

## Board Elections Set for May

By Leah Black

MLA Past President

This issue of *Michigan Libraries* introduces you to the 2008-2009 slate of candidates for the Michigan Library Association Board of Directors. In May, you will be asked to vote for Board candidates to usher in a new chapter in MLA's history.

Following the member vote to transition from a constituent form of governance to a strategic board governance model, this incoming Board will begin to serve and lead MLA in that capacity. Strategic governance will enable MLA to remain focused, yet flexible to meet changing needs or changing membership. It is based on an understanding of purpose and mission. It features established planning systems that achieve stability while allowing for flexibility. It exists to identify and achieve the organizational

### Inside

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mission, goals and strategic outcomes. It is driven by strategic plans that clearly define expected end results.

The Nominating Committee was charged to consider all nominees in light of identified strategic skill sets: finance, legal, organizational development, change management, leadership experience, development/fundraising, human resources and attention to detail. Additional crucial diversity factors included geographic location, gender, race/ethnicity, and library type and size. The pool of potential candidates was rich and deep; the Committee's task a true challenge.

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### HIGHLIGHTS:

- Transitional Leadership Forum's work is under way.
- Leadership Academy graduates.
- Rep. Vagnozzi honored.

### MLA EVENTS:

- Upcoming MLA spring workshops, Page 32

## MLA's Return on Time, Money Investment



Josie Parker  
President,  
Michigan Library  
Association

Earlier this year as I was beginning to speak with members about the need to restructure and then later when a restructuring plan was presented, I made a comment that has stayed with me through the year. It has become my touchstone. "It is not what I give to MLA this year that will matter. It is what I will become." This year as president of MLA tested me in innumerable ways. I used every ounce of patience, energy and enthusiasm that I could muster to present a vision for a stronger, more effective association with a level head. I learned to listen to loyal opposition. When in those situations, I schooled myself to listen well enough to take away at least one thing that I knew was constructive. I deliberately set out to learn as much as I could about libraries that are not public libraries. I deliberately approached politicians without

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# Members to Elect 8 to Board; 7 Remain from 2007-2008

## Election, from Page 1

The Nominating Committee presents to you two nominees for president-elect, six nominees to serve a two-year term (you will be asked to vote for three), six nominees for a three-year term (you will be asked to vote for four). The Board will select a treasurer, secretary and ALA councilor from the elected slate. Please consider the entirety of their experience and skills to lead MLA into the future as a strategic governance board.

Because the board was frozen for one year, a significant portion of the board will turn over this year. Individuals remaining on the board, and their positions for 2008-2009, are:

- Kathy Irwin, senior associate librarian, University of Michigan-Dearborn Library, MLA president.
- Josie Parker, director, Ann Arbor District Library, MLA past president.

## How to Vote

- The MLA membership will be voting online during the last two weeks of May.
- MLA members who do not have an e-mail address will receive a paper ballot.
- Zandra Blake, teen services librarian, Capital Area District Library, member-at-large.
- Kevin King, loan/outreach services head, Kalamazoo Public Library, member-at-large.
- Ed Repick, trustee, Howell Carnegie District Library, member-at-large.
- Nancy Robertson, state librarian, ex-officio.
- Gretchen Couraud, MLA executive director, ex-officio.

The MLA membership will be voting online during the last two weeks of May. The bylaws vote authorized

online voting. State law recently adopted allows for online voting without the requirement of a proxy ballot. More information will be available shortly on MLA's Web site. MLA members who do not have an e-mail address will receive a paper ballot.

Once again, the Nominating Committee thanks each person who presented themselves for consideration for these open positions. A membership organization such as ours is dependent upon individual members to realize its goals, and MLA is especially fortunate to have a membership rich in both talent and a spirit of dedicated service. All members are encouraged to continue to be open to additional opportunities to become involved in committees and work groups as we begin the task of implementing our new organizational structure.

## Strategic Board Governance

As defined in the Restructuring Work Group report, a strategic board has four main functions:

**Scanning:** The board examines and evaluates the environment in which the profession or industry the association represents operates; to identify issues the organization should address to remain responsive and relevant to its members.

**Planning – strategic and operational:** Strategic plans should define: organizational mission, goals and objectives; strategies for addressing goals and objectives; strategic outcomes to be produced along with timing implications; a system for determining strategic plan priorities (relative importance, most time critical, most deserving of resource allocation [member time, staff time, direct dollars]); a system for monitoring progress and making adjustments. Operational planning should, within established strategic priorities, define: selection of programs, services and initiatives that will occur in the coming fiscal year, what must wait and what level of resources will be allocated.

**Oversight:** Strategic oversight includes periodic re-scanning to identify changes in the professional or industry environment and regularly scheduled board assessment of progress toward achieving strategic plan goals, strategies and desired outcomes. Operational oversight includes regularly scheduled board monitoring for program/initiative and financial outcomes and operational safeguards.

**Adjustment:** Should take advantage of successes/new opportunities and adjusting what is not working or not working as well as anticipated. Types of adjustments might be: adjusting strategies; adjusting operational programs or activities; discontinuing or sun-setting non-performing programs or activities; adjusting expected outcomes; reprioritizing and reallocating resources; revising operational safeguards.

# Championing the Future of MLA

**Parker**, from Page 1

regard to their party affiliations. I lived in the moment and kept the vision for a stronger and more strategic MLA as a priority. I embraced those who shared the vision and I consider those persons champions of our future.

**Official Organ of the  
Michigan Library Association,  
chapter of the  
American Library Association**

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Questions regarding submission deadlines and format can be sent to:

[peckg@michigan.gov](mailto:peckg@michigan.gov).

What did I become?

I became convinced that libraries as institutions are resilient and open to adaptation and flexibility because their reason for being is clear. Library support groups such as friends, volunteer corps, boards, city administrations and academic administrations do know the value of relevant and sustainable libraries.

I became convinced that the profession of librarianship is undergoing a sea change. We have a lot of work to do to help each other come out on the other side feeling proud of what we are and capable of what we need to become.

I became convinced that the “new” professional in the library does not play a support role, but is integral to a library’s success in its community.

I became convinced that those who serve libraries as volunteers are an untapped resource for MLA, and are the voice that we need in Lansing when we advocate for funding and for legislation that promotes the mission of library service statewide.

I became convinced that those who serve as elected or appointed officials whether it be a public library board, special library advisory council or academic regents are there because they care about their library and its constituency. They need different services and products from MLA than those who are library service professionals.

**I became convinced that those who serve libraries as volunteers are an untapped resource for MLA, and are the voice that we need in Lansing when we advocate for funding and for legislation that promotes the mission of library service statewide.**

Becoming more informed about the community that values and serves libraries now helps me to identify the gaps. This is important and vital knowledge that I can carry away from my year as president of MLA.

Now I can become a better volunteer in a completely different way, and I look forward to the opportunity. I hope that the important changes this year have brought vital and important knowledge to you in a way that energizes and propels you forward into this new MLA.

# MLA to Call for Members to Volunteer

As MLA transitions from divisions and roundtables to standing committees, with work groups and communities of practice, we are introducing an open call for volunteers. This is an exciting time for MLA to invite all members to serve, lead and participate in building a new MLA.

The call for volunteers replaces the traditional voting for slates for Divisions and Roundtables. The process is intended to be nimble and responsive to member needs, within a strategic governance model that acknowledges the resources available at MLA.



*Gretchen Couraud*  
Executive Director,  
Michigan Library  
Association

## Why volunteer: Benefits to you and your institution

The call for volunteers is open to any member to become involved in the planning and design of professional development opportunities, networking and awards, membership, legislation and communications at MLA. By volunteering you will serve your profession, grow your leadership skills, network with your peers, build your resume and have fun!

Your institution benefits by building a stronger MLA that can advocate for libraries and the profession. Library staff will become better trained and have a positive experience learning

and growing with their peers throughout the state, which results in happy patrons.

## What is the time line and process this year?

The call for volunteers will be mailed to all MLA members in May along with your membership renewal. June 30 is the deadline to return your form to the MLA offices if you'd like to volunteer for the 2008-2009 year. Members will be notified by July 25 of their appointment to committees or work groups. This year, Leadership Day will be held on Friday, Aug. 22, where committees and work groups will kick off planning.

Everyone interested in volunteering should sign up, even if the term on your original appointment to a committee did not expire until 2009. For example, if you serve on the MLA Awards committee and want to continue, look for MLA Awards under the Annual Conference Work Group and sign up! Every effort will be made to respect past involvement and the priorities you identify. But MLA also will work hard to make sure that everyone has an opportunity to be involved, and that new volunteers have a home and the opportunity to grow their skills.

The volunteer makeup at MLA will be representative of the MLA membership. Consideration will be given to diversity in terms of ethnicity, gender, geography, and type

and size of library. All library staff are welcome to join and participate.

## What is the appointment process?

Kathy Irwin, as president-elect, has appointed the following individuals to chair the standing MLA committees:

- Professional Development and Networking Committee: Julia Nims, Eastern Michigan University
- Membership Committee: Steve Sowards, Michigan State University
- Communications and Marketing Committee: Tim Grimes, Ann Arbor District Library
- Legislative Committee: Christine Berro, Portage District Library

Chairs of the standing committees will appoint committee members from those who have applied. The chair of the Professional Development and Networking Committee will look for leadership skills in those who have applied to serve as chairs for work groups this year. Efforts will be made to work with well-established groups within MLA to continue successful efforts and identify leaders. This process is intended to recognize leadership skills but also give you a safe place to develop those skills and bring your natural talents and passions to your profession.

## How long are terms of appointment?

This year, in transition, appointments will be for one year with the option of being reappointed in coming years. The appointment process and terms

# Vagnozzi Honored for Supporting Libraries

Rep. Aldo Vagnozzi, Farmington, received the Michigan Library Association's William P. Faust Legislator of the Year Award in 2007. He was honored at the Farmington Community Library on Feb. 22.

Rep. Vagnozzi was honored for his tenacious defense of library funding over many years through service on the History, Arts and Libraries Appropriations Subcommittee. His support culminated in strong opposition to a proposed 50 percent cut in state aid to public libraries in 2007. Although libraries received a 17 percent cut, without Rep. Vagnozzi's relentless and dogged support of libraries, funding would not have been spared.

This award was created in 1996 to honor a national, state or local elected official who has made a significant contribution to libraries. The award is named in memory of state Sen. Faust, who was a long-time champion of libraries.



"We couldn't have a stronger, more energetic and dedicated supporter than Aldo. So at this time when he is being honored for services at a state level, we would like to express to Aldo our deep and sincere appreciation, for his lasting contributions, throughout the years to our library—and to our entire community."

Tina Theeke  
Farmington Community Library

## Work Groups Will Tackle New and Familiar Programs

**Volunteers**, from Page 4

will be revisited in the coming year's cycle.

### **Standing committee and work group charges: What are our options?**

The call for volunteers will describe the charges for committees and the work groups being offered this year. You will recognize many familiar titles and topics in the work group offering as efforts are being made to respect what MLA members value. Fantastic Fiction, Academic Libraries Day, Spring Institute, Tech Escape, Annual Conference and more will be

offered. But we also will introduce new pilot work groups to develop pilot programs identified by the membership as priorities, such as fundraising. This is to encourage entrepreneurial ideas and meaningful participation. In coming years, work groups may be offered to address other needs identified by members that are not only in the area of professional development.

More information will be available on the MLA Web site to answer your questions when the call for volunteers is mailed. If you have specific questions, pick up the phone and call an MLA Board member or committee

chair with your questions or suggestions.

### **When do we learn more about communities of practice?**

The Transitional Leadership Forum is currently meeting and discussing the purpose and parameters around communities of practice. When and how they will form? For what purpose or outcome? How will they be supported? And more. Stay tuned for more information. We anticipate rolling out a plan at annual conference, which will be Oct. 22-24 in Kalamazoo.

