

IDAHO LIBRARIAN

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PUBLIC LIBRARIES DIVISION

About a month ago I posted a question on Libidaho asking whether the Public Library Division of ILA should have a recommended salary schedule for library directors. Both library directors and trustees responded with all but one saying a recommendation would be most helpful. If trustees and division members would consider what constitutes an equitable answer to this question and bring their suggestions, ideas and opinions to the fall conference, the division could start on this project. If during the division meeting a working document could be formulated and a committee appointed to finish the document it would be a step forward. Some of the ideas suggested so far include: basing the director's salary on department head salaries within the same jurisdiction/county, having one statewide salary recommendation, basing the director's salary on a percentage of the overall budget, basing the salary on the director's qualifications, education and experience.

A few other items to be discussed at the division meeting include:

What do division members expect of the association?

What do they expect from the division?

What can the division do to help members do their jobs better?

Anything else that division members feel is important.

(Please e-mail me (blackft@micron.net) and I will put it on the agenda.)

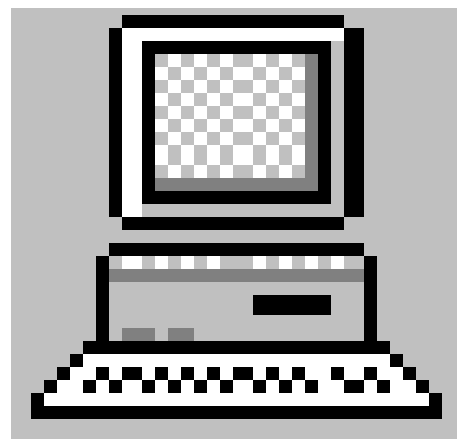
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Instruction to authors: Send news, book reviews, and other items of interest to the address above on an IBM-compatible diskette, typewritten, or in plain text format via electronic mail (chrisd@belle.lib.uidaho.edu). Contact the editor for submission deadlines.

I look forward to seeing you all at the conference in October.

Robert Wright



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ALA CHAPTER COUNCILOR REPORT

ALA Annual Conference 2000

Core Values. A Task Force on Core Values was appointed as a result of a recommendation of the 1999 Congress on Professional Education. Their charge was “to clarify the core values (credo) of the profession. Although the Association has issued a number of documents that imply values for the profession (e.g. the *Code of Ethics*, statements on intellectual freedom, and *Libraries: An American Value*), there is no clear explication to which members can refer and through which decisions can be assessed.” This task force, composed of sixteen diverse individuals, was to draft a statement for review at the 2000 Midwinter meeting and submit a final statement to ALA Council at the 2000 annual conference.

While the expressed desire of the Congress on Professional Education was to have a statement guiding the education of new librarians, many on Council also remembered the desire to have such a statement during the “Outsourcing Debacle” which occurred in Hawaii several years ago.

At that time, Council wrestled with the dilemma posed by those who asked ALA Council to take a stand condemning the actions of the then State Librarian, Bart Kane, who in 1996 signed a contract with Baker & Taylor effectively handing over to this for-profit entity most selection activities for hundreds of libraries in Hawaii. Many councilors thought selection activities performed by local library professionals was a “core value” of the profession, and longed for an official ALA document that outlined this (and other) values. In the end, the only substantial action Council took on this issue was to commission a further study on outsourcing and privatization. Lawsuits were filed, Bart Kane was ousted, and the Baker & Taylor contract was eventually terminated. However, some librarians thought ALA had failed them because it did not take a stand opposing this type of outsourcing. There was also growing concern about “privatization” of entire library facilities, as has occurred in Riverside, California.

The Core Values Task Force drafted a document, and requested comment at Midwinter 2000, on many library discussion lists, and at ALA division meetings. Many Councilors were approached privately by members of the Task Force to support the document when it came before Council. The posting of their 5th draft on the Council discussion list shortly before annual conference generated some sharp criticism from a few councilors. Concern over the document grew, and at the conference, most councilors learned that the Intellectual Freedom Committee (IFC) had voted to oppose the statement as written. Several other divisions voiced concern about the document as well.

When the Task Force came to Council II to give their report and ask for approval of their document, we discovered that the wording had been slightly changed to reflect some of the concerns expressed by the IFC. In spite of these minor changes, many rose to speak against adopting this document. A copy of draft 5 can be found at: <http://www.ala.org/congress/corevalues/>

[draft5.html](#).

Some of the concerns Councilors and others found in the document are as follows:

- Who is the document written for? The Task Force did not explicitly state the audience, although they did say they tried to avoid library jargon. Many were upset that nowhere in draft 5 did the words “intellectual freedom” appear. They were told this was jargon, and as such, was eliminated. Opponents argued that if the document was written for library professionals, it didn’t need to have library jargon left out, and that the term and concept of intellectual freedom was at the heart of the profession.
- Some were troubled that the document didn’t seem very strongly worded. For example, they wished that concepts like **resisting** censorship, improving equity of access, and actively serving the profession had been included. Task Force members responded that they were attempting to keep the statement very short, and that in further interpretations these concepts could be strengthened.
- Several times the document was criticized for being too generic and too vague. Several councilors pointed out that this document would have given Council no help when confronted with the Hawaii outsourcing debate. Task force members responded that they were trying to enunciate “values,” which they saw as quite distinctly different from “functions.”
- Some were very troubled that the Task Force recommended that ALA units, chapters and affiliated organizations be allowed and encouraged to develop their own interpretation of this statement. Those concerned about this approach wondered how core values could be meaningful to the entire profession and still be amended by various groups. Some people questioned whether a core values statement could **ever** achieve wide agreement in such a large and diverse organization.
- After lengthy discussion on the floor of Council, several councilors urged us to take more time in embracing a core values statement. They felt that if a document generated so much concern just in Council, it could not be truly representative of the values of the whole organization. In their opinion a true core values statement should be passed by acclamation, not by a bare majority. They argued that the organization has operated for umpteenth years without such a document, and that getting it right was more important than rushing something through. Task force members felt that they had worked extremely hard to gather input from a wide variety of units and members, and that their document was as good as it was going to get. They disagreed that more time was necessary.
- Some councilors proposed that a more grass-roots approach might have provided consensus, and that the “top-down” approach may not have been effective. Task Force

members responded that the members of the task force came from widely different backgrounds and perspectives, and as such, were truly representative of the association.

- Other councilors urged Council to take quick action so that library schools, library professionals, and prospective librarians have the benefit of this document to guide them.

In the end, a substitute motion was passed by Council to direct the next two ALA presidents to design a new process to continue to work towards developing a core values statement, and to report back at the annual meeting in 2001. The original Task Force was released, at their request.

There was extremely good discussion of this issue on the discussion list, at caucuses, and on the council floor. The discourse was civil, and many valid points were made. This was an example of an important issue in the profession receiving a good deal of thought and consideration by its governing body. There is no denying that the Task Force did a huge quantity of excellent work. Council may have given them an impossible task in at least two ways – by not clearly enunciating the target audience for the document, and by setting an unrealistic time frame for the creation of a major document.


