



2021 Annual Committee Reports

Advocacy Committee

ULA Advocacy Committee Report – July 1, 2020 – June 30, 2021

The following is a brief summary of the ULA Advocacy Committee from July 2020 – June 2021.

Legislative Session

Like most things in 2020-2021, we adjusted our advocacy efforts due to the pandemic and all of our activity was virtual. In person Library Day on the Hill 2021 was cancelled, but will resume in 2022. Nevertheless, members of the Advocacy Committee attended weekly planning meetings with the Utah Cultural Alliance for Day on the Hill from January – March. Several members of the Advocacy Committee also attended a more formal Advocacy Training on February 1st hosted by UCA. Peter and Rebekah also met with Vikram Ravi and Olivia Whiteley, Co-Chair of Utah Communities Connect, multiple times throughout the legislative session and partnered on HB 304 and HB 348 (see below).

1. HB38 School Technology Amendments:

Summary: The bill, which was ultimately passed and signed into law, creates a framework for the state to withhold payment or cancel contracts with database vendors such as EBSCO and Gale based on allegations of “harmful to minors” content. While the bill is not as bad as many other pieces of similar legislation that are being proposed and passed across the country, it does lack basic due process protections, fails to require substantiation of allegations, and fails to specify the conditions under which contracts can be canceled.

While we engaged early on this bill, reaching out to the co-sponsors (Sen. Weiler; Rep. Seegmiller) to have time on the Committee agenda to offer our concerns and suggested improvements to the bill, the co-sponsors were not amenable to giving us time to present. Proponents of the bill were repeatedly given scheduled time on the agenda (10-15 min) to present their platform which was filled with misinformation, and made pointed emotional appeals suggesting that children are accessing porn in library databases, and that database vendors are intentionally working with the porn industry to market to children.

Throughout the process, Peter was in frequent contact with Rep. Seegmiller who agreed to a “substitute” bill that would have addressed our due process and evidentiary concerns – but the bill was not run. Rep. Seegmiller has offered repeated assurances

that he does not think the law will be problematic and promises to work with ULA should any of our concerns prove valid.

Next Steps: Peter will speak with Utah State Librarians Chaundra Johnson to explore ways in which UEN can address our concerns through rules, policy, or procedure that ensure that any allegations of problematic content in library databases are replicable and fully substantiated before any action is taken vis-à-vis nullification of contracts or withholding of payments.

2. House Bill 304 – “Digital Opportunity Access Amendments”

- a. H.B. 304 failed in the Senate, by a slim margin., but ended up being funded by the Utah State Board of Education. This was the pathway recommended both by Social Services Appropriations and Executive Appropriations; some of the prohibitive Code challenges were resolved in final budget bills. Although it is a less sustainable pathway than is preferable, it looks like it will be a good start for the position. Liz Gabbitas will serve in this role for the next two years
- b. This bill requested \$120,000 to create a Digital Equity Director in the Utah State Library Division (USLD) and codifies the existence of a statewide digital equity plan.
- c. Peter and Rebekah provided public comment in support.
- d. H.B. 304 failed in the Senate, by a slim margin.

3. H.B. 348 - Economic Development Amendments

- a. Passed, although significantly less funds were allocated for broadband grants than initially proposed.
- b. A full FTE was allocated to the Broadband Office. Rebecca Dilg has notified us that the Broadband Office has been assigned to create the “Statewide Digital Equity Plan” mentioned in the bill—but she is still waiting to confirm what funding will be available for that process. [based on reporting from Olivia Whiteley, CoChair of Utah Communities Connect]

Post-legislative session

After legislative session, Peter and Rebekah met with Crystal-Young Otterstrom to talk about our future directions in relation to Utah Cultural Alliance and to pick Crystal’s brains about ULA’s future advocacy, ways in which UCA may be able to provide technical and lobbying assistance, as well as guidance on how to effectively develop a policy and funding agenda for the future. We will continue to strengthen and possibly formalize our relationship with UCA.