# Restructuring Update: Transitional Leadership Forum

By **Debbie Morrow, Senior Librarian,  
Library Administrative Services**  
Grand Valley State University

MLA restructuring activity is now well and truly under way. In March, I and my chair-elect, representing the Academic & Research Libraries Division, joined the elected leadership of most of MLA's former division and roundtable boards and other committees and units at a first meeting of the MLA Transitional Leadership Forum. I'd like to share a few notes and thoughts with you. We are now officially in transition: The old, familiar MLA structure is phasing out, but a new one is yet to be fully built. The next part of that imagining and building process is the work assigned to the Transitional Leadership Forum. A time line is presently proposed from now until annual conference in October for achieving a transition to whatever it will be that will gather us together, use our energies and talents, and serve our needs to learn and network. A series of four more TLF meeting dates are projected during the spring and summer months, mapping out a progression of tasks. If all goes well, a proposal will be rolled out for the MLA membership at the annual business meeting during annual conference.

As handed to us by the MLA Executive Board, the charge to the Transitional Leadership Forum is to:

*Study and recommend to the Board of Directors a plan to continually assess member needs, interests and preferences, providing opportunities for meaningful participation within a strategic governance system that enables MLA to achieve its vision, effectively serve its members and sustain quality in future years.*

As I understand that charge after our first meeting, our mission is to devise a framework and processes for fulfilling the learning and networking needs MLA members have, up to now, experienced as the work of divisions, roundtables and certain committees.

As the TLF begins its work, and as some of you continue to participate in sponsoring programs this spring and summer, and attending those programs, here are some things we can expect:

## **Division and roundtable boards**

Through June our assorted boards still exist. A number of them are hard at work planning and putting on programs, on their own or in collaboration with other units. But because we're in a time of transition, some past practices will change or go away; e.g. we aren't gathering and submitting slates for next year's officers: There will no longer be unit boards, or any other elected bodies constituted under their own bylaws except for the MLA Board of Directors.

## **Board of Directors**

You may recall that nominees were

solicited in January for upcoming vacancies on the Board of Directors. In May we'll be voting (online!) for new members of the Board of Directors. Approximately half of the seats will turn over, since the 2006 Board was frozen during the restructuring, by vote of the membership, to provide continuity.

## **2009 workshops and programs**

For the next MLA workshop cycle, the TLF will have the responsibility for selecting which 12 to 15 programs will be offered in 2009. That's not to say that we'll be selecting the topics or presenters, far from it. Rather, we'll be considering which established programs collectively reach the widest audience and provide the most value to the profession in the state. We're scheduled to make up this list at the TLF meeting April 22. If you want to lobby for the value of a particular program to you (e.g. Spring Institute, Academic Libraries Day, Tech Escape, etc.), forward your words of support to the sponsoring unit chair and/or Gretchen Couraud ([couraudg@mlcnet.org](mailto:couraudg@mlcnet.org)) and Denise Cook ([cookd@mlcnet.org](mailto:cookd@mlcnet.org)).

## **How you can participate this year**

With the annual membership renewal mailing in May, you'll also receive a call for volunteers: This will be your opportunity to raise your hand and be an active participant in the work of MLA! For each program that is planned for the next year (e.g. Spring Institute, Academic Libraries Day, Tech Escape, etc.) a work group will

# TLF Examines Role of Communities of Practice, Work Groups, Committees in Restructured MLA

TLF, from Page 6

be recruited. The hope is that the planning for each of those programs will be undertaken by groups of interested and involved people who come together as volunteers making a commitment in response to a call, rather than as a few elected representatives of a constituency. The call also will be seeking volunteers for various committees, additional opportunities to be active in MLA. Volunteers selected for work groups and committees will be the people who meet for Leadership Day in August, to begin the actual program planning for the next year.

Along with asking the TLF to set the 2009 program roster, this specific process of calling for volunteers is transitional for this year. It may never happen quite this way again, as the organization is rebuilt; but for the coming year it will allow workshop programming to continue while the TLF is doing the detail work over the

summer on this part of the organizational structure.

Looking ahead, work groups and communities of practice are expected to be the major avenues for continuing education and networking functions among the membership,

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**Looking ahead, work groups and communities of practice are expected to be the major avenues for continuing education and networking functions among the membership, and the TLF will be working on proposing just how that could work.**

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and the TLF will be working on proposing just how that could work.

These two collections of members/volunteers will function in some fashion, yet to be determined, under the auspices of the Professional Development & Networking Committee, one of the four new standing committees of the Board of Directors. They also will work closely with Denise

Cook, MLA's director of professional development and meeting planning.

## Old wine, new bottles?

A major part of TLF's focus will be defining "communities of practice." If we're going to do the best possible job of finding ways for our professional organization to be the most for, and make the most of, a fabulous blend of deep and seasoned expertise along

with exuberant new talent, what will the "new bottles" look like: What are communities of practice and how will they happen? What do they do? How are they different from work groups (or are they)? In what ways will they fulfill their purpose, and in what ways can that be measured over time, to allow for change (disbanding ones that are no longer needed, adding new ones)? Officers or others representing their boards on the TLF will be anxious to seek feedback throughout their units' memberships to bring back to TLF meetings: feel free to contact them early and often with your ideas, and to respond honestly to their queries for your input.

At the risk of shifting metaphors one more time, let me summarize: during the last few years MLA has acknowledged that the old family home is no longer a sturdy structure; they've invited a good salvage company in to rescue the best remnants and take away the rest; and step by step they've been asking family and friends to help with framing, roughing in and interior decoration in the new place—our new place. Our new home in MLA will be what we make of it; I hope each and every MLA member will help in rebuilding and furnishing a home that we'll always want to come back to, and invite new members to, as well!

# Congratulations, Leadership Academy Graduates

## Class of 2007-2008

- Evette Atkin, network librarian, Michigan Library Consortium
- Elizabeth Bogdanski, marketing manager, ProQuest
- Steven K. Bowers, director, Detroit Area Library Network
- Mark C. Bronson, library director, Cheyboygan Area Public Library
- Trisha A. Burns, director, Public Libraries of Saginaw
- Anne Cottongim, reference/research support coordinator, Wayne State University
- Anne Donohue, MeL Delivery coordinator, Michigan Library Consortium
- Julie E. Farkas, library director, Novi Public Library
- Steven M. George, branch manager, Jackson District Library
- Tim Gleisner, head of public services, Grand Rapids Public Library
- Elizabeth Goldman, adult services librarian, Chelsea District Library
- Xan Goodman, network services coordinator, Michigan Library Consortium
- Sandra M. Howe, student, Bronson Methodist Hospital
- Beth Johns, electronic resources/reference librarian, Saginaw Valley State University
- Valeria Long, head librarian, professional programs, Grand Valley State University
- Cheryl Lucas, administrative assistant, Tamarack District Library
- Sean Lyons, librarian, Capital Area District Library
- Bambi Mansfield, Crawford County Library
- Uzoma Onyemaechi, manager, Detroit Public Library
- William Ott, information systems manager, Detroit Public Library
- Claire Poynter, head of children's services, Orion Township Public Library
- Lisa Robinson, catalog librarian, Michigan State University
- Amy Rosen, reference librarian, White Lake Township Library
- Kris W. Rzepczynski, Michigan/genealogy coordinator, Library of Michigan
- Trent Smiley, marketing director, Capital Area District Library
- Carol J. Smith, youth librarian, Cromaine District Library
- Jill Spreitzer, associate librarian, University of Detroit Mercy
- Beth Taylor, head of technical services, University of Michigan Dearborn
- Jessica Trotter, public services head, Capital Area District Library

## What Graduates Are Saying

"I came with an open mind to learn about how to become a better leader. I left with bags of ideas, tricks and teachings on how to move my library forward by being a good leader."

**Uzoma Onyemaechi**

"Along with the content of the program, the opportunity to meet and interact with so many different people in the field was extremely helpful. I met people there I know I will go to for their advice and insight far into the future."

**Anne Donohue**

"It gave me a great deal to think about—helping me recognize my style and how it works with others, my goals and evaluate what I want in my work life and career."

**Jessica Trotter**

- Robin Williams-Voigt, reference librarian, Herrick District Library

# Save the Date! 2008 Annual Conference

Shaping Our Tomorrow, MLA's 2008 annual conference, is Oct. 22-24 at the Radisson Plaza Hotel in Kalamazoo.

## Educational Tracks:

- Access
- Advocacy
- Collections
- Leadership & Management
- Marketing & Fundraising
- Patron Services
- Technology



## A Night on the Town: Scholarship Fundraiser

Wednesday, Oct. 22

Enjoy Kalamazoo's charming downtown area with an evening of music and laughter. Begin with a delightful dessert while listening to live music at the Union Cabaret and Grill. The evening will be complete with laughter provided at a live show at The Laughing Post comedy club. Minimum donation: \$20.

## All Conference Reception

Thursday, Oct. 23

Visit the Kalamazoo Public Library, recipient of Library Journal's 2002 Library of the Year award. You'll have an opportunity to tour the facility and socialize with colleagues, while enjoying wine and hors d'oeuvres. Kalamazoo Public Library is within walking distance, just two blocks from the Radisson.

## Key Speakers

- Dan Norris, Cialdini Method Certified Trainer, "Using the Science of Influence to Improve the Art of Persuasion"
- Jim Van Bochove, "Laughing in the Hot Seat"

## Academic Luncheon

- Jeff Trzeciak, McMaster University

## Children's and Teen Author Luncheon

- Jordan Sonnenblick, author of *Zen and the Art of Faking It*

## Call for Posters

All types of libraries and all librarians, staff members and library science students are invited to participate. Do you have something interesting to show your colleagues? Or perhaps you solved a unique or sticky problem? If so, then a poster session is for you. Sessions for poster presentations will be near the exhibit hall, which should generate great traffic to your presentation. Guidelines for the poster session can be found at [www.mla.lib.mi.us/events/annual/2008callforposters](http://www.mla.lib.mi.us/events/annual/2008callforposters). Send a 250-word abstract of your session with your name, institution contact information and any other colleagues by July 15 to: David Scott ([scott@d@ferris.edu](mailto:scott@d@ferris.edu)) If chosen, you will be notified by Aug. 15.

## Diamond-Level Sponsor

- Gale Cengage Learning

# MLA Board Candidates, 2008-2009

## MLA President-elect (vote for one)

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<b>Trish Burns</b> Public Libraries of Saginaw	Finance, organizational development, leadership, human resources, attention to detail
<b>Larry Neal</b> Clinton-Macomb Public Library	Finance, organizational development, change management, leadership, human resources, attention to detail

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## MLA Board of Directors, two-year term (vote for three)

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<b>Elizabeth Bollinger</b> Michigan State University Libraries	Change management, leadership, attention to detail
<b>Shirley Bruursema</b> Kent District Library Board of Directors	Leadership, organizational development, development/fundraising, attention to detail
<b>Juliet Machie</b> Detroit Public Library	Finance, change management, leadership
<b>Lise Mitchell</b> Chippewa River District Library	Finance, leadership, attention to detail
<b>Lawrence Onsager</b> Andrews University Library	Change management, leadership
<b>Laurie St. Laurent</b> Marshall District Library	Organizational development, leadership, human resources

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## MLA Board of Directors, three-year term (vote for four)

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<b>Steven Bowers</b> DALNET	Organizational development, leadership, change management, human resources
<b>Val Meyerson</b> Charlevoix Public Library	Organizational development, leadership, change management, human resources, attention to detail
<b>Joe Reish</b> Western Michigan University Library	Finance, organizational development, change management, human resources
<b>Mary Rzepczynski</b> Delta Township District Library	Change management, leadership, development/fundraising, attention to detail
<b>Michael Tyler</b> The Library Network Board of Directors	Finance, human resources
<b>Lee Van Orsdel</b> Grand Valley State University Library	Organizational development, change management, development/fundraising, leadership

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# MLA Board Candidates, 2008-2009

## Candidates for President (vote for one)

**Name:** Trish Burns

**Job:** Director, Public Libraries of Saginaw

**Education:** MLS

**Position sought:** President-elect



### What Expertise/Interests Can Nominee Bring to the Board:

Willingness to serve, over 20 years of public library experience, demonstrated ability to partner with other groups and community organizations, the ability to cut to the chase, and stay on task and on track.