Outsourcing and Privatization Study. As mentioned above, as a result of the Outsourcing Task Force's recommendations at Midwinter 1999, Council requested that ALA commission a formal study on the impact of outsourcing and privatization of library services and management. After ALA issued an RFP, the Texas Woman's University School of Library and Information Studies was selected to perform the study. Fifteen students comprised the research team, some of whom were actually librarians from the Dallas-Fort Worth professional community.

Robert Martin, professor at TWU, presented the results of this study (a 121 page document) to Council at this conference. The summary and conclusions resulted in some heated debate during Council III (most councilors had not had the opportunity to read and digest this lengthy document on such short notice). Councilors found the following items troubling:

- Although Council requested that both outsourcing and privatization be examined, the study's authors could not accept or agree on a suitable definition of privatization, and thus focused only on outsourcing.
- The study contains internal contradictions. It states both that "outsourcing has become a common management tool" and that, "It is impossible to make a general assessment of what the current trend is in outsourcing in librar-

What

It has to be

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ies given that so little public information [exists] on the topic.” In another example, the study indicates that libraries have a “long tradition” of contracting with vendors in the area of selection, then 10 pages further on, it notes that not much information is available regarding outsourcing of selection.

- The study acknowledges that it is primarily a literature review, that the brief surveys undertaken are not representative, and that there “is almost no quantitative research concerning the impact of outsourcing on library operations or on the quality of library services.” Yet in spite of this shallow approach, the study does not hesitate to categorically declare in their Executive Summary that, “We found no evidence that outsourcing per se represents a threat to library governance, or to the role of the library in protecting First Amendment rights of the public.... In general, we found no evidence that outsourcing per se has had a negative impact on library services and management. On the contrary, the evidence supports the conclusion that outsourcing has been an effective managerial tool, and when used carefully and judiciously it has resulted in enhanced library services and improved library management.” Since most people will probably not bother to read the lengthy study itself, they could not be blamed for assuming that an ALA-approved study had actually been conducted in a thorough and scientific manner. While each person who reads the study will undoubtedly bring their own opinions and biases to bear on interpreting it, no one would argue, especially the creators, with the fact that the study merely skims the surface of this complex issue. Robert Martin himself, when presenting the study to Council, admitted that a thorough study could not really be undertaken in six months with a budget of just \$10,000.
- Councilors representing governmental libraries noted that none of their members, most of whom have recent experience with privatization, were ever contacted by the study’s authors.
- While the study’s authors chose not to survey any of the librarians involved in the Hawaii case, they did survey a small sample of librarians involved in outsourcing of selection at the Fort Worth Public Library System. In spite of some of the survey results, which indicated serious dissatisfaction with the outsourcing process, the study confidently states that, “The evidence we considered indicates that, in many cases, the skills and experience of vendor staffs may far exceed those of the local library staff – for specific activities and functions.” However, they never indicate **any** information about the training and experience of the staff employed by the unnamed vendor or by the library in question.
- The 56-page report itself is riddled with spelling and grammatical errors (the remaining pages are composed of a bibliography and appendices).

The general recommendations offered by the study seem fairly innocuous: encouraging more data gathering, fostering further articles and studies to be published, encouraging units and

divisions to develop outsourcing guidelines and sample contracts, and fostering further research into outsourcing. However, as one councilor noted, these recommendations are couched in terms indicating, at the least, an underlying belief that outsourcing is a harmless management tool. While some in the profession do embrace this view, the study itself comments that, “Attitudes about outsourcing, whether positive or negative, often depend on perceptions rather than hard data.” Unfortunately, this particular study may do more harm than good, since it produces so little in the way of “hard data,” and indulges in drawing broad conclusions based on very little actual evidence. The full report can be found at: <http://www.ala.org/alaorg/ors/outsourcing/>.

Intellectual Freedom Documents Revised

Council approved slight revisions to four interpretations of the *Library Bill of Rights*, a draft revision of the *Freedom to Read* statement, and a new interpretation to the *Library Bill of Rights*. The affected documents are:

- Access to Library Resources and Services Regardless of Gender or Sexual Orientation*
- Access to Resources and Services in the School Library Media Program*
- Library Initiated Programs as a Resource*
- Restricted Access to Library Materials*
- Intellectual Freedom Principles for Academic Libraries* (new).

These documents can be found at: <http://www.ala.org/work/freedom/interprt.html>. The *Freedom to Read* draft revisions will still need to be approved by the Association of American Publishers before they become final.

Library Services to People with Disabilities

The Association of Specialized and Cooperative Library Agencies (ASCLA) brought a document to Council that outlined a long list of ways in which libraries must serve people with disabilities. While the noble intent of the resolution was not in question, many councilors were concerned with the language used and the repetition of items already outlined in the Americans with Disabilities Act. Many libraries would have found it impossible to comply with a long list of “musts” outlining such things as, “Both architectural and communication barriers must be removed.” Other statements mandated curriculum changes in library education, and others were unfortunately vague, such as “All ALA meetings and conferences must be welcoming”

In an extremely close vote (71 to 70), Council passed a motion to return the document to ASCLA for revision, requesting that the requirements be changed to strong recommendations. As Councilor Janet Swan Hill stated, “It failed because people actually read the words and took them seriously. It failed because 71 people could not buy the argument that we should go ahead and pass something that contained some things that were impossible to comply with, on the grounds that ‘people violate ALA policy statements all the time.’”

Campaign for America's Libraries

"ALA has made a five-year commitment to speak loudly and clearly about the value of libraries and librarians to our communities, schools, academic institutions, and businesses, as well as to our society, democracy and the new digital age." ALA will spend an unprecedented 3.5 million dollars on this ambitious campaign that will be officially launched during National Library Week, April 1-7, 2001. It is designed to help libraries tell their stories by creating tools and materials they can use and a framework for all types of libraries. A "brand" (or slogan) has been developed, and press kits, PSA's, and sample press releases will be made available to local libraries. More information can be found at: <http://www.ala.org/@yourlibrary>. New information will continue to be posted on this website as the rollout date nears.

I'm Outta Here!

Please forgive the irreverent heading. This has been a very interesting four years as your Idaho Chapter Councilor. Thank you to those who voted for me four years ago. You should soon be receiving (or have already received) this year's Idaho Library Association ballot. Please take the time to vote.

Thanks also to the people who actually read these rather rambling accounts of Council activity. Believe it or not, I've left a lot of stuff out! For anyone even slightly interested in how the American Library Association (or any large association) is governed, this is a great opportunity to see it up close. It's not always a pretty sight, but it can be quite fascinating. I have to say I have a much greater understanding of why the U.S. Congress seems to get bogged down in endless debates. On the other hand, in the last four years, Council has managed to accomplish some important things. And while some Councilors have expressed dissatisfaction with a few of Council's vocal minority, I have learned to appreciate their unique perspectives. The democratic process can be messy, but when it works it is a heartening thing to see.

