others.**

This policy will now be incorporated into Section 54 of the *ALA Policy Manual*. It is hoped that these documents will be circulated widely throughout ALA and will serve as models for all libraries and their parent institutions.

**The North Carolina Library Paraprofessional Association** is a roundtable of the North Carolina Library Association. For information on how to join, visit:

<http://www.nclaonline.org>

or

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

*(Membership As Staff Development, continued from p. 1)*

Your state organization may have a special interest group for support staff. Local paraprofessional and support staff groups are often organized "by staff for staff" and can be an excellent venue for involvement. The American Library Association (ALA) recently lowered membership dues for support staff to \$35.00/year, making membership in the national organization very accessible. ALA offers distance education and skills building workshops, support staff conferences, and opportunities for committee work. Information about support staff participation can be found at [www.ala.org/ssirt](http://www.ala.org/ssirt) along with information about specialty divisions and round tables at [www.ala.org/membership](http://www.ala.org/membership).

Membership can also be used as a staff appreciation technique. Consider gifting a yearly membership in ALA or your state association for an employment anniversary. Offer membership as a prize during National Library Workers Day or a staff appreciation day. You can encourage your board or friends group to provide membership as a non-salary benefit for key employees. Any efforts to encourage support staff in their career development will return dividends to your library through a well motivated, better informed, and more connected staff.

**John Chrastka**  
Manager for Membership Development  
American Library Association  
[jchrsatka@ala.org](mailto:jchrsatka@ala.org)

*(Sent to members of Libsup-I support staff listserv, May 4, 2005)*

### New NCLPA Executive Board

New officers were elected by the NCLPA membership for the 2005-2007 biennium. They will be sworn in during the business luncheon at the NCLA Biennial Conference in Winston-Salem.

**Jackie Cornette**, current Vice-chair/Chair-elect, will move up as Chair. Jackie is manager of the Western Watauga Branch of the Watauga County Library, Sugar Grove, NC.

**Annis Barbee**, current Chair, will serve as Vice-Chair/Chair-elect. She is Scholarly Communication Assistant & Event Planning Coordinator for the North Carolina State University (NCSU) Libraries in Raleigh.

*(Continued on next column)*



**Anthony Myles** will assume his duties as Secretary. He is a Library Assistant at the North Carolina School of Science and Math in Durham.

**Stacey Austin**, a Library Assistant in the Cataloging Department at NCSU Libraries in Raleigh, will be the new Treasurer.

**Carolyn Hatcher, LRC Acquisitions Technician, Cape Fear Community College Learning Resources Center, Wilmington**, will serve as the new Region 1 Director. (Region covers counties in the southeastern quadrant)

**Angela Suggs Davis** will take up the duties of Region 2 Director. She is Reference Librarian at Pitt Community College in Greenville. (Region comprises northeastern section.)

**Barbara Torpy**, returning as Region 3 Director, is Circulation Supervisor at the Davie County Public Library in Mocksville. (Region serves the Piedmont Triad and other counties in the center of the state.)

**Wendy Barber**, continuing as Region 4 Director, is Assistant Circulation Manager, Appalachian Regional Library/Wilkes County Public Library at North Wilkesboro. (Region includes counties in the western area of the state.)

The NCLA Executive Board gives special thanks to Shirley Hamlett, Nominating Committee, for providing

### Did You Know?

You can exchange ideas and concerns with library support staff from all over the nation on the support staff email discussion list. For more information, visit the list website:

<http://mailman.u.washington.edu/mailman/listinfo/libsup-I>