



2020 Annual Committee Reports

Approved by the Executive Committee on June 5, 2020.

Bylaws Committee

At the turn of 2020 Joe Frazier and Daniel Mauchley were assigned by virtue of their roles as Bylaws Committee members to pursue the possibility of changing from a membership dues structure based on hours worked per week to categories based on annual salary. The hope is that this could reduce a financial barrier for potential members who work in low paying jobs, particularly in rural areas. It may also reduce burdens on institutions by paying less for some members and freeing up their funds to allow other staff to become members of the association at a lower rate. They researched as many salaries as possible for tax-sponsored libraries including schools, universities, and public libraries through Utah.gov's transparency website. They developed an estimation of the financial impact to the association if various salary tiers were adopted. The research will be presented to the board at the June 2020 Board Meeting. If approved, a bylaws change for the membership dues structure will be presented to the ULA membership for a vote.

Membership Committee

Daniel Mauchley, Chair

Executive Director Barbara Winters and Daniel Mauchley worked on fixing some search features in the Wild Apricot membership directory including allowing members to search whether someone was willing to serve as a volunteer and what association units they were members of. We also adjusted which profile questions/information is required in Wild Apricot, allowing for some to become optional including allowing for some privacy of personal information.

Paraprofessional Certificate Review Committee

The Paraprofessional Certificate program granted one certificate this year to Janessa Haslem of Duchesne County Library. Since we had no annual conference due to the COVID-19 Pandemic, her award

was mailed to her. She is no longer working for Duchesne County Library, but perhaps she will return to library work in the future, and having a certificate prove beneficial to her. One more candidate was quite close to receiving theirs, but is still lacking a few points in one area.

In 2020, five *new* candidates enrolled in the program from a variety of libraries—Duchesne County, Highland City, Rocky Vista University in Ivins. Currently, there are 16 candidates enrolled in the program at varying levels of activity.

We have been having a bit of a challenge keeping the Review Board manned, but have two new members, Shawn Bliss from the State Library Bookmobile and Sharolyn Swenson from BYU. They haven't been officially "trained" quite yet, but we hope to get some meeting times with them soon.

It is about time to have a thorough turnover of the rest of the Review Board/Committee, however, as Linda Liebhardt and Connie Lamb have been serving as members since 2009, Nancy Haight since 2012 and Carol Kunzler for at least 3 years. It's time. I plan to reach out to some library directors to get some recommendations and suggestions for Board members. But, please don't hesitate to volunteer yourself or a library co-worker to help out with this. There is a very small time commitment and it tends to come in spurts. The more we have on the board, the better for all concerned. Each Review Board Member serves as a mentor to 1-4 candidates.

Of course, if the ULA Executive board doesn't want to continue the program, we could discuss that as well. Historically, this Paraprofessional program has had its ups and downs through the decades. I have been happy to lead it the past decade, and it is someone else's turn.

Our goal is to have an online, sharable, training workbook completed for all board members, both current and future, completed before next ULA Conference, or before I leave the board (or retire, whichever comes first).

Thank you for the opportunity to serve ULA in this capacity.

Respectfully submitted,

Linda Liebhardt