**Service to Nonprofit Organizations/Community Other Than MLA:** READ Association of Saginaw County board member and marketing committee chair, 2006-present; Saginaw Valley Rotary Club member and foundation coordinator, 2005-present; Torch Club board member, 2006-present; Saginaw Sesquicentennial Celebration Committee, 2007; Downtown Saginaw Association board member, 2005-present; Local Development Finance Authority—City of Saginaw, 2005-present.

**Service to the Profession:** American Library Association University Press Committee—work with team to produce a yearly publication of peer-reviewed university press titles, 2006-present; pilot library—Smartest Card Campaign, 2006.

**Service to the Michigan Library Association:** Member since 1990; MLA restructuring work group, 2007; MLA conference presenter (Smartest Card Campaign), 2006.

**The Michigan Library Association's membership has voted to change its governance model and organizational structure. If elected you will be serving on the first MLA Board of Directors to operate as a strategic decision-making body and will lead the association in its second full year as a restructured organization. What leadership challenges do you anticipate in this role?**

I expect challenges in many areas—change is seen as positive by some and negative by others. Operating strategically will require thoughtful identification of

priorities, meaningful participation by members and administration, and an entrepreneurial approach to providing services that meet the needs of the members and sustain the MLA structure. Much time and energy will be put forth in discussion and consensus building, which could be an invigorating challenge.

**What would be your goals as president of the association as you lead the continuing evolution from the old structure (divisions, roundtables and committees) to the new structure incorporating work groups, standing committees and communities of practice?**

Goal 1: Help continue to solidify the structure and make sure there is a place for everyone who wants to serve the association—there are many unanswered questions right now as to how everything will work. I hope to be able to help make people comfortable with the new structure and excited about the new possibilities—there will be many new ways people can be involved, and many different timeframes that members can choose from.

Goal 2: Improve communication (both ways, from MLA to members and from members to MLA) so that members get the information they need to let us all make MLA the vibrant, flexible organization that members want.

**What skills do you possess that make you uniquely qualified to serve the association as its president?**

Although I've been a member of MLA for many years and attended many MLA trainings and conferences, my involvement with the administration and committee structure of the association has been minimal. I think I can lead the organization with eyes wide open to the new possibilities the restructuring can bring. I am direct, can make decisions, can stay on task and be short and to the point.

**Name:** Larry Neal

**Job:** Director, Clinton-Macomb Public Library

**Education:** Master of science in information (specialization in library and information services), University



of Michigan, Ann Arbor, 2001; master of business administration, Oakland University, Rochester, 1991; bachelor of arts in Spanish/German, Honors College, Oakland University, Rochester, 1988.

**Position sought:** President-elect

**What Expertise/Interests Can Nominee Bring to the Board?**

The coursework in my MBA degree directly relates to all of the strategic skill sets required above except development/fundraising. I have been the director of a Class VI library for the past two years. I just finished leading a major strategic planning process for my library, which included a financial forecast. While not mentioned as a needed skill, I have a strong background in technology.

I excel at listening and negotiating. I tend to avoid minor conflict but am not shy about facing major adversity. I understand the driving need for structural change but also respect traditions as long as they don't hold us back. I tend to be more of an evolutionist than a revolutionist and think that this will be a good match for MLA at this time as the "dust settles" from the recent significant changes. I have a good sense of humor.

I have good familiarity with MLA as an organization and am proud to be a member. I carry residual guilt about being on the MLA Board at a time when the association was beginning to falter. I was inexperienced and didn't speak up when I should have. While I "paid my dues" in keeping MLA's Web site going during the difficult years that followed, I look forward to the opportunity to contribute to the momentum to make MLA a highly effective organization for the future.

**Service to Nonprofit Organizations/Community Other Than MLA:**

Kirk in the Hills Presbyterian Church Ministry with Pontiac, occasional projects, 2007-present; Oakland University Honors College Alumni Council, 2002-2005; Macomb Literacy Partners, 2002-2005; Rotary Club of Mount Clemens, 2005-present, board, 2007-present; City of Bloomfield Hills, assisting with investigating public library service options, 2008.

**Service to the Profession: Leadership:** ALA Emerging Leaders Task Force, 2008-present; ALA General

Scholarships and Study Grants Committee, 2006-2008; ALA Recruitment Assembly, 2003-present; Library and Information Technology Association Engaging Public Libraries in LITA Task Force, 2004-2005; Public Library Association Board of Directors, 2006-present; PLA Recruitment of Public Librarians Committee (2003-present, chair, 2003-2005; 2006 PLA National Conference Program Subcommittee, 2004-2006; PLA Institutional Scholarship Task Force, 2005; PLA Leadership Development Committee, 2004-2005; 2004 PLA National Conference Program Subcommittee, 2002-2004; PLA Publications, Monographs Subcommittee, chair, 2001-2003; Detroit Suburban Librarians Round Table, 2007-2008, co-chair; Library of Michigan State Librarian's Advisory Committee on Cooperatives and State Aid Funding, 2007; Michigan Library Exchange, steering, 2000-2003, Design Team chair, 2000-2003; **Teaching:** "Technology for Trustees," ALA annual conference, ALTA (2007); "Building from the Ground Up: Lessons Learned from New Public Library Buildings," Michigan Library Consortium (2007); "Technology: Impacting and Enabling," Wayne State University, LISP Course 7050 (2003, 2004, 2005); "Preparing for the S.A.T. (Security and Technology)," PLA Spring Symposium (2003); "Best Practices Series: Digitization," Wayne State University LIS Alumni Association Program (2002); "Chef Larry's Voice of the Library," Public Library Association National Conference (2002); "Chef Larry's Virtual Time Machine," Public Library Association National Conference (2000); "Chef Larry's Intranet Café," Southeast Massachusetts Library System Workshop (2002); Library Technology Division Workshop, MLA (2002); Technical Services Division Workshop, MLA (1999); Reaching Forward Annual Conference—Illinois Library Association (1999); Dearborn Public Library Workshop (1998).

**Service to the Michigan Library Association:**

Restructuring Work Group, 2007; Web Advisory Committee, 2003-2006, chair, 2003-2005; Newsletter Task Force, 2004; Library Technology Division, 2001-04, chair, 2002-2003; Executive Board, 2002-2003; "Pornography and the Internet," MLA annual conference 2006; "The Nuts and Bolts Behind MLA's New Web Site," MLA annual conference 2005; "Chef Larry's Intranet Café," Library

Technology Division spring workshop, 2002; "Technology Hit Parade" preconference organizer, MLA annual conference 2000; "Chef Larry's Intranet Café," MLA 1999; "Creating a Web Site with Dynamic Content," Library Technology Division, 1999; "Who Runs the System?" MLA 1998. "Computerizing a Manual Index," MLA 1989; accomplishments started for the association through collaborating with colleagues: electronic voting; online program/conference registration; *Peer/2/Peer* electronic newsletter; TechnoTour program; TechEscape "brand;" LTD breakfast at annual conference; Tomorrow's Professionals programs to engage LIS student involvement in annual conference (was not offered in 2007); Web site redesign and move to Drupal platform.

**The Michigan Library Association's membership has voted to change its governance model and organizational structure. If elected you will be serving on the first MLA Board of Directors to operate as a strategic decision-making body and will lead the association in its second full year as a restructured organization. What leadership challenges do you anticipate in this role?**

MLA needs to become a more focused organization and cannot be all things to all people. The largest challenge over the next two years will be to ensure that members find a "home" in the newly restructured organization. I have full confidence that the Transitional Leadership Forum comprising 60 division and roundtable leaders will develop a means for more members to participate in the association in a meaningful and effective way. I also realize that we are charting new territory and that MLA's leadership needs to put its money where its mouth is. If we are to be a truly nimble, flexible organization, then we must respond quickly if needs arise to adjust our new structure.

Another challenge will be to capture and retain the newfound enthusiasm that many members have about the association. The reality is that not everyone can be selected to run for the Board or to chair a committee. There is a tremendous pool of talent, energy and experience in the Michigan library community. We need to keep our members engaged and thinking of new ways that they contribute to the success of our association.

My final concern is Michigan's poor economic climate and its impact on libraries and professional development. As budgets become tighter and the cost to attend meetings, workshops and conferences increases, I anticipate greater barriers to participation. We need to make sure that our programs and services are highly relevant to our members and that we find lower cost methods of program delivery either virtually, regionally or by partnering with other organizations. It is essential that we motivate members to make MLA membership a priority even during tough economic times.

**What would be your goals as president of the association as you lead the continuing evolution from the old structure (divisions, roundtables and committees) to the new structure incorporating work groups, standing committees and communities of practice?**

My first goal would be to foster strong two-way communication between MLA and its members. We need to be certain that our members are listening and engaged in an ongoing dialogue. With so much change we need to regularly solicit feedback and evaluate what is working and what is not. I will employ the same "no surprises" philosophy I use with my library board and staff to operate as transparently and openly as possible.

My second goal would be to develop a strategic plan for 2009-2012. To start I would review our vision from the 2005-2007 plan: "*By 2008, the Michigan Library Association will be a highly effective, trusted network of libraries, library employees, trustees, friends and supporters working together to support and promote the highest quality library services throughout Michigan.*" I believe we are on the right track, but that there is still much work to be done. We need to clearly define and articulate our plans for the future. Our new structure will be in place and it will be time to "put the pedal to the metal."

My last goal will be to demonstrate to members that we are much more effective when we think of ourselves as members of the Michigan Library Association rather than subsets and silos. We are but a couple thousand people in a state of 10 million. As much as possible we need to work

together in a coordinated, efficient manner to ensure our messages are clear and our voices are heard.

**What skills do you possess that make you uniquely qualified to serve the association as its president?**

The prospect of leading this newly reinvented 117-year-old organization is incredibly exciting. If chosen to serve as president, I promise to bring energy, enthusiasm, experience and a sense of humor to this leadership role.

I have a proven track record of motivating MLA members to break new ground. As I led the Library Technology Division, we conducted MLA's first electronic vote; developed MLA's first electronic newsletter; actively engaged the next generation of members through "Tomorrow's Professionals" programs at annual conferences; branded our spring workshop TechEscape; and offered a series of free networking opportunities through the TechnoTour programs. As I led the Web Advisory Committee, we maintained MLA's electronic presence during a difficult period in the association's history; tackled a complete Web site redesign shortly after a problematic "new" Web site was launched; and migrated to the Drupal content management system. None of this was possible without inspiring and motivating groups of hardworking, dedicated and diverse fellow MLA members. I look forward to the opportunity to do the same for our entire association at this critical point in its history.

**Candidates for Board, two-year term  
(vote for three)**

**Name:** Elizabeth Bollinger

**Job:** Systems Librarian, Michigan State University Library

**Education:** BA, Michigan State University; MSI, University of Michigan

**Position sought:** Board member



**What Expertise/Interests Can Nominee Bring to the Board:**

I feel that I can bring leadership experience and change management to the Board position. In my previous position as lead information architect I was hired to build

the information architecture practice for our region. I created standards and policies, developed documentation and hired a team of nine information architects from scratch. This was a huge change to the organization I worked for, and I had to negotiate our work and processes with an already-established office that had a process they were reluctant to change. Change is difficult for most people, and the negotiation process for that change was a challenge.

