

Maryland Library Association

Minutes

Executive Board/Advisory Council Meeting

Wednesday, March 17, 2021

10:00 a.m. – 12:00 p.m.

MLA Office, 1401 Hollins Street, Baltimore VIRTUAL MEETING

In Attendance

Morgan Miller (President), Andrea Berstler (Past President, Leg Panel), Brenda Johnson-Perkins (EDI Task Force), Carl Olson (Treasurer, GIIG), Anita Crawford (LDD), Annette Haldeman (CRAB), Bryan Hissong (LTT), David Dahl (ALA Councilor), Betsey Brannen (CSD), Elizabeth Howe (Archivist), Joseph Thompson (Nominations), Kenneth Wayne Thompson, Laura Boonchaisri (Marketing), Mary Anne Bowman (Vice President), Meg Faller (RAIG), Megan Sutherland (LDD), Robin Soma-Dudley (SSD), Sabine Simonson (OSIG), Sam Eddington (PSD), Sara Brown (IFAP), Tiffany Sutherland (Membership), Tyler Wolfe (Conference Committee), Debby Bennett (Author Awards), Sarah Jane Brunson (IFAP), Tamar Sarnoff (MSL), Kelsey Hughes (TIG)

Excused Absences

Tracy Miller (FoLIG), Naomi Keppler (PDP), Ryan O'Grady (Interim Executive Director), Kim Day (TIG), Amy Jenkins (RAIG), Natalie Edington (Leg Panel), Lisa Swain (MAPIG)

Call to Order

Morgan Miller

Morgan Miller thanked everyone as we have moved MLA along after Margaret's death and opened the floor for any other comments or thoughts about Margaret they would like to share.

Morgan Miller called the meeting to order at 10:10am

Changes to the Agenda

Mary Anne Bowman would like to add election results to the new business section.

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Conni Strittmatter (5 min)

Andrea Berstler moves to accept the minutes. Tyler Wolfe seconds.

Treasurer's Report

Carl Olson (10 min)

Next month's statement will reflect some fixes to the numbers which were off this month due to some mail issues in the office.

Balance Sheet

- Total bank accounts are at \$87,111.89, down 23.91% from 2020
- Total Current Assets are at \$132,146.57, up \$14,500.79 from last year
- Total Assets are now at \$219,198.46, down 5.55% from 2020
- Accounts payable and Total Liabilities were again beneath the dollar
- Retained earnings ended at \$225,191.85, up 25.16% from 2020. Likely reflecting lower conference expenses
- Net income ended with a loss of \$5,992.68, which is below where we usually are
- Total liabilities and equities balance out at \$219,198.46, down 5.55%

Profit & Loss

- Annual conference income did fairly well this month pending some adjustments. Kate discovered Quickbooks was logging 2020 income in the 2021 column. This is why registration income reads \$48,255. This will be corrected.
- Annual conference income stands at \$78,825, down about 33% from this time last year. This reflects no banquet meals and other fees coming in.
- Fundraising income and LLT are both unchanged at \$570 and \$3,062.50
- Jobline income reached \$850
- Memberships of all types totaled \$48,856, down just 5.08% from February 2020
- Program income is a total of \$6,020.50, down about 57%, reflecting the new fee structure
- Total income and gross profit was in all, \$152,073.69, down about 46.67% from February 2020
- Conference expenses are at \$24,257.26. This reflects higher than usual speaker honoraria, so expenses are about 173.59% of this time last year. Future expenses should balance that out.
- Bank and Credit Card fees are at \$4,284.78, down about 33.17% from last year
- Scholarships are at \$1,250, down 24.24%
- Office Expenses total \$8,229.91, down 25.39%
- Maryland Author Award has set aside \$2,000
- Personnel expenses were \$76,117.91, down 19.54% likely due to travel expenses being lower
- Total expenses for program and interest groups are at \$1,693.75, down 32.22%
- Total expenses were \$159,486.38, down 32.06% from February 2020
- Net Income is a loss of \$5,992.68, down considerably from last year owing to income from banquets and hotel