The full ULA Advocacy Committee met over Zoom on March 24, 2021 to recap the legislative session and start thinking about future efforts. Committee members Pamela Martin and Trish Hull have developed talking points on how libraries supported our communities during the pandemic and how we are well-positioned to support successful transition out of pandemic paying special attention to rural/small libraries. Mindy Hale and Peter will develop and manage a strategy and action plan for members to reach out to legislators to share talking points. Goal is to make contact with each legislator once -- and have that contact come for a ULA member who is a constituent. Peter and Rebekah will follow up with Mark to learn more about his experience with another association and how they built and executed a 10 year plan, attracted coalition partners, and support from the business community.

On March 31 Peter and Rebekah met with Catherine Soehner to strengthen partnership with UALC who plans on being an active partner of LDOTH 2022.

On May 27, Peter met with Chaundra Johnson, Utah State Librarian to discuss how the State Library and ULA can work together, as well as next steps in working with UEN Board to mitigate concerns arising out of the passage of HB38

Other Advocacy:

ULA Advocacy partnered with UELMA over the Murray School District challenge to Call Me Max; ALA was involved as well. UELMA offered comments at the School District Meeting.

Communication:

Started a new Slack space for Utah Library Advocates (utlibraryadvocates.slack.com). This space is meant to facilitate coalition building, communication, and action (when needed for rapid response), across organizational and jurisdictional boundaries. There is also a private channel for ULA Advocacy Committee members to share information specific to ULA advocacy.

Bylaws Committee

The 2021 Revision of the ULA Bylaws was completed on May 19, 2021 at the Special Bylaws Membership session of the ULA Virtual Conference. Around 35 were in attendance to vote on the revisions. There was some discussion about extending section and roundtable chairs' terms to a third year as an advisor, but the majority felt that the current two-year term—the first as vice-chair/chair-elect and the second as chair—was a big enough commitment. They also felt that the previous chairs could be informally contacted for help when needed. No amendments were made to what was proposed initially. Patrick Hoerchel, Public Section Chair, motioned that the 2021 Revision of the Bylaws as proposed be adopted and Anna Neatrour, Member-at-Large, seconded. Over a 2/3rds majority voted in favor of adoption, while a small minority abstained or didn't vote. No nays were recorded.

The revision process began in the summer of 2019. At the outset, the intent of the process was to bring clarity to the document. There were instances where items were repeated and sometimes differed in content, positions were outdated, the ULA Policies and Procedures manual was in conflict at times, etc. The Bylaws Committee was chaired by Daniel Mauchley, ULA Vice-President 2019-2020, appointed by President Vern Waters at the June 7, 2019 Board Meeting. Members of the committee included the following appointees and volunteers who participated significantly during the process:

- Vern Waters, 2019-2020 President
- Barbara Winters, ULA Executive Director
- Pamela Martin, American Library Association Councilor, ULA Past President, Past President Committee Co-Chair
- Joe Frazier, Parliamentarian, Mountain Plains Library Association Representative
- Daniel Compton, ULA Past President, Past President Committee Co-Chair
- John Ingersoll, ULA Member, Grantsville Library Director
- Rita Christensen, ULA Vice-President 2020-2021 (Joined following her election)

The Bylaws Committee convened the following dates:

- Aug. 23, 2019 – Summit County Library
- Oct. 25, 2019 – Summit County Library
- Jan. 17, 2020 – Virtual
- July 17, 2020 – Virtual
- Sep. 9, 2020 – Virtual
- Nov. 13, 2020 – Virtual
- Mar. 5, 2020 – Virtual

The committee submitted changes to the ULA Board for review of the seven Board meetings following June 2019. Some in-depth research efforts contributed to some of the largest changes. Daniel Mauchley studied Robert's Rules of Order Revised, 11th Edition (the current at the time), with particular attention to sections on bylaws, meetings, and officers. That book pointed out various components absent in the current bylaws including how to handle vacancies and meeting contingencies. These important items were added to the revision. It also pointed out that Articles of Incorporation may exist and would be the primary governing document of the association. In mid-January 2020, Daniel Mauchley visited ULA's archives at the University of Utah J. Willard Marriott Library and located the 1986 Articles of Incorporation. That document was copied and made digitally available on ULA's website. Redundancies between the Articles and the Bylaws were reduced further.