So if any of you out there are interested in serving as a Councilor someday, please don't hesitate to throw your hat into the ring. There aren't a lot of perks, and you won't be going to many conference programs, but it does offer rewards. For me, though, four years is long enough, and I'm happy that others have stepped forward to relieve me, come October. Next time you see me at ALA, I'll be happily attending a program or wandering in blissful ignorance through the exhibits.

Camille Wood

PRE-CONFERENCE WED., OCT. 4, 9 TO 4

MIKE EISENBERG PRESENTS THE DEFINITIVE BIG6™ TEACHING ESSENTIAL INFORMATION & TECHNOLOGY SKILLS

Professor Eisenberg is currently the director of the University of Washington School of Library and Information Science. He and Bob Berkowitz developed the Big6™, the most widely used approach to teaching information and technology skills in the world. The Big6™ integrates information search and use skills along with technology tools in a systematic process to find, use, apply, and evaluate information to specific needs and tasks. Any librarian involved in teaching students or patrons how to use the Internet, electronic databases, or other information access tools should benefit from this workshop. If you are involved in instructing library users to access data in electronic form, don't miss this workshop!

Idaho Library Association Annual Conference: Libraries: Information Gateways for a Free People

October 4-6, 2000
Red Lion Hotel, Lewiston

CONFERENCE SCHEDULE

WEDNESDAY, OCTOBER 4th

Pre-conference:

9:00AM-4:00PM Mike Eisenberg Presents the Definitive Big6™: Teaching Essential Information & Technology Skills.

Used in thousands of K-12 schools, higher education institutions and corporate and adult training programs, the Big6™ information problem-solving model is applicable whenever people need and use information. If you have an interest in instructing library users to access information electronically, this workshop is for you!

4:00-5:30PM Registration Open

4:00-6:00PM ILA Executive Board Meeting

6:00PM Orientation for New ILA Committee Chairs and Board Members.

7:00PM Reception at the Red Lion Hotel Sponsored by OCLC.

THURSDAY, OCTOBER 5th

7:30AM-5:00PM Registration Open

7:30-8:30AM Breakfast with Exhibitors

8:30-10:00AM First General Session—Keynote Speaker: Mike Eisenberg

University of Washington Library School director and co-developer of Big6™, Mike Eisenberg, will speak to us. Don't miss this opportunity to hear someone on the cutting edge of information training and library education!

10:00-10:30AM Coffee & Tea with Exhibitors

10:30AM-Noon Programs

Welcome to the Library Community—Gardner Hanks

A very helpful program for new librarians. Gardner, continuing education guru for the Idaho State Library, will explain "how things work" for libraries in Idaho.

Idaho Network of Libraries—Idaho State Library Staff

Members of the Network Advisory Board will update attendees on current plans and progress in implementing the Network of Libraries and will answer questions, and hear concerns.

Finding Money the Old Fashioned Way...Earning it Through the Grant Writing Process—Kath Williams

Participants will learn how to identify funding sources, enhance chances for successful partnerships, and persuade federal/state agencies and private foundations to support library initiatives. Kath Williams is assistant to the Vice President for Research and Creativity at Montana State University.

Book Making the Legal Way—Ruth Barnes and Karen Glennon

Artist Ruth Barnes and Reading Teacher Karen Glennon will use hands on techniques to demonstrate how to make simple book forms using common supplies and recycled materials. Since the number of participants is limited, there will be a repeat of this program at 3:30.

We Sing the Book Electric: Digital Dreams and Neurotic Nightmares—Joe Riess

Librarians Joe Riess and Mark Foster host a live chat room forum and séance, discussing current technological advances. They will attempt to read the crystal ball on what the future holds for the library world. Seers Tony Larsen of EBSCO and netLibrary, and Karin Ford of OCLC/WLN will assist in the reading. There may possibly be an appearance by a poetical person.

12:15-1:15PM Lunch Speaker: Jack Nisbet—David Thompson's Travels in Idaho.

Mr. Nisbet won the ILA Book of the Year award in 1995 for his book *Sources of the River: Tracking David Thompson across Western North America*.

1:30-3:00PM Round Tables

Spring Conference Committee Members' Orientation

Director's discussion of Internet Policies

Legislative Committee

Idaho School Library Media Program Coalition

Others

3:00-3:30PM Break with Exhibitors

3:30-5:00PM Programs

Librarians and the Legislature (Panel Discussion)

Nez Perce County Legislators Frank Bruneel, Dan Mader, Joseph Stegner, and our lobbyist, John Watts join moderator John Hartung to answer questions and discuss issues. Topics will include: charter schools, current library legislation, and other items of interest to the library community.

Bookmaking the Legal Way—Ruth Barnes & Karen Glennon

A repeat of the morning program. Limited participants.

A Conversation with Georgia O'Keeffe—Sara Edlin-Marlowe

KPBX Spokane Public Radio Morning Host Sara Edlin-Marlowe portrays artist Georgia O'Keeffe in a Chautauqua presentation

from a play. Enjoy this performance, which includes art slides of the artist's work.

Books: What's New for Fall 2000—Shelly Dyer

Shelly will choose the books she believes will get the most attention as well as her personal picks from a wide variety of categories of Children, Young Adult, and Adult materials. She will show you some great books that won't get picked for Oprah or the media but are wonderful titles to put into the hands of your patrons.

5:00-6:00PM Social Hour

6:00-8:00PM Awards Banquet—Speaker, Author Pat McManus

**8:00PM—Intellectual Freedom Auction
Vaughn Overlie Auctioneer!!**

FRIDAY, OCTOBER 6th

7:30-11:30AM Registration Open

7:30-8:00AM Coffee with Exhibitors

8:00-9:30AM Division Meetings

9:30-10:00AM Visit with Exhibitors

10:15-11:45 Programs

Copyright and the Schools—Sandi Shropshire

Sandra Shropshire, Associate University Librarian for Technical Services at Idaho State University Library, will provide a review of basic copyright issues and how they translate into practical use by educators. The presentation will be specifically addressed to school librarians.

Exemplary LSTA Projects

Several members of Idaho State Library's LSTA Advisory Council will join with Idaho librarians who have conducted peer evaluations to highlight some of Idaho's most interesting LSTA projects.

Connecting Young Adults and Libraries: A How to Do It Workshop—Patrick Jones, Houston Public Library.

By the year 2010, there will be more teens in the United States than ever before. Is your school or public library ready for them? In this fast paced workshop, discover practical ideas to make your library, your programs, and your collections "cool for kids".

Successful Project Management: What Matters and What Doesn't—Mary Bushing.

Montana State University Librarian, Mary Bushing, examines how to cope successfully with a project be it doing a retroconversion, shifting the stacks, redesigning library services, doing a serials reduction, writing a policy, etc. Learn practical tips and find out what really matters to accomplish project goals.

12:00-1:00PM Lunch Speaker: Sara Edlin-Marlowe Performs a Lecture/Dramatization on Lewis & Clark Explorer, Sacagawea.