Budget vs Actuals

- Annual conference Income is at 39% of the budgeted figure
- LLT is unchanged at 3.18%
- LLT committee is unchanged at 9.51%
- Jobline income is at \$850, which is 24.9% for the year
- ALA Joint Membership is at \$819, 54.60% of the projected budget figure
- Program income is at \$6,020.50, which is 24.08%
- Total income is therefore \$152,073.69, 41.66% of what was budgeted
- Annual conference expenses are at \$24,257.26, which is 21.02% of what was projected
- Bank and Credit Card fees are at \$4,284.78, 54.24% for the year

- Scholarships are at \$1,250, 41.67% of what was budgeted
- Office expenses are at \$8,229.91, 42.64% of the figure budgeted
- Personnel expenses of \$76,117.91 is just under half of the figure projected for the year
- Professional fees are right about 100% of the projected figures
- Program expenses of \$1,693.75 represents 33.88% of the figure budgeted
- Insurance is at 100%
- Total expenses are at \$159,486.38, 43.49% of the figure budgeted for the year
- Net income was a loss of \$5,992.68, which is down but still recoverable for the net income projected for the year

Comments and Questions

- In budget vs actuals, there is a pretty big gap between what we've spent so far at the conference and what we budgeted to spend. Morgan wonders how much we still have left to pay for the conference and if that gap will close.
 - o Tyler Wolfe says the large gap shouldn't close because those numbers were mostly for hotel and banquet fees, which we won't be spending. He is not sure how many speaker fees are left to fully pay, but that shouldn't close that gap too much.
- Carl notes that when MLA writes checks, we add a note to void after so many days. The mail issue noted earlier may create a headache due to this point because the mail that wasn't delivered goes back to August. It will be resolved.
- Mary Anne Bowman moves to file the treasurer's report for audit. Andrea Berstler seconds.

Unfinished Business

There is no unfinished business

New Business

1. MLA Election Results (Joe Thompson)

Joe thanks the nomination committee and all who participated and helped throughout the process, including all who ran. These individuals will be recognized at the business meeting at MLA Annual.

- a. VP/Pres – Naomi Keppler
- b. Treasurer – Carl Olson
- c. ACRL-MD VP/President Elect – Bria Sinnott
- d. ACRL-MD Secretary – Brianna Hughes
- e. CSD VP/President Elect – Summer Rosswog
- f. CSD Secretary – Katelyn McLimans
- g. LDD VP/President Elect – Suzanne Terry
- h. LDD Secretary – Rhiannon George
- i. PSD VP/President Elect – Jennifer Jones
- j. PSD Secretary – Melissa Lauber
- k. SSD VP/President Elect – Chelsea Shockley
- l. SSD Secretary – Gabriel Jones

2. Introduction of Interim Executive Director, Ryan O’Grady

- a. Ryan could not be here for this meeting due to prior commitments with the Library Associate Training Institute
- b. Morgan read a statement written by Ryan O’Grady thanking everyone for this opportunity and apologizing for not being able to attend. He applauded the conference committee for the number of registrations so far and outlined what he has been doing since his start in this role, including attending a number of MLA related meetings.

3. Rescheduling the May Board Meeting

- a. Ryan asked if the last three meetings of the year could be moved because LATI always meets on Wednesdays. We have moved our steering committee meetings in April and June to accommodate this. Morgan asks that we can move the Executive Board meeting in May to the 13th at 10am.
 - i. Tyler notes that he does not plan to move the conference committee meetings because Ryan is free Wednesday afternoons after LATI wraps up for the day.

4. Strategic Plan Update

- a. The steering committee discussed it and decided to extend the current Strategic Plan until June of 2022 due to the current circumstances with our Executive Director vacancy and the state of the world in general. This will give the new Executive Director an opportunity to be a part of the entire process.

5. Executive Director Search

- a. Ryan O’Grady taking on the Interim role gives MLA the time we need for this search
- b. The Steering Committee will begin assembling an executive search team. Morgan will reach out to some on the executive board to be a part of this team.
- c. The goal is to start this search in April and have a new Executive Director by the start of the next fiscal year. However, our priority is doing this search well to find the right person for this role.
- d. Andrea Berstler seconds that it is a great relief to have someone like Ryan O’Grady at the helm during this time so we can make sure the search is done well.
- e. Anita Crawford asked how we will be selecting the team for the search committee and interviews.
 - i. Morgan said we do not have a precise plan at this time, but we want the team to represent a wide variety of library staff throughout the state. She will be sharing the criteria as we develop them.