In spring 2020, Joe Frazier and Daniel Mauchley also investigated the possibility of changing ULA's membership dues structure from a work-hour based tier structure to an annual salary based tier-structure. They gathered data from Utah's Transparency database and presented the summary research to the Board June 5, 2020. It was hypothesized that such a change would benefit rural libraries and allow more to join if the membership dues were lowered in such cases. The Board decided not to make this change with this Bylaws revision, particularly with the challenges it may pose to large institutions who pay their employees dues and the work their staff would have to do to track salary info for each member.

In August 2020, after most major proposals were made with Board approval, the revision and a summary of the changes were shared to the entire membership and feedback was solicited. Various past presidents and Board members principally responded with a few minor suggestions; however, one member from BYU, Jeff Belliston, was particularly helpful with corrections of grammar and clarification in the document, providing nearly 70 suggestions. His contribution was extensive and greatly helped improve the professionalism of the revision! All of this feedback was shared with the Board and nearly all of it was approved, except for keeping goals in the bylaws which they felt would still be better in the strategic plan. Further discussion of updating the ULA mission was also desired. The mission was simplified from its bullet point format and the Board approved it for a final draft of the revision. In spring of 2021 an announcement to the membership of the special bylaws session was made and included the final drafts of the bylaws revision and updated summary of changes. Members were encouraged to attend to vote and propose amendments if necessary at the session.

With the bylaws now approved, Daniel Mauchley, has asked Rita Christensen to propose forming an ad-hoc committee to now update the ULA Policies and Procedures manual in accordance with the newly revised bylaws at the June 2021 Board meeting.

Daniel Mauchley, Chair

Intellectual Freedom Committee

The Intellectual Freedom Committee along with the executive board, the chair of the Diversity Committee and Wanda Huffaker, representing the ALA Intellectual Freedom Committee, met together in March to stay abreast of developments regarding the Diversity Studies Curriculum and new Library Materials Acquisition Policies of the Horizon Elementary School in Murray School district. Issues were raised when a teacher read *Call Me Max* by Kyle Lukoff to her school class and parents complained about the content, calling into question titles earmarked for future classroom use in the school's diversity curriculum. ULA reaffirmed our commitment to intellectual freedom and Dan Mauchley spoke with James Wilson, current president of UELMA, to offer our support of their efforts with the school board and library staff.

Sherrie Mortenson, Chair

Conference Committee [[PowerPoint Link](#)]

Budget

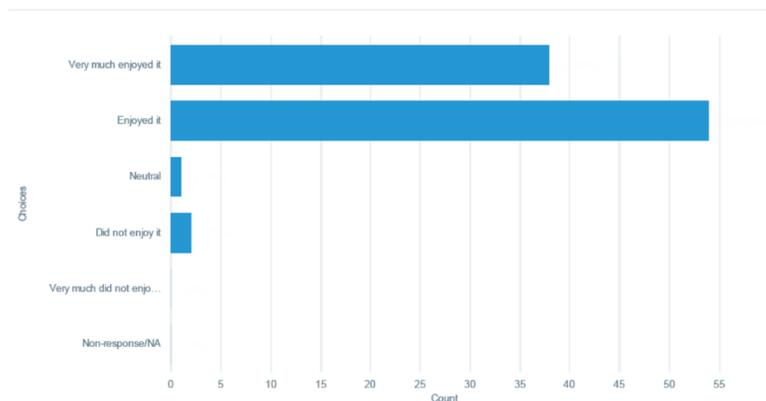
- Currently sitting at a -\$655
- Final budget was projected at \$1,962
- Budget is still being finalized
- 461 attendees
- 497 projected
- 490 at 2019 Sandy conference

Evaluation: Ratings



ULA 2021 Conference Evaluation : Please rate the conference:

Answer Distribution



Counts by Choice

Choices	Number of Answers
Very much enjoyed it	38 (40%)
Enjoyed it	54 (56.8%)
Neutral	1 (1.1%)
Did not enjoy it	2 (2.1%)
Very much did not enjoy it	0 (0%)
Non-response/NA	0 (0%)