1:00-1:45PM 2nd General Assembly

1:45-3:15PM Programs

Books, Bytes, and Believers: A Grassroots Fundraising Strategy—Terry Collings.

Terry Collings has been executive director of the Seattle Public Library Foundation since 1989 and is currently heading a capital campaign to raise \$60 million from the private sector. Though not a two-part workshop, both of Terry's programs (1:45-3:15PM and 3:30-5:00PM) deal with building relationships that result in support from the private sector.

Search Engines: Nothing Has Changed, Except Everything—Adrien Taylor

Our own Adrien Taylor, reference librarian at Boise State University, will discuss recent changes in existing search engines, and some new wrinkles in old techniques.

Building the Christian Collection at the Public Library—Kevin Booe

Kevin Booe, from Boise Public library, will present information that will focus on why a Christian Collection should be included in a public library, how to obtain selection tools and what types of selection tools are available. He will also discuss some problems that selectors encounter when trying to develop a Christian Collection.

Celebrating Diversity—Azam Houle

Azam is a Young Adult Services Librarian at Boise Public Library. The program presented here discusses the importance of multicultural literature for children: examining how they develop biases and emphasizing the use of multicultural literature to promote understanding of cultural diversity.

3:30-5:00PM Programs

Prospecting for Gold: The ABC's of Fundraising—Terry Collings

More from Terry Collings (see 1:45PM workshop) on how to raise money for your library.

Every Child a Library Card: The Houston Public Library's Power Card Challenge—Patrick Jones

At his inauguration in January 1998, Houston (TX) Mayor Lee P. Brown announced a bold vision of every child getting and using a library card. From that vision, the Power Card Challenge was born. Over two years later, the number of kids with cards has more than doubled while circulation of Juvenile materials has increased by over 33%. Find out how at this session.

Keep Cool Under Fire: An Emergency Toolkit—Rand Simmons & Anne Abrams

The press loves controversy and conflict. You can meet them head on and put your message across in spite of their intent. Rand Simmons and Anne Abrams of the Idaho State Library will help you develop your own emergency toolkit to use when fielding intellectual freedom challenges. Learn how to prepare for a press conference, to anticipate hard questions, and to keep cool under fire.

Band-Aids & Surgery: Bookmending with Eloise Young

Eloise has been bookmending for the Lewiston City Library for eight years and has done extensive research in book repair and binding techniques. This book mending session will include lecture, demonstration and some hands on participation. Emphasis will be on skills and supplies and suggestions for working within small budgets.

5:30PM Board Vans and Cars to Camp Wittman!

6:30PM Dinner at Camp Wittman

Enjoy each other's company, good food, and music. The evening will conclude with a Western Hootenanny around the campfire, organized by the Lewis-Clark Valley/Camas Prairie music performers. Wittman Family Farm received the National Millennium Farm Award by the National Ag-Earth Partnership in recognition of its stewardship practices and natural resource education program at Camp Wittman.

SATURDAY, OCTOBER 7th

8:30AM Executive Board Meeting



IDAHO LIBRARY ASSOCIATION

Executive Board Meeting

Lewiston, Idaho, April 11, 2000

Minutes – DRAFT

PRESENT: Sandi Shropshire, Charles Bolles, Jennifer O’Laughlin, Camille Wood, Mary Edmonds, Ron Force, Janet Strong, Larry Almeida, Dawn Wittman, Marlene Earnest, Chris Reynolds, Jennifer Ashby

CALL TO ORDER: ILA President Ron Force called the meeting to order at 9:30am.

REVISIONS TO PROPOSED AGENDA

- Larry Almeida would like to clarify advertising rates in the *Idaho Librarian*

ANNOUNCEMENTS

MINUTES OF PREVIOUS MEETING

Minutes of the January 11, 2000, ILA Executive Board meeting were approved unanimously with the following corrections:

- Typographical errors:
 - Under 1st Vice President, discussion: “should draw about \$40 people...” should read, “should draw about 40 people...”
 - Under Treasurer’s Report, 1st bullet: “...expected expense total of \$6,935.00...” should read “...expected expense total of \$26,935.00...”
 - Dawn Wittman indicated her last name is spelled Wittman, not Whitman

OFFICER REPORTS

President – Ron Force

- Train-the-Trainer – American Library Association
A pre-conference to the 2000 Annual ALA Conference in Chicago will be held Friday, July 7, 2000. This one day workshop is entitled “Libraries Build Sustainable Communities: Equipping State Trainers”. Force has contacted Erin McCusker about attending, but has not heard back from her. ILA cannot pay for someone to attend, but would like someone who will attend the annual conference to participate in this no-fee pre-conference session. The participant would then come back to do training for Idaho. Charles Bolles indicated that Anne Abrams and McCusker are already committed to other pre-conferences. Force will contact David Guyer, project coordinator for this workshop, advising him that Idaho may not be able to participate in this pre-conference.

First Vice-President – Larry Almeida

Almeida reported that programming arrangements for Fall ILA Conference are progressing on schedule. A flyer announcing the Idaho Library Association’s 2000 Conference - “Libraries – Information Gateways for a Free People” - should be mailed during the month of May.

Second Vice-President – Marlene Earnest

- Regional Spring Conferences
 - Most regions have reported good turn out and successful programs.
 - The “old” ILA banners have been located at the Meridian Public Library. (*see* discussion in ILA Executive Board Minutes for November 3, 1999)
 - Cutting Edge Signs of Moscow will ship the new ILA banners to each region. (*see* discussion in ILA Executive Board Minutes for January 11, 2000)
- Legislative Breakfast
 - Earnest understood that the responsibility of local arrangements was to be rotated among the Boise area libraries. Meridian Public Library was to have performed that function this year. Earnest asked if there was a schedule indicating which library was responsible for next year’s event. Charles Bolles will talk with Lynn Melton about which library is scheduled for next year and if there is a schedule of rotation already established.
- Strategic Plan
 - A modified Strategic Plan was presented to the Board. Modifications to the plan were made according to the suggestions as discussed during the ILA Executive Board Meeting January 11, 2000. The Board will continue to discuss the Plan later in today’s agenda.
 - Earnest presented two proposed Annual and Regional Conferences Mission Statements for the Board’s input and approval. These statements will be discussed further in today’s agenda.

Treasurer – Sandi Shropshire

- Conference Report indicated that expected income total is \$26,910.00; and indicated that expected expenditures total is \$22,825.00.
- Staggering CD maturity dates are not finalized yet as Shropshire is still working with the bank on the process.
- Membership numbers are down, but this is not uncommon for this time of the budget year. Almeida asked if there were any regional trends in membership loss. Shropshire indicated she did not have statistics with her to verify area trends. She also stated that it is not uncommon to have an increase in membership just before the Annual Conference.
 - If a membership is received in November or December, Shropshire holds the membership until January of the following year. Membership dues are then credited to the current membership year.
 - 1997 was the highest membership year in recent past, thus reflecting increased interest in membership when the Annual Conference is held in Boise. Mary Edmonds speculated that Ed Media membership should increase this year because of keen interest in the pre-conference with Michael Eisenberg.
 - Membership dues reminders were mailed recently.