In addition to creating the practice and the group, I managed both my own projects and I also managed the team and their work assignments. I have extensive experience with project management in my previous positions as well as in my current position as a systems librarian in charge of digital projects at MSU. Project management helps to reinforce attention to detail and helps to ensure that nothing gets missed.

**Service to Nonprofit Organizations/Community Other than MLA:** Founding member, Michigan Ohio Computer Human Interaction Special Interest Group, 1998-2000; AmeriCorps intern 1997-1999; president, School of Information Student Association, 1998-1999; ALA LITA Regional Institute Committee intern, 2004-2005, member, 2005-2007; ALA LITA Program Planning Committee, 2007-2009; ALA LITA Education Committee, 2007-2009.

**Service to the Profession:** "Web Site Insights: Usability Tools and Tips for your Next Redesign Project" with Adriene Lim of Wayne State University, MLA annual conference, Lansing, October 2003; "Looking Before You Leap: Evaluating Content Management Systems for Public and Academic Libraries" with Stephen Bollinger of Capital Area District Library, MLA annual conference, Traverse City, October 2004; "Portal, Federated Search and OpenURL: Making Sense of the Technology" with Ranti Junus and Dao Rong Gong of Michigan State University, MLA annual conference, Traverse City, October 2004; Book review of *Going Live: Starting and Running a Virtual Reference Service for Library Hi-Tech* v21 n4 (2003).

**Service to MLA:** MLA Membership Committee member, 2003-2007; MLA Membership Committee chair, 2007-

2008; MLA annual conference Planning Committee, 2004-2005, 2007.

**The 2008-2009 Michigan Library Association Board of Directors will operate as a strategic decision-making body. Board members elected this spring will be working to implement the new organizational structure developed by the Restructuring Work Group and passed by the members in late January. How will you work to constructively move from the old structure (divisions, roundtables and committees) to the new structure incorporating work groups, standing committees, and communities of practice?**

The most important part of moving to the new structure is going to be communication. The membership needs to hear from the Board about how we are moving forward. The Board needs to hear in a variety of ways what the membership needs, wants and feels. The next step of synthesizing those needs and wants while balancing what MLA can do is difficult and critical. I have worked in organizations implementing difficult changes and have worked on the negotiations that go into critical and necessary changes. While working as a consultant for an information technology firm, I worked to incorporate my team's skill set into an existing process with a group resistant to change. I successfully negotiated a new process that balanced the needs of my team with the needs of the rest of the group. While the process was painful at times, once completed both groups felt comfortable with the new process and felt that their concerns were heard and addressed. I have been a member of MLA since I started working as a librarian. I have been involved in the membership committee since 2003 with Steve Sowards as my chair. Under Steve, the committee worked on a new dues structure, we critically examined the makeup of the membership and developed the "Breaking the Mold" report. All of those things, including the survey of the membership the committee undertook while I was chair, have given me a unique view of who we are, what we want and what we need as a membership.

**Individual Board members must possess skills in any of a number of areas including finance, law, organizational**

**development, leadership, change management, development and fundraising, human resources and attention to detail. What strengths in any of these specific skill sets will you bring to the Board that will help to enable organizational change?**

My strengths in project management, leadership, change management and attention to detail can be assets for the MLA Board. I have worked within a project management system for the past nine years. The project management framework has given me the ability to plan for change, allocate resources and focus on the details of the project to ensure that nothing is overlooked. I have taken leadership courses in graduate school, workshops at Michigan State University, I have managed a team of professionals at my last position and managed a team of staff and students in my current position. In several of my professional positions I have worked as an agent of change. I have negotiated the change process with professionals, staff and students, realizing that communication and active listening were keys to success.

**Name:** Shirley Bruursema

**Job:** Trustee, Kent District Library

**Education:** High school

**Position sought:** Board member



**What Expertise/Interests Can Nominee**

**Bring to the Board:** As past president of Association for Library Trustees and Advocates, MLA Trustees, Lakeland Library and former Kent County Library, and vice chair of Kent District Library, I can bring many interests and diversified talents to the Board.

**Service to Nonprofit Organizations/Community Other**

**Than MLA:** 1970 to 1980s – American Cancer Society Board of Directors, Life Member – 25 years of service, key fundraiser; Cystic Fibrosis, Muscular Dystrophy, local Lions Club, 10 years; elected Gaines Charter Township trustee, 1984-1988, was elected treasurer, 1988-1992; served on numerous boards including Library Advisory Board; president, Gaines Township Historical Society, 1998-present; member of Cutlerville Chamber of Commerce, two years; many political affiliations; elected outstanding female for state affiliation.

**Service to the Profession:** Served on numerous ALA committees; only trustee in drafting ALA Strategic Plan for 2005-2010; authored new Strategic Plan for ALTA, adopted by membership 2007; current member of Committee for ALTA – FOLUSA Partnership; wrote workshop material for presentations. Chosen to National Honor Roll representing Michigan for outstanding Advocate and Trustee, 2006.

**Service to the Michigan Library Association:** Chair, MLA Trustee Roundtable, early 1990s; trustee chair of Patriot Workshop; chair of Bond and Millage Workshop, also presenter; chair of MLA Trustee Roundtable 2002-2003, including reorganization of trustees into division; did many presentations at MLA annual conferences; advocacy presentations around MLA; education of trustees and fundraising for MLA; chosen Trustee of the Year in MLA 1998.

**The 2008-2009 Michigan Library Association Board of Directors will operate as a strategic decision-making body. Board members elected this spring will be working to implement the new organizational structure developed by the Restructuring Work Group and passed by the members in late January. How will you work to constructively move from the old structure (divisions, roundtables and committees) to the new structure incorporating work groups, standing committees and communities of practice?**

I alone do not have a set game plan, I have thoughts and ideas as I would hope each nominee has. However, I think collectively the new and previous Board members should work together moving into this new unknown. I am and always have been a team player. We need to build the new structure willing to share ideas and plans using each one's strengths and talents. There is currently already some thoughts and ideas to begin with and build upon. I have worked on several restructuring plans, authoring one of them, and they included work groups, standing committees and communities of practice. A collaboration of the purpose of each of these areas should and must work together to accomplish the goals of the new MLA.

**Individual Board members must possess skills in any of a number of areas including finance, law, organizational development, leadership, change management, development and fundraising, human resources and attention to detail. What strengths in any of these specific skill sets will you bring to the Board that will help to enable organizational change?**

Leadership, and of course finance, fundraising and attention to detail are my strongest strengths. These will be the areas of my greatest contributions to a new board, along with a knowledge of how the political system works and functions as to government involvement and intervention, having been elected several times to political office. This organizational change approved by the voting members of MLA can only happen if we have a coalition-building alliance of all involved working for the future of MLA. Library grassroots advocacy has and will always be my dedication to the future of libraries, be it public, schools and academic libraries. Many of these statements were also confirmed in five references sent to MLA nominating committee on my behalf from other library advocates.

**Name:** Juliet Machie

**Job:** Deputy Director, Detroit Public Library

**Education:** Doctoral candidate, Texas Woman's University, Denton, School of Library and Information Studies; MLS, North Carolina Central University, Durham, 1993, library and information studies; MA, Southern University, Baton Rouge, LA, 1989, mass communications; BA, Southern University, Baton Rouge, LA, 1987, journalism.

**Position sought:** Board member



**What Expertise/Interests Can Nominee Bring to the Board:**

I am a change agent with demonstrated success in the areas of leadership, strategic planning, reorganization, budgeting and library administration. I am hopeful that my skills and expertise would be of value to MLA's restructuring initiatives.

**Service to Nonprofit Organizations/Community Other Than MLA:** Member, Detroit Literacy Coalition; Steering Committee, Public Library Funding Initiative Group; member, American Library Association; member, Michigan Library Association; member, Public Library Association; member, Black Caucus of the American Library Association.

**Service to the Profession:** Programs Co-Chair, Black Caucus of the American Library Association Conference, 2007; chair, PLA's Public Libraries Systems Committee, 2006; member, PLA's Legislative Committee, 2005-2007; adjunct, Wayne State University SLIS, 2005-present.

**Service to the Michigan Library Association:** Mentor, MLA Leadership Academy, Class of 2004; Steering Committee, Public Libraries Funding Initiative Group, 2000-2006; Conference Programs Committee, 2003; Reference Services Committee, 1999.

**The 2008-2009 Michigan Library Association Board of Directors will operate as a strategic decision-making body. Board members elected this spring will be working to implement the new organizational structure developed by the Restructuring Work Group and passed by the members in late January. How will you work to constructively move from the old structure (divisions, roundtables and committees) to the new structure incorporating work groups, standing committees and communities of practice?**

First, I would work with the executive Board to broadly communicate the benefits of the new structure as well as the reasons why MLA was compelled to move in a new direction. Divisions, roundtables and committees has effectively served the organization for many years, however, the new model has potential to better meet the needs of the membership. Next, I will work with the executive Board to develop an implementation plan for the new structure. Our implementation plan must identify desired outcomes, with a clear roadmap for achieving those outcomes. It will be an ongoing task to achieve and maintain buy-in from the membership. Our vision must be collective for us to achieve success. Therefore, I would work with the Board to ensure that we consistently and

continuously evaluate our success, making changes as needed to ensure that the needs of the membership is met.

**Individual Board members must possess skills in any of a number of areas including finance, law, organizational development, leadership, change management, development and fundraising, human resources and attention to detail. What strengths in any of these specific skill sets will you bring to the Board that will help to enable organizational change?**

I am a change agent with demonstrated success in the areas of leadership, strategic planning, reorganization, budgeting and library administration. I am hopeful that my skills and expertise would be of value to MLA's restructuring initiatives.

**Name:** Lise Mitchell

**Job:** Director, Chippewa River District Library System

**Education:** MLS; Certification in Archival Administration

**Position sought:** Board member



**What Expertise/Interests Can**

**Nominee Bring to the Board?** I have worked in several different library settings. I started working for the Detroit Institute of Arts in their Registrar's Office as an intern working on their online catalog. I worked as a cataloger for the Library of Michigan for the Michigan Newspaper Project and moved to Mount Pleasant to be the technology coordinator for the public library. It's hard to believe I have been the director of the Chippewa River District Library System for 10 years now and have weathered through many changes and hope to see the community take the next big step in library services this May with our new millage proposal (See [building.crdl.org/](http://building.crdl.org/) for more information.).

**Service to Nonprofit Organizations/Community Other Than MLA:** I am active in both the Habitat for Humanity of Isabella County (2000-present) and the Child and Family Enrichment Council (2003-present) and serve as their treasurer. I am chair of the Child and Youth

Workgroup for the Gratiot and Isabella Counties (2006-present).

**Service to the Profession:** Wayne State University MLS instructor, LIS 6080 Information Technology, fall 2001; Atlas Resource Sharing Committee, 2001-2002; Merit Advisory Council, 2001-2004; White Pine Library Cooperative Board, 2002-2005; MelCat Cataloging Policy Committee, 2003-2005; MLC Executive Director's Forum, 2004-2005; MelCat Resource Sharing Policy Committee, 2006-2007; LSTA Advisory Committee, 2005-present.

**Service to the Michigan Library Association:** MLA Access, Collections and Technical Services Roundtable 1999-2002; MLA Awards Committee, 2004-2006.