Top Attended Sessions

- Annual Membership Meeting & Keynote Address
- Tara Westover: Author Keynote Address
- Julius C. Jefferson: Keynote Address
- Presentation of 2021 ULA Awards
- Presidential Inauguration
- Getting to the Heart of Reading: Creating and Engaging Adult Readers
- Social & Silent Auction
- Book Sharks- the 'Just One Bite' Book Club
- Teaching Fake News, Beat by Beat: Reflections of an Upper Division IL Course
- Tackling Racism in Children's Literature
- Once Upon A Training: The Impact of Stories on Learning and Engagement
- Reflective Practice and Library Instruction or: How I Learned to Stop Worrying...
- Equity, Diversity, and Inclusion Matters in the Mountain West: A Panel Discussion
- Get to the Heart of your Patrons' Feelings with a Quick Survey
- Setting Boundaries: Coping with Harassment

Future Sessions - Evaluation Feedback

- EDIcon repeat to fewer EDI sessions
- Critical Race Theory and Digital Inclusion
- More information about Data
- Classes to help fill CHIS certification (Consumer Health Information Specialization)
- Teen services
- Children's Services
- Programming
- Summer Reading
- How to do with low staffing
- Boundaries
- Leadership
- Library Board and Strategic Planning - have this every year
- RDA
- Outreach
- Less Academic and more Public
- More lightning rounds
- LDS collections
- Serving specific populations: marginalized groups, first generation students, students with disabilities, etc.
- Working with digital resources

Virtual Conference Feedback

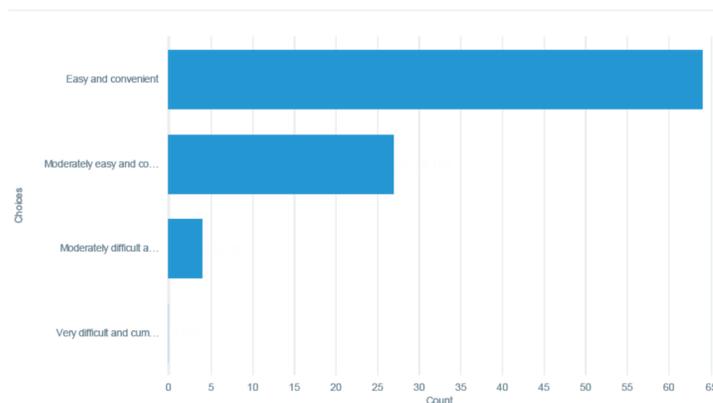
- Glitches with keynotes
- Provide lunch breaks, get out of chair, have lunch, check in with emails/work balance
- Consider a hybrid conference

- Longer breaks between sessions; sessions went over, hard to find what you want to go to next and get logged in, etc.
- Keep recordings
- More socialization
- Connect with attendees through discord? Slack
- Tech support was helpful he day of
- Kept losing the CVENT link
- Have a conference closing session with all attendees

Evaluation: Conference Registration & Payment Process

ULA 2021 Conference Evaluation : I found the virtual conference registration and payment process:

Answer Distribution



Counts by Choice

Choices	Number of Answers
Easy and convenient	64 (67.4%)
Moderately easy and convenient	27 (28.4%)
Moderately difficult and cumbersome	4 (4.2%)
Very difficult and cumbersome	0 (0%)
Totals	95

CVENT Platform

From Conference Committee:

- The 2nd verification process was too much from an attendee and presenter point of view.
- The link to the attendee hub was critical for attendees, but many didn't realize this.
- Needs to be emphasized that this is the conference link and bookmark suggested.
- The virtual platform was convenient, especially for those who struggle with traveling long distances or not wanting to leave their smaller children.
- Can watch whenever you want to.
- No chat feature to let attendees know when there is a problem getting the session started.
- Wish we had more control over who could be seen on the zoom screen. For example; that Tara and Daniel's keynote could have had them side by side; panel discussions featured the panelists' screens and not everyone's.

From Attendees:

- Cvent dual authentication to get the code was a bit annoying. Having both a speaker and attendee hub was confusing and unnecessary.
- Attendee hub vs. Speaker hub was too much.
- Keynote would be cut off mid sentence when time ended.