Past President – Dawn Wittman

- Nominations: In an effort to increase voter participation, ballots will be mailed separately from the conference literature, as the ballots go to membership only.

- ALA Councilor position is open and two people have indicated their interest in running for the office. Camille Wood, current ALA Councilor, reminded the Board that ILA pays for attendance at one of the two yearly ALA Conferences.
- Treasurer position is open, as Shropshire will not run for a third term. Shropshire fulfilled the remaining term for Clifton Jones, and has served an elected second term.
- Intellectual Freedom Chair term of office is open.

State Librarian – Charles Bolles

- Legislature: Due to the death of Senator Twiggs and the retirement of other strong legislative library supporters, ILA will need to develop new legislative contacts over the next year.
- Staffing changes at the State Library: There are currently four vacancies at the State Library; and a new specialist level was recently created.
- State Library budget is twice its normal amount this fiscal year:
 - Establishment of a School Media Consultant, with a continuing education emphasis
 - Courier Service to be established in various regions of the state

DIVISION REPORTS

EdMedia – Mary Edmonds

Idaho School Library Media Program Coalition met with Carolyn Moyer Strong, a proponent of libraries. Idaho Parent Teacher Association is committed to helping promote the Coalition’s mission of advocating certificated librarians in all elementary schools.

Public Library – Robert Wright

No report.

Academic – Romy Fouad

No report.

Trustees and Friends – Jennifer O’Laughlin

No report.

PNLA Representative – Janet Strong

- Strong will not be attending the May 25 – 27, 2000, PNLA/BCLA joint conference in Kelowna, British Columbia; nor will she be able to attend the fall PNLA Board meeting.
- The PLA Board recently voted to raise membership dues.
- Most states and provinces in PNLA have spring annual conferences; therefore, PNLA is considering changing back to an August annual conference date.
- There will be a joint 2004 Public Library Association and Canadian Library Association Conference in Seattle, Washington.

ALA Councilor – Camille Wood

- ALA Council and ALA Board conflict over 501 (C) 3 status. Apparently the Council was not invited to be a part of the Board’s decision to approve the application for the 501 (C) 3 status.
- Board and Council are also in disagreement in regards to ex-

ploration of the Association developing a certification program for library directors/administrators.

- Wood distributed a brochure outlining ALA goals to be met by 2005. These goals include increased support for libraries and librarians, leadership in the use of technology for communication, and leadership in continuing education.
- ALA membership has increased due to a focused marketing campaign targeting new librarians and those working with young people.
- A sample job description for ALA Chapter Councilors was developed. Wood indicated that the document is an advisory one and most of the responsibilities are already addressed in the ILA Policies/Procedures document.

COMMITTEE REPORTS

Idaho Librarian – Christine DeZelar-Tiedman, editor

DeZelar-Tiedman was not in attendance for this discussion. Almeida was under the impression that the Board had made a decision about the advertising rates at the April 1999 Executive Board meeting. His recollection of the rates and policy do not match what appears on Attachment X – Advertising Form Idaho Librarian.

- Web page advertisement subscription rates. Almeida was under the impression there would simply be a link to the advertiser’s homepage. Shropshire added that the form needs to include this information so that the advertiser knows what to expect. Bolles/Strong/Wood suggested looking at the ILA WEBSITE Guidelines.

ILA EXECUTIVE BOARD MEETING: APRIL 13, 1999

Ad Hoc Communications/Web

Guidelines Committee: Almeida presented a revised draft of the ILA Website Guidelines. The main item of discussion was the section on advertising. Paragraph 2 was revised to read “For information about inclusion on the Sponsor’s Page, or if you have questions about advertising in general, contact the ILA Annual Conference Exhibits Chair.” Base rates for advertising on the web page were set at \$25.00 per year if an exhibitor at the annual conference, \$50.00 per year if not an exhibitor at the annual conference. Rates for more than basic advertising are to be negotiated by the exhibitor with the ILA Webmaster and the ILA Annual Conference Exhibits Chair. Moved (O’Laughlin/Booe) that the sponsorship rates be set at the level discussed above, passed unanimously.

ATTACHMENT XII – ILA Website Guidelines (April 13, 1999)
Advertising

1. The ILA website will include a “Sponsor’s Page” with links to web sites of interest to the Idaho Library Community. Links may be “static” images or logos with a maximum file size of 15K. All advertisements must be submitted in digital form.
2. ~~For information about inclusion on the Sponsor’s Page, or if you have questions about advertising in general, contact the ILA Exhibits/Advertising Manager.~~ For information about inclusion on the Sponsor’s Page, or if

you have questions about advertising in general, contact the ILA Annual Conference Exhibits Chair.

- Shropshire suggested that if the Board is comfortable with the cost of the WEB site fee, perhaps what is needed is to define what constitutes a year subscription — for example, June through May, or January through December. The advertising form needs to indicate: (1) subscription term; (2) whether the sponsor exhibited, or if the sponsor did not exhibit at the annual ILA conference; and (3) to whom the form should be sent.
- Almeida recommended tying in the WEB link advertising as a way to attract future exhibitors to the annual conferences. Shropshire suggested dropping the price of the WEB link, thereby offering it as a free option. Wittman/Wood asked if this was a one time “free offer,” and thereafter the sponsor/exhibitor would need to pay for the WEB link? It was agreed to continue this discussion at a later date. As a side note, Force reminded the Board that \$550.00 has been received to date for advertising.
- Almeida also thought there was a discrepancy in the cost of advertising in the print edition of the *Idaho Librarian*; i.e., did not remember the cost of the one issue full page advertising as \$175.00.

ILA EXECUTIVE BOARD MEETING: OCTOBER 27, 1998

Committee Reports: Idaho Librarian: DeZelar-Tiedman reported that she has investigated the rates that other state library organizations charge for advertising in their print publications, and the range is huge. We’re slightly below average. DeZelar-Tiedman distributed a rate increase proposal (attachment 5). It was moved (Almeida/Booe) that the new rates be accepted. Passed unanimously.

ATTACHMENT 5 – Idaho Librarian Advertising Rates (October 27, 1998)

- The cost for full page, 1 issue was approved at \$175.00

Public Relations and Advocacy – Erin McCusker

- Wittman reported for the committee. The committee suggested that legislative workshops be held prior to the Idaho State Legislative 2001 session and requested \$200.00 additional funds for mailings. Motion by Wittman to take the funds from Legislative Committee funds for reallocation to the Public Relations and Advocacy Committee to cover the cost of the mailings. Discussion: Bolles/O’Laughlin amended the motion to reflect that \$200.00 be taken from the Legislative Development fund and given to Public Relations and Advocacy for mailing cost. Amended motion passed unanimously.

Another suggestion for financing advocacy activities is to change the Intellectual Freedom Auction to the Advocacy Auction. No decision made.