**The 2008-2009 Michigan Library Association Board of Directors will operate as a strategic decision-making body. Board members elected this spring will be working to implement the new organizational structure developed by the Restructuring Work Group and passed by the members in late January. How will you work to constructively move from the old structure (divisions, roundtables and committees) to the new structure incorporating work groups, standing committees and communities of practice?**

MLA's strength has always been its members and their willingness to collaborate and share ideas. MLA as an organization has made changes in order to respond faster to the needs of its membership. This is very important in the areas of continuing education and advocacy. As a Board member I would want to see as many avenues for librarians across the state to contribute ideas and for the organization to be nimble enough to respond. Board members need to be open to new ideas, well prepared for discussions, active planners, and willing to evaluate and change course as needed.

In my role at the library and in all the board and committee positions I have had, I have always tried to build consensus, been willing to take on tasks and haven't been afraid to ask awkward questions. I see a great opportunity for MLA with this restructuring to pull librarians together

across the state regardless of the size of their library or the size of their budget.

**Individual Board members must possess skills in any of a number of areas including finance, law, organizational development, leadership, change management, development and fundraising, human resources and attention to detail. What strengths in any of these specific skill sets will you bring to the Board that will help to enable organizational change?**

During my career as a librarian, I have worked in three very different library settings, including the Registrar's Office at the Detroit Institute of Arts, as a newspaper cataloger for the Library of Michigan and at the Chippewa River District Library, a public library where I have served as technology coordinator and then director for the past 10 years. The Chippewa River District Library in Mount Pleasant has given me the opportunity to be a librarian in a university town in a rural county. We are big and small, city and country so I can understand the opportunities and challenges of many types of libraries.

Technology has played a major role in all of my library experience. I have been active in bringing to CRDL many projects to increase access through our Web site, our shared catalog, and am currently working on a community wiki to increase information sharing between organizations, government units, service providers and the general public. In addition to my technology background, since becoming a director, I have broadened my involvement in the community by serving on two local boards in Isabella County and as the treasurer for Habitat for Humanity of Isabella County and the Child and Family Enrichment Council. These positions have given me experience in nonprofit financials, audits and cash flow. My library's recent capital campaign and millage question have furthered my education of bonds, tax captures and finance authorities.

**Name:** Lawrence Onsager

**Job:** Dean of Libraries, Andrews University, James White Library

**Education:** BS geography, University of Wisconsin, Madison; master of



librarianship, University of Washington, Seattle; MA history, Loma Linda University.

**Position sought:** Board member

**What Expertise/Interests Can Nominee Bring to the Board?** Finance: budget management, 25 years; change management: automated two libraries, one library building project, one library expansion project; leadership experience: chair of two different library departments (five years), director or dean (24 years); grant writing: 11 successful.

**Service to Nonprofit Organizations/Community Other Than MLA:** Missouri Secretary of State's Council on Library Resources, 1996-2001; Missouri Consortium for Library Cooperation, 1997-1999; MOBIUS board member, 1999-2001; Friends, Adair County Public Library, vice president, 1995-1997.

**Service to the Profession:** Medical Library Association, osteopathic libraries section, chair-elect, 1987-1988; chair, 1988-89; Association of SDA Librarians, president, 1980-1981; Bull Med Libr Assoc, two articles, 1978; J. Orofacial Myology, 1, 1980; Show Me Libraries, 1986, 1987, 1990.

**Service to the Michigan Library Association:**

**The 2008-2009 Michigan Library Association Board of Directors will operate as a strategic decision-making body. Board members elected this spring will be working to implement the new organizational structure developed by the Restructuring Work Group and passed by the members in late January. How will you work to constructively move from the old structure (divisions, roundtables and committees) to the new structure incorporating work groups, standing committees and communities of practice?**

I will start by developing an understanding of the old and new structures. I will then work with the team of individuals tasked to make the move to the new structure.

**Individual Board members must possess skills in any of a number of areas including finance, law, organizational development, leadership, change management, development and fundraising, human resources and**

**attention to detail. What strengths in any of these specific skill sets will you bring to the Board that will help to enable organizational change?**

I have skills in change management. I have led automation projects in two libraries; a new library building project; and a library renovation project. I am currently leading out in the change from print to electronic resources and upgrading our library automation system.

**Name:** Laurie St. Laurent

**Job:** Library Director, Marshall District Library

**Education:** BA, MSL

**Position sought:** Board member



**What Expertise/Interests Can Nominee Bring to the Board:** Having spent 30 years as a librarian, Laurie St. Laurent has experience in public libraries as a reference librarian, children's librarian, manager and director of a Class IV Library. Her administrative experience includes budgeting, investing, organizational development, strategic planning, training, human resources and leadership experience. She has managed over \$100,000 in grant money for various projects since being hired at the Marshall District Library in addition to the library budget. She has been an active member of MLA serving on the Children's Services Division Board, the MLA Membership Committee and as vice president of MLA. She also has served on numerous statewide committees and is an instructor for the Wayne State University Library and Information Science Program. She has also worked in academic and special libraries and has served as a library trustee. Laurie has an unending passion for serving the public and for mentoring library staff.

**Service to Nonprofit Organizations/Community Other Than MLA:** Board of Directors, Marshall Rotary Club 2007-2008; Board of Directors, Marshall Network Club 2007-2008; chair, Woodlands Library Cooperative Continuing Education Committee, 2005-2007; chair, Capital Library Cooperative/Woodlands Library Cooperative Task Force, 2007; chair, Woodlands Library Cooperative Personnel Committee, 2007-2009; Library of

Michigan YLSAC Committee; Michigan Summer Reading Program Steering Committee; appointed Michigan representative to multi-state Collaborative Summer Reading Program annual conference; WKAR-TV Ready to Learn Advisory Board; Early Childhood Literacy Coalition charter member; Library of Michigan Foundation Mahoney Children's Workshop Series Steering Committee; vice chair/chair-Elect, Kentucky Library Association, Library Instruction Round Table, 1980-81; Executive Board, Bensenville Arts Council, 1980-82; chairman/chief administrator, Gates-Chili Nursery School, 1991-94; Monroe County Library System CARL Public Relations Committee, 1993.

**Service to the Profession:** Adjunct faculty, Library and Information Science Program, Wayne State University, Detroit, September 2003 to present; Gale Group Editorial Consultant, Student Literature Division; Malanchuk, Peter P., comp. *The Institute of International and Area Studies Library: A Bibliography*. Assisted by Laurie St. Laurent, Valerie Clark. Kalamazoo: Western Michigan U.P., 1977; Assorted annotations for Business and Science sections of *Reference Books for Small and Medium Sized Libraries*. 3<sup>rd</sup> rev. ed. Chicago: American Library Association, 1979; Editing and data gathering for *Library Instruction: A Guide to Programs in Michigan*. Lansing: Michigan Library Association, 1979; editor, DuPage Library System Reference Personnel newsletter, 1980-82; "Library-use Instruction: Design and Methods for Public Libraries," speech delivered at 1982 meeting of DuPage Library System Reference Personnel; "Programming on \$1.98 a Day" presenter at Monroe County Library System workshop, 1993; "Social Savvy: Books to Help Children Develop Social Skills" presentation at the Central Michigan Association for the Education of the Young Child Conference, February 2000; "Storytime Funtime Festival" presentation Capital Library Cooperative, October 2001; "Working with Homeschoolers" presentation Capital Library Cooperative, September 2002; "Catch Them While You Can" presentation at the Coming Together for Children Conference, Lansing, February 2003; developed and team-taught Library of Michigan online course, "Planning and Presenting a Library Preschool Storytime,"

2003; "Serving Users Ages 12-50" presentation at Loleta Fyan Small and Rural Library Conference 2007.

**Service to the Michigan Library Association:** MLA Summer Reading Program Committee, 1996-1999, chair 1998; MLA Children's Services Board, 1997-2002, chair 2000-2001; co-chair, MLA Spring Institute 2000; MLA Membership Committee, 1998-2000; MLA vice president 2002-2003; "Internet Resources" section of the 1997 MLA Summer Reading Manual; developed and presented the Upper Peninsula MLA Summer Reading Program Workshop, 1998 and 1999, Escanaba Public Library; committee member and presenter at Library of Michigan/Michigan Library Association Summer Reading Program Regional Workshop series, 2002-2005; "Reference 101" presentation at MLA Spring Institute 2005.

**The 2008-2009 Michigan Library Association Board of Directors will operate as a strategic decision-making body. Board members elected this spring will be working to implement the new organizational structure developed by the Restructuring Work Group and passed by the members in late January. How will you work to constructively move from the old structure (divisions, roundtables and committees) to the new structure incorporating work groups, standing committees and communities of practice?**

Now that the membership of the Michigan Library Association has made its choice to move ahead with restructuring the organization, it behooves the incoming Board of Directors, working with the executive director, to guide the transition from the previous constituency-based model to the implementation of the strategic governance design. Should I have an opportunity to serve the membership as an association director, I would bring with me 30 years of experience in positively facilitating organizational change, a proven ability to consider a variety of scenarios when selecting a direction in which to move forward, and an open, flexible approach to problem solving.

I advocate a plan/try/tweak/retry approach to implementation. Valuable input exists in the form of recommendations from the Restructuring Work Group,

anticipated outcomes from the upcoming Transitional Leadership Forum, and members' comments received during the past year. The Board will be guided by the existing MLA Strategic Directions, together with stated goals and objectives for organizational redesign, as it provides leadership for the formation of work groups, standing committees and communities of practice. I will promote an open, 360-degree style of communication with the membership that will be more crucial than ever as the MLA staff and elected governing members coordinate the numerous aspects of change inherent in the transitional year(s) ahead.

**Individual Board members must possess skills in any of a number of areas including finance, law, organizational development, leadership, change management, development and fundraising, human resources and attention to detail. What strengths in any of these specific skill sets will you bring to the Board that will help to enable organizational change?**

Working for 30 years as a professional librarian in academic, special and public libraries in several states has given me a broad picture of the evolution of library services over four decades. The diverse and increasingly responsible positions I have held since my first employment after library school have provided me an opportunity to develop skills in the management of human resources, finance and fundraising, planning and implementation of organizational change, envisioning and leading libraries into new partnerships and service offerings, and the strategic development of organizational goals resulting in a highly developed sensitivity for the needs of our service populations. I take my responsibility for mentoring the next generations of library leaders very seriously, enjoying teaching graduate students in a classroom setting as well as informally advising numerous prospective librarians while serving in a variety of professional organizations over the years. I am proud of the results of my efforts over the years and intrigued by the potential offered by the upcoming restructuring of the Michigan Library Association.

## Candidates for Board, three-year term (vote for four)

**Name:** Steven K. Bowers

**Job:** Director, Detroit Area Library Network (DALNET) at Wayne State University

**Education:** MLIS

**Position sought:** Board member



### What Expertise/Interests Can

**Nominee Bring to the Board:** Nominee has served on dozens of committees for his consortium. Nominee has held elected positions on two different boards and has participated on a third. Nominee's committee work includes cost allocation task forces, executive/finance committees, governing, policy making and strategic planning. Nominee has held two director positions; nominee is currently director of the Detroit Area Library Network (DALNET) and was previously director of the Ennis and Nancy Ham Library at Rochester College in Rochester, Mich. Nominee continues to maintain an interest in library administration, management and budgeting. Nominee is currently participating in the MLA Leadership Academy and the ALA Emerging Leaders programs.

### Service to Nonprofit Organizations/Community Other

**Than MLA:** Nominee is currently on the MUG (Michigan Users' Group) board for users of SirsiDynix products and serves as Webmaster. Nominee has served on the DALNET board and project managers group, and various other DALNET committees previous to employment at the consortium. Nominee has served on Michigan Library Consortium MelCat Policy Committee and MLC Director's Forum. Nominee has served as consultant for library building projects at other institutions.