6. Affiliate Membership to the Black Caucus of ALA (BCALA)

- a. Michelle Hamiel has headed up the EDI task force for MLA for the last few years. They have created a set of guidelines for programming and meetings for MLA, which will be shared shortly.
- b. In September, Michelle reconvened the team to see how the team can move forward during these changing times for libraries. The committee worked to expand the membership, adding a lot of diversity to the group.
- c. During the first few meetings, the team realized that this group's charge does not create a space for Librarians of color to gain support and access to resources and professional development unique to their needs and experiences. Brenda Johnson-Perkins, who is on the EDI MLA task force and is a part of BCALA, suggested MLA consider adding an affiliate of BCALA in Maryland.
- d. At the last steering committee meeting, a representative of the BCALA came to discuss the benefits of adding a Black Caucus. We've also spoken with the New York Black Caucus to learn more about their goals and charge.
- e. After a meeting Monday to discuss it further, Morgan is proposing we add a BCALA affiliate in Maryland. There is a \$75 affiliate fee, which someone has already offered to donate.
 - i. David asks if this is an annual membership fee. If so, he proposes MLA fold that fee into our future budget.
 - ii. Morgan agrees that MLA paying it in future years make sense.
 - iii. Brenda explained that the \$75 fee is a pandemic time fee. It may be reevaluated to go back to the previous fee of \$125.
- f. Andrea Berstler motions that MLA take the steps necessary to join as an affiliate to BCALA. Betsey Brannen seconds.
- g. There is already a group called the Maryland Black Librarians, which is mostly made up of academic librarians. They would like to join MLA but are interested in what that will look like.
- h. Brenda Johnson-Perkins notes that this would be an important milestone for MLA. It would create a safe space for common interests and goals for Black Librarianship to flourish, but would also strengthen MLA's strategic plan and mission. This could profoundly impact diverse leadership – it could create a pathway to encourage more people of color to participate in leadership opportunities in committees, interest groups, round tables, and more.
- i. Kenneth Wayne Thompson echoes what Brenda said about promoting a diverse and inclusive library community. This is a step in the right direction.
- j. Kenneth wonders how the Black Librarian group that currently exists, consisting mostly of academic librarians, would join the Maryland affiliate of BCALA. Would they join MLA if they haven't already? What would the cost be? How would their existing group relate to the new affiliate of BCALA?
 - i. Andrea notes that there would be a lot of support in expediting that membership. We have been wanting to be more relevant and useful to the academic library field.
 - ii. Brenda suggests this existing group could help the new BCALA affiliate develop based on their experiences. We would need to bring on officers – with their experience, they could play a significant role in

- this area as well. We should be sensitive to the work this group has already done so we do not take over the work they've already done
- iii. Anita agrees that we would want to make sure that MLA would be supporting the efforts that are already in place and amplifying what they're doing by us being a large organization.
 - iv. Kenneth summarizes that it sounds like there will be additional conversation regarding what this groups membership to MLA will look like. Andrea suggests there could be a small transition team, perhaps from the task force.
 - v. Mary Anne Bowman mentions the bylaw may need to be updated since they do not include anything about a BCALA affiliate or what membership to that affiliate means.
 - vi. Morgan agrees we may need a transition team to address all of these pieces. Morgan will follow up with Michelle to form a plan for this transition team
- k. Anita Crawford suggests this be communicated in the Crab as decisions are made about this group, specifically also that we are paying a fee to join as an affiliate.
 - i. Morgan agrees that we will want to create a plan to market that we are joining as an affiliate of BCALA.
 - ii. David seconded that we could communicate MLA joining as an affiliate of BCALA so membership is aware, even before we know if the Maryland Black Librarians group will be joining us or not.
 - l. All members voted in favor of joining the BCALA as an affiliate. The motion passes.

President's Report

Morgan Miller (5 min)

- The content of Morgan Miller's report is throughout the meeting

Vice President/President Elect

Mary Ann Bowman (5 min)

- Mary Ann thanks Morgan for all her work during this time since we lost Margaret

Interim Executive Director

Ryan O'Grady (5 min)

- Ryan O'Grady was unable to attend today's meeting

ALA Councilor's Report

David Dahl (5 min)

- There were a few resolutions passed at ALA Midwinter to share.
- There was a resolution in opposition to facial recognition software in libraries
- A resolution on the misuse of user behavioral surveillance data in libraries. Evidently, in some cases there are "handshake" agreements that vendors have to allow their product to track this kind of data, which this resolution addresses
- There is a resolution in support of broadband as a human right. There has been a lot of movement toward this in Maryland and nationally
- A resolution declaring white supremacy as antithetical to library work. It addresses the idea of libraries as neutral, which has allowed libraries to hide behind that rhetoric and

allows for white supremacist principals to hold its place within the library profession. This one passed unanimously.