Constitution and Bylaws/ Policy and Procedures Committee

- Wood asked the Board to review and give suggestions for change to her.
- Wittman addressed the need to clarify the confusion about Division Chair terms. She indicated that we have an odd year conference year starting - with the conclusion of Conference 2000, Conference year 2001 begins. Bolles suggested that the secretary keep track once this is figured out. Secretary will also see that it is also posted on the WEB site. Wittman has the information and will communicate with Reynolds at a later date.

BUSINESS/ACTION

Annual Conference

Almeida and Force will confer on what needs to be addressed during the first Executive Board Meeting of the Annual Conference.

- A tentative schedule has been established for the Annual Conference.
- Local Arrangements Chair
 - Local Arrangements Chair is required by Board Policy to attend all conference planning sessions, yet the Association does not pay for this person's attendance at these meetings. The relevancy of this requirement needs to be reviewed.
 - The free room offer from the conference motel should be given to the president, not the local arrangements chair.
- Strong suggested that Lewis-Clark Community College be contacted to see if a continuing education credit could be earned for attending the pre-conference workshop. Almeida will contact Jennifer Ashby regarding whom to talk to at LCCC if this can be arranged. Edmond and Earnest indicated that this could help create strong interest in attendance by members of the Ed Media Division. Wittman indicated she would locate a local school librarian to work with Ashby on this proposal.
- Almeida reported that receiving completed contracts from presenters has been slow. He has three of six returned.

Strategic Plan Update – Marlene Earnest

Force/Earnest lead a general discussion highlighting the following goals, objectives, and activities:

Goal 1: Encourage and maintain a vital and active organization and membership.

Objective 1: By 2001, Idaho Library Association (ILA) membership will increase by 15% (75) above the final 1997 figure.

Activity 6: Library entities will be targeted to become institutional members.

- In a discussion led by Wittman, the Board agreed to the following change:

ILA Executive Board will revise the institutional membership fee structure and will recruit new institutional members by 2001.

Objective 3: By 2000, in order to encourage the more active participation of its members, the ILA Board will examine the status of its continuing education efforts and make recommendations regarding its annual and regional conferences and its journal.

Activity 1: The Board will develop a mission statement for the continued development of its annual and regional conferences.

▪ Bolles led the discussion and by consensus, the Board selected the following mission statement:

The purpose of the annual and regional conferences is to provide continuing education, foster communication among library staff and others interested in libraries, provide support for library services, and further library advocacy on behalf of libraries in the State of Idaho.

• In the discussion concerning the appropriate place to use the mission statement, Wood suggested incorporating the statement into the Constitution and Bylaws. Strong indicated that the mission statement might fit into the Policies and Procedures. Bolles felt the mission statement belongs in the Strategic Plan as a preface. Moved by O'Laughlin/Wittman, to amend the Constitution, Section 1 using the meeting mission statement as a preface to the description of meetings. Approved unanimously. This Constitutional change will be presented to the membership for their vote. Wittman will incorporate with the ballot mailing.

Objective 3 can now be deleted from the strategic plan as all activities have been completed.

Goal 2: Advocate and promote Idaho's Libraries

Objective 1: More state legislators and the Governor will be aware of the Idaho library community.

Activity 2: Annually, give valentines to the legislators and the Governor.

- Shropshire wondered about the appropriateness of using the term "valentines". Bolles felt that the objective was to keep libraries in the legislative focus and this type of contact was usual by other organizations.

Activity 3: Annually, promote legislative sendoffs.

Local library communities in some areas of the state prepare "Legislative sendoffs".

Objective 2: More members will be aware of ILA activities

Activity 2: Annually, promote legislative lobbyist attendance at the ILA Advocacy Auction.

- Shropshire asked for clarification of the phrase "Advocacy Auction." Does this refer to a second auction, or is this a reference to the Intellectual Freedom Auction? Wittman indicated that she understood that both the Intellectual Freedom and Public Relations/ Advocacy Committees agreed to the name change. By consensus, the Executive Board agreed with this change.

Again, Shropshire asked if the Association would pay for the attendance of the legislative lobbyist to attend the ILA Advocacy Auction. The Board already wants the lobbyist to attend part of the Annual Conference, i.e., Friday's Second General Session to report to the membership on legislative activities. The Auction is usually held the Thursday evening of the Conference. It was

agreed that this activity should be read as following: “*Annually, promote legislative lobbyist attendance at the Annual ILA Conference.*”

Activity 5: Quarterly, submit an advocacy/public relations article to the *Idaho Librarian*.

Change to read: *Bimonthly, the Advocacy/Public Relations Committee will submit an article to the Idaho Librarian.*

Almeida expressed concern about the Association’s apparent shift in focus towards advocacy rather than continuing education. He felt that a greater percentage of money earned through membership dues and conference registration is earmarked for advocacy and legislative lobbying. In further discussion, several Board members also expressed concern with what the membership’s perception would be in regards to financial support of a continuing education (librarian needs) emphasis versus advocacy (institutional needs).

Goal 3: Promote intellectual freedom for all Idaho residents.

Objective 1: Continue to advocate for open access to information for all Idaho residents consistent with state law.

Activity 1: The Conference Committee will provide an annual conference program on confidentiality of records by 2000.

Bolles recommended that Gard Hanks could be contacted as a possible presenter, or as someone who could give program suggestions on the topic of confidentiality. Strong ascertained that the tentative 2000 annual conference schedule is full. Strong suggested changing to this activity to read as follows:

The Conference Committee will provide an annual conference program on confidentiality of records by 2001.

Idaho Librarian – Editor

Force indicated that Christine DeZelar-Tiedman asked to resign her position after the June 2000 issue of the *Idaho Librarian* is published. With her resignation, the following issues need to be addressed:

1. Does the Association need to produce a printed journal simultaneously with a WEB-based publication?
 - a. Issues to consider with WEB format only:
 - i. Do all libraries have WEB access? No, all public schools do not have WEB access, but most public libraries have WEB access.
 - ii. ILA Constitution revision issues which will need to addressed:
 1. Dues are based on income plus the cost of the print form of the *Idaho Librarian*.
 2. A duty of the president, secretary, division-chairs, PNLA representative, and ALA Councilor is to prepare written reports for publication in the *Idaho Librarian*.
 3. The Executive Board shall appoint editor of the *Idaho Librarian*.
 4. Editor of the *Idaho Librarian* is a mem-

ber of the Executive Board.

iii. ILA Policies and Procedures would also be affected:

1. Reports by the president, division-chairs, committee-chairs, PNLA Representative, ALA Councilor, committee appointments, minutes of general session meetings, minutes of executive board meetings, etc., must be published in the *Idaho Librarian*.

2. Liaison with treasurer, i.e., updated mailing lists, supplies

3. Various publishing responsibilities of the editor

- iv. Who will be responsible for what goes on the WEB site? There would need to be an “editor” of the WEB site to control content.