**Service to the Profession:** Nominee is participating in the MLA Leadership Academy (2007-2008), is a participant in the ALA Emerging Leaders program (2008), is a Michigan eLibrary selector for Best of Web (2007-present), has been invited to speak to classes for the Wayne State University Library and Information Science Program (2006-present),

serves on the MUG (Michigan Users' Group) board (2005-present), was co-chair of the Christian College Librarians Annual Conference Program Committee (2005), was DALNET board secretary and executive committee member (2002-2004).

**Service to the Michigan Library Association:** Nominee has served MLA in the following capacities: MLA Awards Committee (2008-present), MLA Forum Board (2007-present), Poster Session: OCLC Group Access Capability (2007), Panel presentation: Creating Positive Customer Service Experiences in a Challenging Environment (2006).

**The 2008-2009 Michigan Library Association Board of Directors will operate as a strategic decision-making body. Board members elected this spring will be working to implement the new organizational structure developed by the Restructuring Work Group and passed by the members in late January. How will you work to constructively move from the old structure (divisions, roundtables and committees) to the new structure incorporating work groups, standing committees and communities of practice?**

The new role of the entire MLA Board will be to develop a strategic plan for achieving the mission and fulfilling the purposes of MLA within the new governance model structure. Within that structure, the Board, working as a governing body, will also be responsible for making sure that the strategic plans are carried out by the work groups, standing committees and communities of practice. To accomplish this, the Board will have to guide the Transitional Leadership Forum in creating parameters for the development of the communities of practice, and methods for monitoring member needs and interests. Throughout the transition, it must be ensured that the purposes of the original divisions, roundtables and committees are honored, and that similar and new opportunities exist within the new structure of MLA. It will be the responsibility of the Board to construct a stable organization that is flexible and responsive. As a Board member, I will work to develop the strategic goals of the organization and to develop the new governance structure to support the MLA mission and dual purposes of member support and advocacy. I will do my best to keep myself and

others informed, to hold committees, groups and individual members accountable, and to continually review the progress of the transition to a new MLA.

**Individual Board members must possess skills in any of a number of areas including finance, law, organizational development, leadership, change management, development and fundraising, human resources and attention to detail. What strengths in any of these specific skill sets will you bring to the Board that will help to enable organizational change?**

My work experience includes finance, organizational development, leadership, change management and human resources. I have been a library administrator for over five years and served on various boards in the library community, working with other individuals from all types of libraries. My work for our consortium, both as a member and now as its director, has included much strategic planning and implementation. It has been my responsibility to outline planned changes and to follow through to ensure that goals are reviewed, achieved or modified if necessary. The committee work that I have been a part of has often included final delivery of reports, policies and procedures. My attention to detail has aided me in the production and delivery of complete documents and reports that are consistent, clear and precise. Although I am certainly a flexible individual I am committed to holding a group accountable to a defined charge. My administrative duties have also included budgeting, marketing, project management and personnel work. Beyond being an administrator I have worked to develop my leadership skills so that I am not just a manager but a trusted colleague that invests in others.

**Name:** Valerie Meyerson

**Job:** Director, Charlevoix Public Library

**Education:** Librarian's Permanent Professional Certification; MSLS, Wayne State University; BS finance, University of Colorado

**Position sought:** Board member



**What Expertise/Interests Can Nominee Bring to the Board:** I have many years of public librarianship under my

belt. I have built two libraries in that time. Moving and organizing two libraries has honed my organizational skills and my skills in dealing with organizational change. My expertise is in seeing and understanding the big picture vision and working in the here and now to get all the details down on a timeline so nothing and no one is forgotten in the process of change.

**Service to Nonprofit Organizations/Community Other Than MLA:** Jewish Federation of Metropolitan Detroit: Planning Division, 2001; Volunteer Impact: Board, 1992-1997 (served as president 1996-1997); Temple B’Nai Israel: Sisterhood treasurer, 2003-present; Sunday School teacher, 2002-present; United Way: Grant Review Committee member, 2006-present.

**Service to the Profession:** Women’s National Book Association: Board Secretary, 1999-2000; New Leaders Project: Jewish Community Council, 1999; Leadership Academy: MLA, 1996; Northland Cooperative vice president: 2007-present.

**Service to the Michigan Library Association:** Public Library Division Board, 1994-1996; Fantastic Fiction, 1995; Intellectual Freedom Committee, 1996; Management and Administration Division Board, 2007-present.

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My time spent on division boards has given me a working knowledge of how MLA used to work. My first priority would be to understand the new structure and the vision for where we are headed. I would then suggest methodically working toward change by using some of the following steps: meet with the leaders of the past structure to understand the needs of the membership, as they see it;

recruit positive roll models to take on leadership positions in the new structure; work with the new leadership to help develop guidelines on the way some of the new models will grow and produce; act as a support system for the newly formed groups.

**Individual Board members must possess skills in any of a number of areas including finance, law, organizational development, leadership, change management, development and fundraising, human resources and attention to detail. What strengths in any of these specific skill sets will you bring to the Board that will help to enable organizational change?**

My strength lies in organizational development, leadership, change management, human resources and my attention to key details. My background includes a degree in finance and many classes on library administration. My 16 years as a director of public libraries has given me budgeting expertise as well as personnel strength. Building a 34,000-square-foot facility, doubling my budget and services, has given me a keen sense of issues surrounding change. I am an empathetic listener willing to work for toward the benefit of the whole.

**Name:** Joe Reish

**Job:** Dean, University Libraries,  
Western Michigan University

**Education:** AB, MA, Ph.D

**Position sought:** Board member



**What Expertise/Interests Can**

**Nominee Bring to the Board:** Having been in academic administration as an honors college dean for 15 years, I stepped into library administration in 2000 at the request of the university president when two national searches for the vacancy of library dean had failed. A professor of literature and foreign language learning and director of undergraduate research, advising and curriculum development, I transitioned my leadership and management skills into a new academic arena. I grew into my position of dean of university libraries with multiple personnel types and issues (faculty, staff, student employees) and with substantial acquisitions, personnel and operational budgets. Well-suited for the “legacy

librarian model” as a scholar academic—reference, bibliography, instruction, liaison and special collections—I soon found myself interacting with information science professionals dealing with emerging technologies. Library management systems, e-books and journals, interconnectivity of multiple platforms, 24/7 access, assessment tools, heightened copyright awareness and fair use in the digital age, and the new library space as social and learning center.

Today, and more so in the future, we are not just legacy fixtures, the human equivalent of the card catalog, but blended, constantly reconfiguring library personnel offering bundles of new services to a new and ever-expanding user base. Already we have grown from local and regional entities to those of national and global research. The digital phenomenon, institutional repositories, open access and plan-scholarly communications will launch us through cyberspace to users yet unimagined.

My career path from French professor to academic dean and now library professional underscores my eagerness to learn, move forward, accept change and work collaboratively.

**Service to Nonprofit Organizations/Community Other Than MLA:** National Conferences on Undergraduate Research (Board of Governors, 1994-1999); Boy Scouts Parent Leadership, Troop 205 Kalamazoo (bus driver, merit badge adviser, med parent, council vice-chair and chair and high-adventure leader, 1994-2002); St. Catherine’s Catholic Church (educational council, instructor, hospital Eucharistic minister, 1992-2008).

**Service to the Profession:** Member of Michigan Library Consortium Executive Director’s Forum, 2003-2005; “Half Full?” *Gatherings*, Fall 2004, No. 35, 2-3; “Damnit!” *Gatherings*, Fall 2003, No. 33, 2-3; “Libraries are People,” *Gatherings*, Spring 2002, No. 30, 1-6; “A Virtual Experience,” *Gatherings*, Spring 2001, No. 27, 1-2.

**Service to the Michigan Library Association:** “From University Bookshelver to Dean of University Libraries: A Meteoric Leap of Faith for a Non-Librarian,” Keynote Address, MLA’s Academic and Research Librarian’s Group

Sponsored Symposium; “The Academic Librarian in the University Enterprise,” April 30, 2004, Eastern Michigan University; MLA Conference Sponsor, 2008.

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My career path in academe has a variety of positions of responsibility and creativity: from academic leader to manager to team-player, to independent scholar/teacher. I willingly follow and lead given the situation.

Having attending the Aug. 8, 2007, summit in Lansing I saw the pressing need to reorganize MLA. The organizational form, as it was illustrated in its complexity, appeared to thwart advancement of central core values and goals. The proposed streamlining of the association is certainly not just for change sake but for its survival, growth and relevancy.

I have always demonstrated my eagerness to learn, move forward, accept change and work collaboratively. I would happily continue the good work of those who labored so diligently to bring the association into its fullness in the 21th century.

**Individual Board members must possess skills in any of a number of areas including finance, law, organizational development, leadership, change management, development and fundraising, human resources and attention to detail. What strengths in any of these specific skill sets will you bring to the Board that will help to enable organizational change?**

My skills, experience and knowledge in working with organizations rest on the following: attention to detail, human resources, change management, organizational development and peacemaking.

**Name:** Mary Rzepczynski

**Job:** Public Services Librarian, Delta Township District Library

**Education:** MLS, Wayne State University; BA in public history, Western Michigan University

**Position sought:** Board member



**What Expertise/Interests Can Nominee Bring to the Board:**

Mary has been the public services librarian for the past seven years, and has had many opportunities to lead and initiate change within the library. Our library is currently undergoing a drastic transformation, and Mary has been an active participant throughout the strategic planning, architectural renderings, millage campaign, construction, interiors and project meetings. Moving from a 4,800-square-foot to a brand-new 30,000-square-foot building is presenting unique challenges to both patrons and staff. Mary has been actively involved in scheduling, workflow and planning to make the transition easier for staff and to ensure the highest quality of patron service.

In addition, Mary oversees public relations and the overall marketing and branding of the library including the quarterly newsletter and other publications and coordinates library fundraising—seeking and preparing applications for grant opportunities as needed.

**Service to Nonprofit Organizations/Community Other Than MLA:**

Mary has represented the library on the Capital Area Early Childhood Literacy Coalition and has participated in communitywide library events such as the Lissa K. McLean Gala, 5K Run for Reading, Attic Art Sale and the upcoming Jingle Belle 5K for Women.

**Service to the Profession:** Coordinates and supports internship opportunities for library science students, 2005, 2007 and 2008; Quality Services Advisory Committee, Library of Michigan, 2002; ATLAS Promotion Committee, Michigan Library Consortium, 2001.

**Service to the Michigan Library Association:** Michigan Library Association member, 2000 to present; *Michigan Libraries*, 2004-2007 (editor 2005-2007); member-at-large, chair, Marketing and Public Relations Roundtable, 2003-2007 (chair, 2005-2006); Leadership Academy, 2005-2006;

member, Restructuring Work Group, 2007; member, Publicity Subcommittee, 2007 MLA annual conference; chair, Publicity Subcommittee, 2008 MLA annual conference.

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As an active member of the MLA Restructuring Work Group, I was pleased with the thoughtful and insightful discussions that preceded the vote and gratified by the overwhelmingly positive affirmation for change by the membership. As an MLA Board member, I would draw upon the excellent standard of leadership set by Gretchen Couraud and Josie Parker to help pave the way for this important transition to the new organizational structure. I would encourage the open dialogue and transparency that made the call for change such a success. The work groups, standing committees and communities of practice will allow the membership to have the leadership and networking opportunities that were identified in the membership survey. I would work hard to develop and encourage opportunities for both the long-time champions of MLA and for the next generation of librarians.

**Individual Board members must possess skills in any of a number of areas including finance, law, organizational development, leadership, change management, development and fundraising, human resources and attention to detail. What strengths in any of these specific skill sets will you bring to the Board that will help to enable organizational change?**

As the Delta Township District Library prepares to move its staff, patrons and collection from a 4,800-square-foot building to a brand-new 30,000-square-foot facility, I have had numerous opportunities to manage and lead change.