Moderating

- Moderators didn't know the fine details of the presentations, so referrals were often needed. Presenters thought moderators should be able to assist.
- Moderators could not type to attendees in waiting, though there is a chat box to do so.
- Example: If there was technical difficulties or the presentation for the EDI-con was closed for entry
- Presenter instructions were not up-to-date and completely accurate.
- Presenters to know that their thumbnail would be presented when they are showing slides.
- Some presentations did not have slides; could the presenters have a fuller screen instead of all attendees on screen
- Moderators with multiple sessions being confused with correct links.

Social Event & Silent Auction

From Conference Committee:

- Breakout rooms facilitated small discussions really well.

Silent Auction

- All items were sold!
- Income of \$1,945.00 (minus shipping that will come)

ULA Career Services

Traditionally ULA Career Services has operated as a booth in the conference exhibit hall. The booth included time for drop-in questions during exhibit breaks and time for scheduled appointments between volunteers (mentors) and conference attendees interested in career assistance (mentees). Due to the switch to an online conference for 2021, Career Services transitioned to a virtual booth available through the exhibitors' page in the online conference platform. The Career Services page included a description of the service, a list of handouts and links with career application tips and places to look for current options, and a link to the virtual meeting room.

The online conference schedule did not include extended built-in breaks for visiting exhibitors. Therefore, I opted not to include scheduled times for drop-in career services, and instead directed page visitors to view the handouts and links and email the coordinator with any questions. Mentoring sessions were scheduled in advance of the conference and took place in the Zoom meeting room connected to our exhibitor page. Two questions were included in the conference registration form to help with identifying attendees interested in either volunteering with career services or to identify attendees interested in career mentoring. This list of interested attendees was used by the coordinator to contact and schedule the sessions. The last day to sign up for a session was May 16, providing time for the coordinator to send out meeting instructions for everyone involved.

We had eight volunteers for mentoring and built a mentoring sign-up schedule with times available during all three days of the conference. We had fewer mentees sign up than had originally expressed interest, and so only four volunteers ended up meeting with six mentees. Next time the conference can be held in person, I recommend going back to having volunteers available for drop-in questions during exhibit breaks and having the ability to sign up for sessions during the conference (rather than needing to have expressed interest during registration and then sign up in advance based on receiving email invitations). This could help with reaching more folks in need of career assistance, including attendees who did not see the emails inviting them to participate or who did not see or reply to the career services questions on the registration form. It's possible attendees who were registered by someone else were unaware of this service before the conference (such as if one person registered all attendees from an institution).

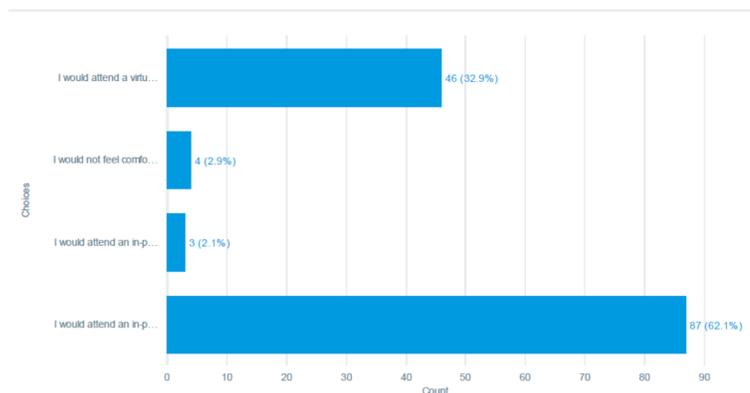
- Google docs for sign-ups worked well. Mentees added dates/times when they were available.
 - For future
 - Ask what mentee needs help with so mentors are prepared
 - Have privacy for the mentee to sign up and include information; this is a barrier to some people accessing the booth
 - Consider a more sophisticated scheduler.
 - Gather examples of application materials earlier in the year.
- In person conference suggestion to have booths staffed for drop-in questions. Allow signups at the conference instead of beforehand.
- Google folder added for this conference with support materials for future years' success.

