New England Library Leadership Symposium II (NELLS II), exploring the Changing Nature of Work, was designed for librarians who are in leadership positions and who have at least 15 years of experience working in libraries. Sponsored by NELA (New England Library Association), the symposium took place Aug. 14 – 16, 2018, at the Rolling Ridge Conference & Retreat Center, North Andover, MA.

Below, read an overview of the experience from two Connecticut librarians who attended.

**Sheri:** Not unlike the television show, *Survivor*, 22 librarians were sent to a beautiful waterfront retreat center in North Andover, MA. We were tasked with building relationships and solving problems while developing a vision for the future of library services.

While we were all in the same “tribe”, and not competing with one another, we found that we were all facing similar challenges in our workplaces. Relationships developed, group leaders emerged, problem (and puzzle) solvers rose to the top. Using Travis Bradberry & Jean Greaves’ *Emotional Intelligence 2.0* as a guide, we developed tools to enhance our relationships with others and within ourselves. We learned techniques to focus on the purpose of our organizations and ways to create a purpose-driven library.

Our group discussions explored everyday problems as well as the global changes faced by our profession.

As our “tribe” extinguished our torches at the close of NELLS II, we returned to our libraries with a fresh perspective, a new group of colleagues and useful tools to guide our libraries through the changes coming in the next decade.

**Susan:** The primary speaker was Maureen Sullivan, a nationally known library leadership trainer and past president of ALA. Her theme was “The Changing Nature of Work.”

Group discussions focused on such issues as strategic planning, work redesign, organizational restructuring, leadership development, resistance to change, and the challenges of implementing large-scale organizational change.

Participants were able to share the ways they have addressed challenges, what worked, and what didn’t. It was helpful to be able to continue informal discussions with other attendees during meals and in the evenings.

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*Sheri Szymanski, Stratford Library Association*

*Susan Ray, Simsbury Public Library*
Movin’ On Up!

from the Career Development Committee

BEST OF

From Richard Conroy: Always take a moment to gather your thoughts before you start to answer a question. When you do speak be sure to make eye contact, not only with the person who asked the question, but the others who are present, as well. If you are unsure that you understand the question don’t be shy about asking that it be repeated or clarified. If you are unsure that you answered the question “correctly” then don’t be shy about concluding by asking something like “have I answered your question?”

From Sunnie Scarpa: Additionally, my studies gave me an expansive way of looking at librarianship that influences my participation in our strategic planning process and management team meetings. It has also influenced how I lead our department’s annual goal setting and professional development planning. In fact, I use more of the principles I learned in graduate school now, x years later, than I did right after graduating.

From Chris Angeli: A thank-you note can add to the positive impression of a candidate who interviewed well, and, if well written, perhaps add that boost if there is a competitive field.

From Laura Horn: Also, if your professional goal is to someday be a department head or library director, chances are, you will need your MLS. Not all libraries have the same requirements, but in a field with limited financial resources, and therefore limited job opportunities, you want to give yourself every advantage when applying for a new position and having your degree will certainly help.

Do you have a question about your career that you would like to see answered in the next issue of CLA Today? Send it to: editor@ctlibraryassociation with “Movin on Up” in the subject line.

CLA Today October/November 2018
Message from the President

I’m writing my column on one of the few really nice fall days we’ve had so far this year, and it’s really a relief after all the uneven, rainy, hot and/or cold weather. Even in the most challenging times, the sun occasionally comes out and the weather is perfectly seasonal. A month ago I was thinking that CLA—one of the nation’s oldest library associations—might not be here in a year. I drafted a letter outlining the organization’s financial situation and planned to send it out to the entire membership. I consulted several past presidents and they, too, agreed that CLA’s finances are tighter than ever, even after major changes in recent years were made to the association’s operating costs. Things were cold outside, rainy and the future felt grim.

But today I’m happy to report that CLA’s Executive Committee (Past President Glenn Grube, Vice President/President-Elect Lisa Karim, Treasurer Kristina Edwards, and Secretary Cathy Potter), CLC Executive Director Jennifer Keohane, CLA Today Editor Jen Datum, and many others are working together to analyze CLA’s financial, membership, and workshop and conference attendance trends. We know that the trend lines have been downward, and we need to extrapolate those to the future, determine new strategies and revise our budgeting accordingly. It is also helpful to know that Connecticut is not unique—other state associations are experiencing the same pressures.

One first step that the executive board has taken is to approve a new speaker rate for the annual conference to cover food costs. While non-librarian or out-of-state librarian speakers will continue to receive free conference registration, library speakers from Connecticut will pay the cheapest conference rate of $75 on any day they speak. A speaker rate has become standard practice at conferences across the country and should result in a much healthier balance sheet for CLA after the conference.

Part of the good news, the sunshine, of CLA is that we have dedicated and creative volunteers who have energy and ideas. This fall’s lineup of workshops offers many ways to grow your skills and build relationships. I am looking forward to attending the CLASS conference on Oct. 26. I’m excited by the opportunities to sharpen

Mark your calendars now!

The 2019 CLA Annual Conference will be held April 29-30 at the Mystic Marriott.