- A resolution to prioritize library workers to receive the COVID vaccine. There was a task force working group formed to do some more work on this as well. The ALA council is having a meeting on March 31st to hear the report back from that group.
- There is a new working group formed to craft resolutions that the council will be voted on at the annual conference. This would lead to a membership vote in Spring of 2022.
- ALA annual 2021 in June will be virtual. The registration opened recently. He recommends attending based on the success of the virtual Midwinter conference.
- ALA elections are now open. They close April 7th.

Past President

Andrea Berstler (5 min)

- Legislative Committee has been busy. They have done a lot of selective reaching out to legislators. They started with the veto override of the Building Lifelong Learners act, which ushered in the fine free for minors, additional funding for capital grants, additional funding for SLRC, and additional per capita funding for Public Libraries.
- There has been a lot of unanimous support for much of the legislation we are following, including the eBook in libraries related bill. This was passed unanimously in both houses. This is a signal to the eBook publishers who are most notably trying to block library access that the public does not support their attempts. It seems everyone agrees that libraries are the good guys.
- The eBook bill is largely a public awareness piece to the campaign for the federal government to address this issue.
- Andrea thanked the Legislative Panel and Michael Blackwell for all their work on this issue
- The panel is watching the broadband access issue, which would create an office for digital inclusion for 2021. This would be an important solution for those who geographically or economically cannot connect to wired broadband. The bill notes not just actual connection, but quality of connection as being important.
- We are watching legislation on green buildings, which would require new buildings and renovations with 25% of their total funding from the state would be required to meet silver lead standards. While we support sustainability, this would be incredibly expensive and prohibitive for libraries because of the many other standards and regulations we must follow with new buildings and renovations. It does not look like it will pass.
- American Rescue Plan Act does have impact on libraries. \$200,000,000 went to IMLS for grants to libraries to help with COVID recovery plans.
- The Build America's Libraries Act would provide \$5,000,000,000 to modernize library buildings and services in at risk and marginalized communities. This could include expanding broadband, repairing and constructing facilities, and more. Maryland would receive \$88,000,000 of this, which would be an incredible help on top of the \$7,000,000 we receive in capital funds for the state. We would not need to match the funds from the Build America's Libraries Act.
- All bills must be completed by midnight April 12th. Andrea will have a summary for everyone at the next meeting.

Conference Director's Report

Tyler Wolfe (5 min)

- Tyler thanks Nay Keppler for all her help this year with the conference. Megan Sutherland has been a wonderful co-chair this year as well.
- Ryan O’Grady jumping on as interim director has been an incredible help during this stage as well.
- Nini Beegan from MSL has jumped in to help out where needed as well.
- The conference looks great. The social committee, led by Lisa Allgeier and Jenee Johnson, has a lot of wonderful events and games plans, including a beer talk with the leader of Full Tilt brewery.
- Registrations look great so far
- There will be a virtual auction

Reports from Units

Unit Leader (1 min)

“Hey, just a minute”