Evaluation: 2022 Conference Venue



ULA 2021 Conference Evaluation : If you were to attend the ULA conference next year, please indicate your current comfort level with COVID (click all that apply)

Answer Distribution



Counts by Choice

Choices
I would attend a virtual conference.
I would not feel comfortable attending an in-person conference.
I would attend an in-person conference only with masks required.
I would attend an in-person conference with recommended safety standards as of May 2022.
Totals

Becca Lael, Chair
 Emily Bullough, Career Services Coordinator

Membership Committee

Executive Director, Mindy Hale, trained on navigation, common procedures, and functions of Wild Apricot. Mindy also updated member/contact statuses, set up member groups, and adjusted email templates. She also trained ULA Board Members on Wild Apricot Email procedures in ULA 101& 201—providing a demo and informational slides. ULA President-Elect, Rita Christensen, trained on Wild Apricot's new email editor: anchor links, color palettes, images, fonts, gadgets, and general functionality.

Rita Christensen, Chair
Mindy Hale, Executive Director

Paraprofessional Certificate Program Committee

The Review Board continued with minimal members, but with a light at the end of the tunnel. Julie Heckert agreed to be the next Chair of the certificate review board. The committee continued to mentor the candidates who were striving to complete their certification before conference time.

Conference was held virtually in 2021 and five candidates received their certificates:

Rachel Hull, Duchesne County
Deborah Haslem, Duchesne County
Melanie Petersen, Duchesne County, Roosevelt Branch
Kristin Allred, Eagle Mountain Public Library
Sami Merrell, Duchesne County

Seventeen candidates are currently enrolled in the program with three enrolling during 2021. The Review Board presented a program at the ULA virtual conference this year. About 33 participants viewed the program. Julie and members of the review board are looking forward to updating the Paraprofessional Certificate program with badges instead of points.

Some documents concerning the program have been uploaded to the newly-formed shared Google Drive for sharing institutional knowledge, and the current version of the candidate management system has been shared with Julie as well.

Linda Liebhardt, Chair

Program Board Committee

Goal

In the June 5, 2020 quarterly Program Board meeting, we drafted and adopted the following goal: Improve coordination, communication, and collaboration between roundtable leadership throughout ULA. We did three main things to meet this goal.

Slack Workspace

The Slack workspace “Utah Library Association” was created and all unit chairs and vice chairs were invited to join. It saw only moderate use. At the September 11, 2020 quarterly meeting, we opened it to all Public Section members. Use still did not increase significantly until an invitation was sent to general ULA membership, an action requested by the General Board in the December 4, 2020 meeting.

Although use has increased somewhat since the general invitation, more can be done. We encourage all ULA units to keep using Slack as a means of informal communication with their members. This could also help reduce the number of emails sent through Wild Apricot so official communications like meeting notices are less likely to be missed.

Fall Workshop

Although the Program Board hasn’t been involved in the Fall Workshop in the past few years, we took on a large role this year. We pulled session proposals from the canceled 2020 annual conference to find speakers, and developed four separate “tracks” with a full day of content in each. We also partnered with 4 different libraries to manage multiple Zoom rooms. Ultimately, we presented a full day with 2 keynotes and 13 breakout sessions.

Annual Conference

This year, the Program Board took on a larger role than usual to help coordinate ULA’s first virtual annual conference. Presenters needed more hands-on support leading up to the conference because of the format, which kept the Program Board fully engaged all the way through the event. Additionally, moderators were needed for every session, which required a call to all members for volunteers, as well as extra training and coordination. Ultimately, the conference ran smoothly and attendees seemed present, engaged, and satisfied with the event. More information will be available after surveys are completed.

Liz Gabbitas, Chair

Allyson Mower, Vice Chair

Web Committee

Executive Director Mindy Hale, Social Media Manager Lee Marett, and ULA President-Elect Rita Christensen, met to train Mindy on the duties of the Web Committee Chair and discuss the current issues of the ULA website, conference page, electronic mailing lists, publicity, and social media accounts.

Publicity

Publicity will be created by the Web Committee for consistency. Unit chairs and members no longer need to create their own graphics and PR materials. Unit members will send event information in advance to the Executive Director for proper publicity.

Website

Unit chairs no longer need to update web pages. Send information to the Executive Director for posting.

Social Media

The decision was made to change the ULA LinkedIn Group to a Page account. The Social Media Manager will receive information from the Executive Director for focused ULA posts and release dates.

Mindy Hale, Chair
Lee Marett, Social Media Manager
Rita Christensen, President-Elect

Unit Reports approved on 06/04/2021.