As part of the library's project management team, I have utilized my excellent attention to detail throughout the exhaustive review of the architectural renderings, interior design, furniture bid documents and signage plan, while simultaneously preparing the staff and patrons for the tremendous amount of changes that will occur over the next six months.

My experience at the MLA Leadership Academy (2005-2006) was an excellent foundation for helping me to guide the library toward such significant organizational changes, including doubling our staff, increasing our space and becoming the community center in Delta Township. As part of our Library's Capital Campaign Committee and in our community events such as the annual 5K Run for Reading, the Lissa K. McLean Gala and the Attic Art Sale, I have developed community partnerships and solicited donations. Through various grant opportunities, I have raised more than \$50,000 in support of library programming, technology and collections.

**Name:** Michael P. Tyler

**Job:** Chairperson, Board of Directors, The Library Network

**Education:** MPA, Pennsylvania State University

**Position sought:** Board member



**What Expertise/Interests Can**

**Nominee Bring to the Board:** Budgeting, financial management, human resources management, collective bargaining, risk management, information technology; all experience gained while serving as chief financial officer and assistant city manager in Berkley, Mich., 1972-2003. Legislative advocacy and analysis as former chair of the Michigan Government Finance Officers Association and former chair of its legislative committee, and also a member of the finance and taxation committee of the Michigan Municipal League. Research-based policy analysis based upon experience gained while employed 1964-1972 by the Pennsylvania Economy League (a PA equivalent to the Citizens Research Council of Michigan). Issue perspective and organizational leadership based upon membership or leadership at various times on the previously listed boards and committees and others.

**Service to Nonprofit Organizations/Community Other**

**Than MLA:** Michigan Municipal League and Michigan Government Finance Officers Association committees and boards as previously described; treasurer and board member of church congregation from 1990-2007; member, Oakland Township Zoning Board of Appeals; member, Oakland Township Library Board.

**Service to the Profession:** The Library Network, board member and chairperson, 1999-present; recipient of the MLA Trustee Citation of Merit, 2004; testified before House and Senate committees and wrote letters to legislators regarding library and cooperative financing in the spring and summer of 2007.

**Service to the Michigan Library Association:** See above regarding service to the profession.

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While I have had a friendly appreciation for libraries from my student days working in the offices of Penn State's main campus library, I did not have a formal interest until I was appointed to the board of The Library Network in 1999 and subsequently elected chairperson from 2001 to date. Since then I have become acquainted with the directors of many libraries, both large and small. At MLA conferences, I make a point of sitting with other attendees from academic libraries and from large and small communities, especially those from beyond the Detroit vicinity, to hear about what are their interests, challenges and concerns. Last spring and summer I testified at the Senate and House hearings that dealt with state library aid and wrote to conference committee members. But with all of this, I have not yet been directly involved with MLA. In a nutshell, for me there really is no "old" structure; only the

present structure which some refer to as “new.” Structures need to serve objectives. Very briefly I see MLA as serving to foster and advocate for two principle domains of interest: librarians as professionals and libraries as institutions in both community and educational settings. The membership has chosen a new structure. I foresee no difficulty participating on the MLA Board under that structure. I have no ties to the prior structure. It has always been my desire that my participation should bring value to each of the many committees and boards on which I have served during the course of my career. On the MLA Board I will listen, learn, suggest and advocate when it seems right, but always with great respect and consideration for the experience and perspective of everyone else around the table.

**Individual Board members must possess skills in any of a number of areas including finance, law, organizational development, leadership, change management, development and fundraising, human resources and attention to detail. What strengths in any of these specific skill sets will you bring to the Board that will help to enable organizational change?**

My education (BA and MPA degrees from Pennsylvania State University) and my entire 39-year working career have revolved around all facets of local government public administration. My first employer was the Pennsylvania Economy League (a nonprofit organization very similar to the Citizens Research Council in Michigan). There I undertook research projects on subjects related to local government finance, management and policy. Then for 31 years I served as director of finance for the city of Berkley; the last 15 years serving also as assistant city manager. Berkley’s modest size and limited financial resources provided a setting in which I was able to be involved in, and develop skills and experience associated with, virtually all of the management challenges facing local government-related organizations; libraries, cities and associations. I prepared budgets, supervised accounting and reporting, interviewed employment applicants, with others, for all positions up through department head, served as chief city representative negotiating labor agreements and wrote new contract language based on those agreements, prepared

supporting literature for bond issue campaigns, introduced the use of data processing for budgeting, accounting, word processing and the Internet, wrote computer programs, prepared spreadsheets, served as liaison to attorneys representing the city in liability litigation, served as board president of Berkley’s local police and fire pension system and employer representative to the statewide MERS pension system for administrative employees, served as city FOIA coordinator and prepared the city’s first sexual harassment policy. Professionally, I participated in many organizations, notably the Michigan Government Finance Officers Association, serving as a board member, the first chair of its legislative committee, and as president. In these roles I reviewed proposed legislation, testified at legislative hearings, and oversaw and participated in the planning and execution of annual conferences. Subsequently I was elected an honorary life member. I also served as a member of the Michigan Municipal League’s Finance and Taxation Committee. Here I gained additional experience in working for organizational improvement in a committee setting.

**Name:** Lee Van Orsdel

**Job:** Dean of University Libraries,  
Grand Valley State University Library

**Education:** MLS, MA history, BA

**Position sought:** Board member

**What Expertise/Interests Can  
Nominee Bring to the Board:** I’ve

been a dean or director of three academic libraries in three states for a total of 17 years, with a total library experience of over 30 years. I served on SOLNET’s board of directors for three years and was vice-chair during the last year. I’ve chaired state consortia in Alabama and in Kentucky and led the multi-type consortium in Alabama that conceived and secured state funding for the Alabama Virtual Library. I have extensive experience chairing committees for the Association of College and Research Libraries. I served on the task force for the reorganization of MLA. I also have corporate experience with EBSCO—I was director of account services (a consulting role) for the major public, academic and corporate libraries in the Southeast for just under five years.



I have an abiding interest in organizational leadership and that is probably my deepest passion professionally. I've led reorganizations in three academic libraries that, in each case, resulted in more flexible, change-oriented libraries with improved reputations and improved morale. In two libraries, my leadership team and I were able to rework library support staff job descriptions and pay scales, which brought turnover to the near-zero mark.

In terms of interests that might serve MLA, I deeply believe that libraries must be fearless in embracing the future and must build organizations and resource management skills that are light-footed and change-oriented. I think continuing education is critical to achieving that mindset. I believe it's the responsibility of leadership to make continuing education available and to encourage it as a way of life professionally.

**Service to Nonprofit Organizations/Community Other Than MLA:** I'm an alumna of Leadership West Michigan.

**Service to the Profession:** Generally speaking, I've been an active member and have held leadership positions in the following: ALA/ACRL (early 1980s-present), Alabama Library Association (1973-1999), Kentucky Library Association (1995-2005), Network of Alabama Academic Libraries (1991-1999), and State-Assisted Academic Libraries of Kentucky (SAALCK) (1999-2005). I am currently a member of ACRL's Committee on Scholarly Communications (2002-2005, 2007-present) and a faculty member in ARL/ACRL's Institute on Scholarly Communications (2006-present). I participated in UCLA's Senior Fellows Program in summer 2005.

I've presented/taught in the field of scholarly communications at the ACRL Scholarly Communications 101 pre-conference (Orlando, June 25, 2004), the 6<sup>th</sup> Nordic Interlending Conference in Trondheim, Norway (Oct. 1, 2004), NASIG (May 2006), three of the four ARL/ACRL Institutes on Scholarly Communications (July 2006-December 2007), and a daylong workshop at Georgia Tech in fall 2007. I was the Academic section luncheon speaker at the fall 2007 MLA annual conference.

**Service to the Michigan Library Association:** MLA Restructuring Work Group, 2007.

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I don't have an outcome in mind—I'm too new to the state and was not invested in the old system. I think solutions/structures/relationships will begin to suggest themselves as we begin to talk and deliberate about our options. The way I would work to help that process is to listen and ask questions. And when appropriate, share my own experiences in organizations over the past 30 or so years. I'm pretty comfortable with ambiguity while something new is being born, and I think that will help the process stay fluid until we have good consensus on what works for the new MLA, even if that takes a couple of years.

**Individual Board members must possess skills in any of a number of areas including finance, law, organizational development, leadership, change management, development and fundraising, human resources and attention to detail. What strengths in any of these specific skill sets will you bring to the Board that will help to enable organizational change?**

I have extensive leadership experience that includes large-scale reorganization and change management. I have some experience in fundraising and lots of experience in human resources. I served on SOLINET's board of directors for three years, which gave me a smattering of knowledge about finances and board protocols.

# MLA Board News

*This column provides highlights of MLA Board meetings from MLA Board Secretary Faye Backie, Michigan State University Libraries, [backie@mail.lib.msu.edu](mailto:backie@mail.lib.msu.edu). Official MLA Board minutes are available at the MLA office.*

## February meeting

President Josie Parker welcomed Ed Repik, newly appointed Board member. Gretchen Couraud introduced Denise Cook, MLA's new director of professional development and meetings. Board members reviewed the budget, noting that revenues are not as strong as anticipated. They discussed updating the association's annual business plan as well as the strategic plan; information will be posted to the Web site. Members reviewed the bylaws vote and discussed the steps that will need to be taken as the Board transitions to strategic board governance. The Board authorized Couraud to contract with Traverse Management Resources to continue facilitating the restructuring process.

Parker reported that the nominating committee for MLA elections has been convened and is at work. It is anticipated that voting will take place in May. Parker also discussed the possibility of creating a dues task force. Gen Allen reported that the implementation of the MemberMax software is going well. It is expected that the data we can generate from

MemberMax will aid a dues task force in its work.

The Board approved a letter of recognition to be sent to Chelsea District Library, which has won the 2008 Best Small Library in America Award.

## March meeting

President Josie Parker reported on the Transitional Leadership Forum's first meeting, which was well attended. Treasurer Gail Parsons reviewed the January financials. The budget is on track.

MLA's auditor has recommended the Board adopt a conflict of interest policy. A subcommittee will work on a draft for consideration at the May meeting. Members discussed issues related to creating a strategic board and had a demonstration of the MemberMax software. Members agreed that the dues task force should be convened when the data input and cleanup in MemberMax is further along, since the data will be useful for their work.

President-elect Kathy Irwin reported on her progress in appointing chairs for the new committees. She indicated that Christine Berro has agreed to chair the Legislative Committee; Steven Sowards, Membership Committee; and Tim Grimes will head the Communications and Marketing Committee.

## On the Web

MLA Board of Directors:  
[www.mla.lib.mi.us/exec](http://www.mla.lib.mi.us/exec)

## MLA Board members

- President Josie Parker
- President-elect Kathy Irwin
- Past President Leah Black
- Former Past President Michael McGuire
- Treasurer Gail Parsons
- Secretary Faye Backie
- Zandra Blake
- Linda Farynk, Library of Michigan Board liaison
- Barbara Glover
- Kevin King
- Roger Mendel, ALA Council representative
- Karren Reish
- Ed Repik
- Nancy Robertson, Library of Michigan representative, ex officio member
- Jean Tabor

Board members noted Anne Winkel's resignation and recognized her for 12 years' service to the association and presented her with a token of the board and staff members' appreciation.

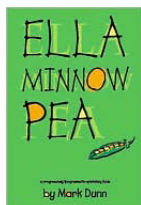
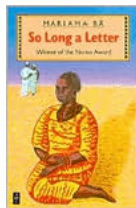
# LOOK TO BOOKS: EPISTOLARY FICTION

By **Beth Andersen**, Central Selector

Ann Arbor District Library

In this exploding age of text messages, instant messages, blogs and e-mail, the art of thoughtful letter writing is being lost. Epistolary novels go back at least to the 15<sup>th</sup> century (*Prison of Love* (*Cárcel de amor*), c.1485, by Diego de San Pedro) and offer a lovely glimpse into the heart and soul of the characters.