Program proposals are being accepted until Friday, Nov. 21.

Hotel reservations are available now!

Vendor registration is open.

Keep looking – information on the program and registrations for attendees will be coming your way soon!

The conference website has all the most updated info you need!
People in the News

Betty Anne Reiter, former CLA President, and director of the Groton Public Library, is retiring effective Nov. 1. Jennifer Miele will be the new director.

Farmington Libraries Executive Director, and former CLA President, Jay Johnston, is retiring effective Jan. 4, 2019.

(Look for features on Betty Anne and Jay in our next issue)

Lois Meltzer of the Cromwell Belden Public Library will be retiring on Dec. 31. Meltzer held the position of children’s librarian and assistant director for 32 years and will be sorely missed by the staff and community.

Beth Crowley is the new director of Cheshire Public Library.

Coventry’s Booth and Dimock Library is proud to announce Margaret Khan as the new director. She has hit the ground running, and her enthusiasm is addictive. Perhaps the biggest challenge Khan is facing is the spearheading of an expansion project.

At the Hartford Public Library:

• DaShaun Hightower is a new YOUmedia mentor. Hightower comes to HPL with more than 4 years of experience in the field of fashion. In this new role, he looks forward to creating fashion workshops for youth and expanding their knowledge of the fashion world and all the career possibilities within it.

• Diana M. Smith is the new director of human resources. Smith most recently served as the assistant director of human resources for Queens Library.

• Michele Maccarone Brophy has been hired as an instructional specialist with The American Place. She supervises the after-school program for Bulkeley High School students who are recent arrivals to the United States. Most are also English-language learners. The program includes English language instruction, social integration and “linking, learning, belonging and community.”

See photos on the next page

Director Cyndi Shirshac retired Aug. 31 after 19 years at the Durham Public Library. Christine Michaud has been named the new director.
Angela Walker has been hired into a tenure-track position as assistant librarian, reference & instruction, at Eastern Connecticut State University’s J. Eugene Smith Library. Walker obtained her MLIS from URI.

Jane Fisher, Wallingford Public Library executive director, is slated to receive the Community Impact award from the Quinnipiac Chamber of Commerce Women’s Achievement Awards.

Hartford Public Library honored Martha-Rea Nelson for 25 years of service. She has served in a wide variety of roles at the library and is currently senior library assistant for HPL’s Hartford History Center. She is especially proud of the outreach work she does teaching local history to Hartford schoolchildren.

Obituaries

Harriet F. Lorenz, passed away Aug. 24. She began her career at the New Haven Free Public Library, then worked as a children’s librarian for the Bridgeport school system, and later the South Windsor Public Library. She retired as the assistant director of the Bristol Public Library. Full obituary is available here.

Jane Glover, former children’s librarian at the Public Library of New London, and former head of children’s services at the Groton Public Library, passed away Oct. 13. She also served as the mayor of New London and founded Kente Cultural Center. Full obituary is available here.
Russell Library’s new career center is now open for business, and is designed especially for job seekers. Four state-of-the-art computers are available. Each computer is loaded with Microsoft Office software that allows patrons to prepare cover letters, resumes, and other documents, and also provides quick access to popular job search sites, the State of Connecticut employment site, and other training and career data bases.

Patrons can meet the job and career team and make an appointment for a resume review, practice interview or a one on one job coaching session.

The Russell Library Career Program is funded in part by The Community Development Block Grant, the Liberty Bank Foundation, and the Family of Thomas J. Regan. ♦

To celebrate Library Card Sign-Up Month, Southington Public Library sponsored a contest. Every time a patron used their library card, they could guess how many pom-poms were in the jar. A total of 224 patrons participated.

These photos show winners Max V. (l) who guessed 511, and Pat P. with a perfect guess of 527, along with their prizes. ♦
CONTINUED FROM P. 3

skills at the upcoming PR Tune Up program on Nov. 1 and the annual Teen Meetup on Nov. 14.

Outside of our libraries, Connecticut will elect a new governor and new state legislature. It will be very important for library people—staff, trustees, and patrons—to be ready to speak out in support of library funding to the many new members entering the state capital in the new year. We will need to make new connections and speak up in support of libraries and the work we do in all our settings. We know our work is vital and we need to be noisy about it!

Through all the conversations of the past month or so, I have been so impressed by people’s willingness to do the hard work, their dedication to the association and the work we do, their creativity and thoughtfulness. This truly has been the sunshine and seasonal weather that has sustained my hope for CLA’s future. I welcome your thoughts and ideas. Right now we are ready to re-imagine and strategize for another century of service to Connecticut’s library community.

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

Nutmeg Award Update

The Nutmeg Selection Committees are currently seeking students and librarians to help choose the 2021 Nutmeg Book Award Nominees.

These committees will start meeting in early 2019 and will work together through early 2020.

We encourage librarians and students from libraries in a variety of settings to apply. We would love to have committees that represent the wide diversity that we find in our readers.

Please share with anyone who fits the criteria and who might be interested. Thank you!

More information at www.nutmegaward.org

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