Total = 15 min

- **Debby Bennett (Awards Committee)** - last year’s winners’ plaques have been sent out either via US mail or MILO. Plaques for this year’s winners my committee is responsible for have been ordered. They will also be delivered to the winners via MILO after the conference
- **Sarah Jane Brunson (IFAP)** - The book donation project is going well, and we appreciate everyone's donations. With any additional donations, I ask that people please contact me first (email is best) due to space constraints. We're looking forward to our program co-sponsored with SSD next Wednesday (What is the Privacy Divide?).
- **Lois Entner (ACRL)** – April 9th from 11-1 is a virtual program called “Academic Library Advocacy – Everyone’s an Advocate.” This will be geared toward talking to students and administration, but it can be useful for anyone who is not an academic librarian as well. It is \$12.50 to attend. It is directly after the MOST summit which may be a conflict for some, but we hope everyone can join us. Bria Sinnot has set ACRL up with library school students to present at ACRL meetings to talk about what they’ve been working on, trends they’ve been seeing, and more. This has provided great conversation and learning on both sides. The next one will be April 16th – all are welcome.
- **Betsey Brannen (CSD)** – The BEST conference was at the beginning of the month with 61 in attendance. They have continued their monthly meeting schedule. They were not able to fit the Blue Crab winner announcements into the BEST conference, so they plan to do it during a brown bag lunch meeting coming up soon. The BEST conference was successful enough that CSD is considering adding a third. This could be a challenge with conference coming up, but they are thinking about how it could work.
- **Anita Crawford (LDD)** – The last executive board meeting was right before the Trauma Informed Librarianship training. It was very successful and useful for all who attended. They tagged it onto the end of the LDD meeting, which encouraged people to attend before the training. Michelle Hamiel came to the last meeting when they discussed Grit. In May, the book club for LDD will discuss the graphic novel Brazen.
- **Robin Soma-Dudley (SSD)** - We have the What is Privacy Divide program on March 24 w/ IFAP. We have designated all of our PA's for the Conference Programs. We have had some interest lately for SSD- so hopefully our Unit membership goal will be reached this year.

- **Sabine Simonson (OSIG)** – OSIG is still sharing from libraries all over the state, including MLA and CML posts. LIKE US ON FACEBOOK! I am also posting often on PSD page.
- **Elizabeth Howe (Archives)** - Really nothing to report because I need to gather and deliver archives to UMD. My goal is to do this before the next Board meeting. Please send me anything I might not have (like individual meeting minutes) from your units. Or, I might email you and ask if I'm missing something. My email again is: ehowe@washcolibrary.org
- **Sam Eddington (PSD)** – PSD has 11 programs sponsored or co-sponsored for MLA Annual. They are working on a standalone program in June on post-COVID libraries.
- **Kelsey Hughes (TIG)** - we launched our new site in January!: Please submit your program and book rec ideas! <https://sites.google.com/view/mlateeninterestgroup/home>
- **Carl Olson (GIIG)** - GIIG has three conference programs and one standalone in mid-April. We are working on a silent-auction basket.
- **Meg Faller (RAIG)** – They have an upcoming session on Soothing Reads for Stressful times and Hygge tips on April 5th at 2pm. RAIG has started adding book recommendations from members to the CRAB. Check RAIG out on Instagram!
- **Bryan Hissong (LTT)** – LTT hosted a two part session of Executive University, run by the Widerstand Consulting group. March 5th was Part 1, Anti-Racism and Executive Leadership and March 12th was Part 2, Dismantling Institutional Racism. Two separate programs are coming up for Executive University (members of MAPLA) who can sign up for both or either of them. April 9th 1-3pm will be a training on Strategic Foresight, a training designed to support discussion at the upcoming April MAPLA meeting and provide a preview of the national foresight project. Then, May 25-27 is Transformation for Libraries: Learning-Unlearning-Relearning Through Strategic Foresight. Seats are limited for this program and full participation is required. There is currently a wait list.
- **Meg Faller (Membership)** - The Membership Committee is planning a happy hour event that will feature a talk by the owner of Full Tilt Brewing (thanks to Tyler for making this connection) and talks by several MLA and DLA leaders on ways members can become engaged in the associations. We are also in the early phases of planning a low or no-cost membership level that would include mentorship from a more experienced MLA member who shares similar life experiences and can guide participation and engagement. I will reach out to appropriate LDD folks for help with this, and I think there will be an opportunity for a small task force to get this initiative off the ground.
- **Tamar Sarnoff (MSL)** – ASK FOR UPDATE VIA EMAIL. MSL was able to set aside \$78,000 for MLA Conference registration, which is the equivalent of 425 seats. Part of the federal COVID relief bill included \$200,000,000 for IMLS and \$3.19 million for MSL to address COVID related issues in the state. MSL will work with MAPLA to determine the best way to use this money since it will be need to be used in a short amount of time. While there is nothing official yet, there is possible additional money coming for the erate program - \$7.71 billion. This would also allow for resources outside of library building to be purchased with this funding. Monday, the EDI statement was approved for MSL.

Adjourn

David Dahl moves to adjourn. Mary Anne Bowman seconded.