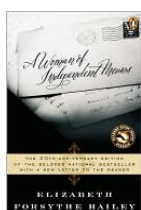
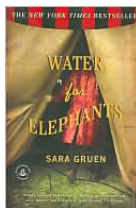
**Ba, Mariama.** *So Long a Letter* (1981). Part of the African Writers Series and winner of the first Noma Award for Publishing in Africa, this novel is one long letter written by Ramatoulaye, a newly widowed Senegalese, who is using her 40-day mourning period to examine the fate of modern African women. The letter's recipient also married a man who chose a second wife, but she took a different path for fulfillment.



**Dunn, Mark.** *Ella Minnow Pea: A Novel in Letters* (2001). The sheer logistics of this novel created a stir when it first came out. Ella lives on the fictional South Carolina island of Nollop, named after the gent who used all the letters in the alphabet in his famous sentence:

The quick brown fox jumps over the lazy dog. As letters drop off the island's statue honoring Nollop, they are banned by the island's council and disappear from the novel itself.

**Gruen, Sara.** *Water for Elephants* (2006). Ninety-something Jacob Jankowski reflects on his derailed life and the years he spent in the tawdry, violent, behind-the-scenes atmosphere of a Depression-era circus. His intended career as a veterinarian took a tragic turn as a young man, so the circus put his skills to use with its ill-treated animals, and by extension, the performers and roustabouts who crossed Jacob's path.

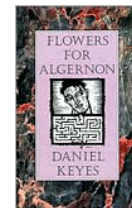


**Hailey, Elizabeth.** *A Woman of Independent Means* (1998). For the first seven decades of the 20th century, socially privileged Bess Steed Garner keeps her friends and family posted on her trials, triumphs and tragedies as a strong-

willed wife and mother who proves to Dallas that she is a woman born way before her time and is a force with which to be reckoned.

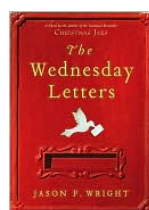
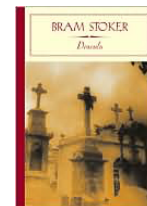
**Keyes, Daniel.** *Flowers for Algernon* (1996).

From one small 1959 novella comes a bounty of awards. The original version of this science fiction classic won a Hugo award. The 1966 novel garnered the Nebula. The 1968 movie adaptation, *Charly*, captured an Oscar. Sweet Charlie, with an IQ of 68, watches in fascination as lab mouse Algernon gets smarter and smarter after experimental brain surgery. Charlie volunteers for the same surgery but his newfound intelligence comes with a price that may not be worth it.



**Shriver, Lionel.** *We Need to Talk About Kevin* (2003). Eva Khatchadourian belongs to a growing nightmarish sorority of mothers whose children commit school shootings. In a series of letters to her estranged husband, Eva digs deeply into the painful truth of their marriage and parenting abilities to see how they went wrong. Harrowing, riveting, illuminating.

**Stoker, Bram.** *Dracula* (1897). Solicitor Jonathan Harker travels to Transylvania to meet with his client, Count Dracula, regarding a real estate matter. Harker soon realizes the charming Dracula is much more than a night owl, and Harker himself is held prisoner, enthralled by three female vampires chomping at the bit to get to his jugular. Journal entries and letters by multiple characters are the bulk of this horror classic.



**Wright, Jason.** *The Wednesday Letters* (2007). When bed and breakfast owners Laurel and Jack Conner die within hours of each other, their three shell-shocked children, family and friends uncover a cache of letters that Jack wrote to Laurel every Wednesday of their long marriage. Compounding the pain of grief is the confusion and disbelief over the secrets uncovered by Jack's missives.

# TECH WATCH | Reducing Form Spam with reCAPTCHA

By [Mariela Gunn](#), Digital Services Librarian  
Oakland University Kresge Library

CAPTCHAs are Web tools that offer challenges or puzzles to be solved before an online form can be submitted. Their goal is to allow humans to submit forms while blocking computers from doing the same. Hence, the acronym CAPTCHA stands for “Completely Automated Public Turing Test to Tell Computers and Humans Apart.” When the challenge is visual, users encounter an image of smudged or distorted letters and numbers that they have to recognize correctly. When the challenge is mathematical, users have to enter the correct answer to a simple math question.

I recently became the recipient of Web suggestions through an online form. My inbox quickly filled up with form submissions—none of them suggestions, none of them about the Web site, all of them spam. In addition to our Web suggestion box, the Kresge Library offers online forms that allow patrons to ask reference questions, submit requests for research consultations or schedule library instruction sessions. These forms are widely used both by our patrons and by spambots (Webcrawlers that “gather e-mail addresses from Web sites, newsgroups, special-interest group postings, chat-room conversations,” etc. (From [en.wikipedia.org/wiki/Spambot](http://en.wikipedia.org/wiki/Spambot)))

I realized that we needed a solution that would drastically reduce spam without imposing a login procedure. Among the free CAPTCHA services and code snippets, I focused on ones that were easy to implement, accessible, secure and customizable. The reCAPTCHA service from Carnegie Mellon University emerged as the best solution for my library. Available through [recaptcha.net](http://recaptcha.net), it combines the concern for stopping spam with the value of helping digitization projects. The service offers an image challenge with two words from scanned books. One of the words is the real challenge, while recognizing the other helps in the digitization of old texts. Beyond the attractive philosophy,



below are some practical details that made it the appropriate choice for us.

**Easy implementation:** As an externally hosted solution, reCAPTCHA is easy to use and imposes almost no technical requirements on a library’s Web site. The images are generated and displayed dynamically by the reCAPTCHA servers. You sign up for a free account and register a public and private key for your library’s domain. The next step is to decide what script to download. Ideally you already use some scripting to process online forms. You can choose what you are familiar with. Plugins are available for programming environments like PHP, ASP, Perl, Java and ColdFusion. The service also provides plugins for major Web applications, such as Movable Type, Drupal, WordPress, etc. The plugin you select will communicate with the reCAPTCHA servers to display the images and will authenticate users’ responses. The reCAPTCHA Web site also offers clear directions and easy-to-edit sample code to include in each online form.

**Accessibility:** Any visual challenge creates a problem for users who might be visually impaired or have learning disabilities that interfere with the recognition of distorted language. reCAPTCHA presents a visual challenge by default, but allows users to opt for an audio challenge in which they hear and have to recognize several numbers read to them amid background noise. Having the two formats makes the content accessible. When it comes to the code, reCAPTCHA allows you to set the tabindex for the challenge, making the code itself easy to integrate in an accessible manner.

# TECH WATCH: reCAPTCHA Allows for Design Changes

**Tech Watch**, from Page 31

**Security:** Security is a significant issue with many CAPTCHA services. Some of the most widely used services already have been broken. As a service grows in popularity, spammers become more motivated to circumvent it. reCAPTCHA is filtering IP addresses to see if any of them starts resolving many of the challenges and is ready to increase the distortion in their images if need be. Should they change the image generation in the future, you will not have to revise your online forms because the image display happens dynamically from the reCAPTCHA servers.

**Customizable design:** Some visual customization is useful in trying to integrate any CAPTCHA images to

your online forms; the closer aesthetically they are to the rest of the form, the more seamless your users' experience will be. reCAPTCHA is quite flexible. The service offers four built-in themes ranging from completely plain to glassy black. In addition, the enthusiastic designer can develop custom themes with some help from the online documentation.

If you are using online forms that generate e-mails and you want to protect the recipients from spam, reCAPTCHA offers a good solution. The service is free. It addresses the most common technical and practical concerns and takes a realistic outlook on the security of their product.

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## Upcoming Spring Workshops

**Academic Libraries Day 2008**

**Virtual Libraries/Virtual Learners: "A Matter of Perspective"**

**May 9, Central Michigan University**

This year's Academic Libraries Day offers something for everyone. Keynote Roy Tennant Sr., OCLC program officer, kicks off the day with "Academic Libraries in a Networked World." This rich day includes four meaty breakout panels featuring panelists from throughout the state on hot topics. Sign up at [www.mla.lib.mi.us/events/programs](http://www.mla.lib.mi.us/events/programs).

**Spring Institute**

**May 7-9, Grand Rapids**

Raise the Roof on having a great time! Raise the Roof on gaining great new ways to encourage children and teens to read! Raise the Roof and see some great musical guests! Raise the Roof on thinking outside the box! Raise the Roof on sharing ideas! Swap 'n' Shop is back! For more information, go to [www.mla.lib.mi.us/events/spring](http://www.mla.lib.mi.us/events/spring).

**It's Mine, You Can't Have It: Resource Sharing, Now and in the Future**

**May 23, Lansing Community College West Campus**

This workshop will explore the state of interlibrary loan and the future of resource sharing in Michigan. The first half of the workshop will cover interlibrary loan issues including best practices, delivery costs, MeLCat and more. The second half of the workshop will cover the future of resource sharing. This facilitated discussion will focus on the Rethinking Resource Sharing Initiative and Manifesto: "We believe that the user should be able to get what s/he wants on the terms s/he chooses without undue hurdles from the library community." Sign up at [www.mla.lib.mi.us/events/programs](http://www.mla.lib.mi.us/events/programs).

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# AROUND THE STATE

## Friends of Libraries USA Honors Mich. Congressman

Congressman Vern Ehlers is the recipient of the 2008 Public Service Award from Friends of Libraries USA. Ehlers, of Grand Rapids, is being recognized for his efforts as a national leader on behalf of America's libraries.

"Friends of Libraries USA is proud to honor Congressman Ehlers with our Public Service Award. This prestigious award is given annually to a U.S. representative or senator who has worked in support of America's libraries," said Sally Gardner Reed, executive director, Friends of Libraries USA. "We are deeply appreciative of Ehlers' understanding about and support for the critical importance of professionally staffed libraries in our schools."

Ehlers was chosen for service to his local library board, his co-sponsorship of the loan-forgiveness efforts for librarians, and his work as one of the original sponsors of the Strengthening Kids' Interest in Learning and Libraries (SKILLS) Act.

The award will be presented at the closing reception of National Library Legislative Day on May 14 in Washington, D.C.

Friends of Libraries USA is a nonprofit organization providing networking opportunities and



Anne Winkel is thanked by Board President Josie Parker for her 12 years of dedicated service to the Michigan Library Association. Anne resigned from MLA this spring to pursue other career opportunities.

support for local friends of libraries groups, trustees and library foundations across the country.

## East Lansing library wins award for story program

The East Lansing Public Library received the 2008 Bridge to Understanding Award for its International Storytime program.

The United States Board on Books for Young People sponsors the award, which recognizes adults who cultivate international understanding in children through books. East Lansing's annual program was created

by teen services librarian Mary Hennessey.

For more information about the library, go to [www.elpl.org/](http://www.elpl.org/).

## Wayne State to Offer Online LIS Program

The Wayne State University Library and Information Science Program will begin offering an online option for its master of library and information science degree in fall 2008. All coursework for the online program will be conducted online and will include the same content as the regular MLIS program delivered by the program's full-time and adjunct faculty. The program will continue to offer face-to-face and blended classes at its metropolitan Detroit and Lansing locations.

Preference for the initial online cohort of 60 students will be reserved for those currently working in Michigan libraries. However, the online option is open to potential students across the United States and Canada. Online MLIS students will be charged the same tuition and fee rates as in-state, on-campus students regardless of their physical location. Complete details about the online MLIS, as well as the other degree and certificate options offered by the LIS program, are available at [www.lisp.wayne.edu/](http://www.lisp.wayne.edu/).