- v. Notifying advertisers if make change to WEB access only.

b. Content focus of the *Idaho Librarian* has sifted from continuing education to the business end of the Association.

c. Cost of publishing the *Idaho Librarian* in print format is \$3,700.00. Income from advertising was \$800.00 last year (\$550.00 received this fiscal year).

d. Suggest survey of membership as to whether they read the print or the WEB version.

- i. Mail survey of membership

- ii. Query through libidaho discussion group

1. only 130 people are subscribed

2. Force will raise the question on libidaho, then follow-up with a ballot. Force will ask DeZelar-Tiedman to continue as editor until after the October Annual Conference issue has been published.

Treasurer

Shropshire indicated that the Constitution requires a financial review and a transfer of the books to be completed within thirty days after a change of a treasurer. Shropshire suggested that this is not a logical time frame in which to accomplish these tasks. Many of the Conference expenses do not come in until after the conference. When asked what would be a reasonable timeframe, Shropshire responded that she would recommend a timeframe consistent with the Association calendar year, which begins in January. Motion (Shropshire/Strong) to change Constitution and Bylaws and to change the Policies/Procedures to reflect a financial review and transfer of the books to be completed by the beginning of the Association calendar year. Motion carried unanimously.

BYLAWS

ARTICLE IV Officers and Other Executive Board Members

Section 4. Duties of Officers and other Board Members

- b. *The First Vice-president shall be President-elect, shall chair the Regional Conferences Committee, shall call for a financial review ~~within 30 days after~~ January 1 following the year of election, and shall be responsible for the performance of special duties as assigned by the President or Executive Board.*
- d. *The Treasurer shall be elected in even-numbered years*

to serve for a term of two years, and shall take office following the annual conference. The outgoing Treasurer shall transfer the books and turn them over to his or her successor ~~within thirty days after the expiration of his or her term~~ by January 1 following the year of election.

POLICIES AND PROCEDURES

I. Officers

E. Treasurer

1. ~~Transfers books within one month following~~ by January 1 following the year of election.

ADJOURNMENT

Shropshire/Strong moved that the meeting be adjourned; passed unanimously.

Meeting adjourned 2:15pm

Respectfully submitted,

Christine L. Reynolds

Secretary

MOVING?

Please send address changes to:

Sandi Shropshire, ILA Treasurer
Eli M. Oboler Library
Idaho State University
Pocatello, ID 83209-8089

Name:

New Street Address:

City:

State: **ZIP:**

Home Phone:

Work Phone:

e-mail address:

BOOK REVIEW

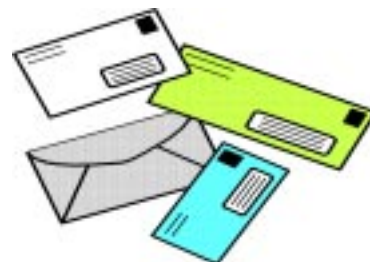
Ewing, Susan and Elizabeth Grossman, editors, *Shadow Cat: Encountering the American Mountain Lion*. Seattle, Washington, Sasquatch Books, 1999. ISBN 1-57061-154-8, PB \$15.95

Shadow Cat is a compilation of essays by twenty different authors, each looking at the cougar from his or her unique perspective. The book has received mixed reviews from a variety of different reviewers; however, this reviewer considers it to be well worth reading especially by anyone interested in mountain lions. Admittedly the writing is uneven, but that can be expected in anthologies. Some of the authors have never encountered an actual mountain lion, but that hasn't taken away from what they wrote. Whether as a hunter, environmentalist, rancher, or just a wishful thinker (someone who would like to see a mountain lion, but probably never will), each of the contributors has brought to the book his/her own particular point of view about the mountain lion. The reader can truly gain an appreciation for the wild cat from these essays. This reviewer especially enjoyed reading the sections written by Verlyn Klinkenborg, "Riding after lion," and Warren Glenn, "San Pedro Lion." The first is a story about the author's hunt with Warren Glenn and his view of Glenn's hunting techniques. The latter is a view from the hunter's perspective of his lion hunt (a different hunt from the one with Klinkenborg). Overall, I commend the editors for putting together a very interesting book.

The book is divided into three parts: The Nature of the Beast: Natural History; Tales of the Cat: Encounters; and Conflicts and Controversy: The Politics of the Predators. The editors have included several excellent sections: notes on the contributors and editors, a short bibliography for further reading, permissions and sources for the stories, and a very helpful index. Anyone who is interested in reading a non-technical book about the mountain lion will enjoy these stories.

This book is a good addition to the literature about the mountain lion.

Bob Hook
Reference Librarian
University of Idaho Library



BOOKS AVAILABLE FOR REVIEW

The following is a list of books available for review in the *Idaho Librarian*. If you would like to review one of these titles, please e-mail Christine DeZelar-Tiedman (chrisd@belle.lib.uidaho.edu). Postal address: University of Idaho Library, Rayburn Street, P.O. Box 442350, Moscow, Idaho 83844-2350 USA.

Aadland, Dan. *Women and Warriors of the Plains: the pioneer photography of Julia E. Tuell*. Missoula, Mont.: Mountain Press, 2000.

Christensen, Scott R. *Sagwitch: Shoshone Chieftan, Mormon Elder, 1822-1887*. Logan, Utah: Utah State University Press, c1999.

Contested Landscape: the Politics of Wilderness in Utah and the West. Ed. by Doug Goodman and Daniel McCool. Salt Lake City: Univ. of Utah Press, 1999.

Crandall, David. *Fly Free as Easy as 1-2-3*. Boise: Legendary Publishing, c1998.

Fleischner, Thomas Lowe. *Singing Stone: a natural history of the Escalante Canyons*. Salt Lake City: Univ. of Utah Press, 1999.

Hemingway and the Natural World. Ed. by Robert E. Fleming. Moscow: University of Idaho Press, 1999.

Hochman, Jhan. *Green Cultural Studies: Nature in Film, Novel and Theory*. Moscow: University of Idaho Press, 1998.

Holmes, Don W. *Highpoints of the United States: a Guide to the Fifty State Summits*. 2nd ed. Salt Lake City: Univ. of Utah Press, 2000.

Hosac, Chet. *The Orphan*. Boise: Legendary Pub. Co., c1999.

Hunter, Rodello. *A Daughter of Zion*. Salt Lake City: Signature Books, 1999.

Jackson, John C. *The Piikani Blackfeet: a culture under siege*. Missoula, Mont.: Mountain Press, 2000.

James, Will. *Smoky the Cowhorse*. Missoula, Mont.: Mountain Press, 2000.

Knudson, Barbara. *Living in Chaos, Walking in Peace: A Matter of Ascension*. Boise: Legendary Publishing, c1998.

Kuhns, Michael. *A Guide to the Trees of Utah and the Intermountain West*. Logan, Utah: Utah State University Press, 1998.

Lindsay, Jeanne Warren and Jean Brunelli. *Nurturing Your Newborn: Young Parents' Guide to Baby's First Month*. Buena Park, CA: Morning Glory Press, 1999.

Madsen, Betty M. and Madsen, Brigham D. *North to Montana! Jehus, Bullwhackers, and Mule Skinners on the Montana Trail*. Logan, Utah: Utah State University Press, c1998.

Madsen, Brigham D. *Chief Pocatello*. Moscow: University of Idaho Press, 1999, c1986.

Peterson, John Alton. *Utah's Black Hawk War*. Salt Lake City: University of Utah Press, 1999.

Rutter, Michael and J. Alan Baumgarten. *Spin Casting Brilliantly*. Missoula, Mont.: Mountain Press Pub. Co., 2000.

Sanford, Marcelline Hemingway. *At the Hemingways: with fifty years of correspondence between Ernest and Marcelline Hemingway*. Centennial ed., with a forward by Michael Reynolds. Moscow: University of Idaho Press, 1999.

Sitting Tall: Saddles and Saddlemaking in Idaho. Ed. by Linda Morton-Keithley. Boise: Idaho State Historical Society, c2000.

A Sweet, Separate Intimacy: Women Writers of the American Frontier, 1800-1922. Salt Lake City: University of Utah Press, 2000.

Ulrich, Tom J. *Once Upon a Frame*. Missoula, Mont.: Mountain Press, 1999.

When We Say We're Home: a quartet of place and memory. Salt Lake City: Univ. of Utah Press, 1999.

White Hat, Albert, Sr. *Reading and Writing the Lakota Language*. Salt Lake City: University of Utah Press, 1999.



1999-2000 ILA Executive Board and Committee Chairs

President	Ron Force University of Idaho Library P.O. Box 442350 Moscow, ID 83844-2350	885-6534 (w) 882-4341 (h)	rforce@uidaho.edu 885-6817 (f)
First Vice-President/President Elect	Larry Almeida 8148 Marabou Dr. Hayden, ID 83835	772-5612 ext. 12 (w) 762-2602 (h)	lalmeida@dm.net 772-2498 (f)
Second Vice-President	Marlene Earnest 15335 David St. Caldwell, ID 83605	454-3312 (w) 454-9253 (h)	mearnest@ sd139.k12.id.us 455-9872 (f)
Secretary	Christine Reynolds Marshall Public Library 113 S. Garfield Ave. Pocatello, ID 83204	232-1263 x25 (w) 232-5358 (h)	chris@spidaweb.eils.lib.id.us 232-9266 (f)
Treasurer	Sandi Shropshire Idaho State University E.M. Oboler Library P.O. Box 8089 Pocatello, ID 83209-8089	236-2671 (w) 233-5428 (h)	shrosand@isu.edu 236-4295 (f)
Past President Nominating Committee Chair	Dawn Wittman Lewiston City Library 428 Thain Rd. Lewiston, ID 83501	743-6519 (w) 843-5595 (h)	dwittman@lcsc.edu 743-6510 (f)
ALA Councilor Constitution/Bylaws Committee Chair	Camille Wood Nampa Public Library 101 11th Ave. S. Nampa, ID 83651	465-2264 ext. 11 (w)	camille@ picard.nampa.lib.id.us 465-2277 (f)
State Librarian	Charles Bolles Idaho State Library 325 W. State St. Boise, ID 83702	334-2150 (w) 336-7519 (h)	cbolles@isl.state.id.us 334-4016 (f)
Academic/Special Division Chair	Rosmarie Fouad Idaho State University Eli M. Oboler Library P.O. Box 8089 Pocatello, ID 83209	236-3047 (w)	fouarosm@isu.edu 236-4000 (f)
Ed. Media Division Chair	Mary Edmonds POB 40, Post Falls High School Post Falls, ID 83854	773-0581 (w) (509) 226-0050 (h)	medmonds@sd273.k12.id.us
Public Library Division Chair	Robert Wright Lucy Boyle Public Library P.O. Box 610 Blackfoot, ID 83221-0610	785-8628 (w)	blackft@micron.net 785-8602 (f)
Trustees/Friends Division Chair	Jennifer O'Laughlin University of Idaho Library P.O. Box 442350 Moscow, ID 83844-2350	885-6843 (w)	jennifer@uidaho.edu 885-6817 (f)
Editor, Idaho Librarian Publications Committee Chair	Christine DeZelar-Tiedman University of Idaho Library P.O. Box 442363 Moscow, ID 83844-2363	885-2509 (w) 882-3645 (h)	chrisd@ belle.lib.uidaho.edu 885-6817 (f)
Webmaster	Dan Lester 3577 East Pecan Boise, ID 83716-7115	426-1235 (w) 383-0165 (h)	ila@micron.net dan@riverofdata.com
PNLA Representative Conference Site Selection	Janet Strong Albertsons Library Boise State University 1910 University Dr. Boise, ID 83725	426-1139 (w)	jstrong@boisestate.edu 426-1885 (f)

1999-2000 Executive Board and Committee Chairs (cont.)

Scholarships/Awards Committee Chair	Diane Broom Boise Public Library 715 S. Capitol Blvd. Boise, ID 83702-7122	384-4200 (h)	384-4156 (f)
Bibliography Committee Chair	Gloria Ostrander-Dykstra Boise State University Albertsons Library 1910 University Dr. Boise, ID 83725	426-3650 (w)	gostrand@boisestate.edu 426-1885 (f)
Continuing Education Committee Chair	Nancy Young University of Idaho Library P.O. Box 442350 Moscow, ID 83844-2350	885-2514 (w)	nyoung@uidaho.edu
Idaho Book Award Committee Chair	Ruth Funabiki Law Library University of Idaho P.O. Box 442324 Moscow, ID 83844-2324	885-6521 (w) 509-332-2424 (h)	funabiki@uidaho.edu 885-0743 (f)
Intellectual Freedom Committee Chair	Rand Simmons Idaho State Library 325 W. State St. Boise, ID 83702	334-2150 (w)	rsimmons@isl.state.id.us 334-4016 (f)
Legislative Committee Co-Chair (Federal)	Lynn Baird University of Idaho Library P.O. Box 442350 Moscow, ID 83844-2350	885-6713 (w)	lbaird@belle.lib.uidaho.edu 885-6817 (f)
Legislative Committee Co-Chair (State)	Lynn Melton 3939 Brookside Ln. Boise, ID 83703	939-0756	lmelton@rmci.net 939-1451 (f)
Membership Committee Chair	Ruth Cochran University of Idaho Library P.O. Box 442361 Moscow, ID 83844-2361	885-2540 (w)	ruth@uidaho.edu 885-6817 (f)
Ad Manager/Conference Exhibits Chair	Penni Cyr Lena Whitmore School 110 S. Blaine St. Moscow, ID 83843	882-2621 (w) 882-9235 (h)	cyrp@uidaho.edu 882-1202 (f)
Public Relations/Advocacy Committee Chair	Erin McCusker Boise Basin Library District P.O. Box BL Idaho City, ID 83631	392-4558 (w) 392-4233 (h)	erinm@boisebasin.lib.id.us 392-4200 (f)

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MOSCOW ID 83844-2350**

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