

UTAH LIBRARIES

UTAH LIBRARY ASSOCIATION | SEPTEMBER 2023





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ABOUT

The Utah Library Association advocates for libraries and cultivates leadership development to promote library excellence for the Utah library community.

We hope you find the Utah Library Association to be an organization that makes a difference for you, for Utah librarians, for Utah Libraries, and for the citizens of Utah.

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President's Message: Taking Flight



It's comforting to know that I have at least one thing in common with successful ULA Presidents of the past. Every one of them that I spoke to told me they didn't feel ready for the job when they started. I certainly didn't feel ready this summer when ULA started receiving press inquiries about the challenge to the Bible in Davis County schools. There were local press inquiries, national press inquiries, and I even ended up doing a Zoom interview with a reporter from Japan.

I came into this position believing that the worst possible thing I could be asked to do as President would be a television interview. I didn't think I had the skills, expertise or "know how" to do that. And I didn't. When I started my first interview with Fox 13, the reporter was ready to start recording and before she could start I blurted out, "Wait! What do I do with my hands?"

She gave me some very kind advice and told me that when she first started she thought she had to hold perfectly still. But she told me it's fine to move and use your hands to talk. "Do what feels natural." These inquiries happened in late spring while flowers were blooming and birds were singing. I've enjoyed watching birds since I was a child. Birds are magical beings to me, colorful creatures of the air capable of launching themselves into the sky and gliding effortlessly above it all. In June, many chicks were just starting to fledge. And they were doing what felt natural to them, leaving the nest and taking flight for the first time. Not all first flights are successful and observing these baby birds makes it clear that flight is not as effortless as it appears. Some birds end up on the ground; most of them are okay and after a few more attempts successfully take flight on their own.

If you never feel ready, then waiting to take flight until you're ready means you'll never fly. You see the thing is, we learn by doing. The normal way to become good at something is to be bad at it first. We have to be baby birds on the ground. We have to not know what to do with our hands on camera. We have to take those first faltering steps on our own and "Just Wing It."

President's Message: Taking Flight



So how did my interview go? It went okay. There were things I did that felt good and right and there were things that I didn't like. I learned from both the good and the bad and applied that to the next interview. I wish I could say that meant the next interviews were perfect (spoiler alert, they weren't. In fact, I think the fourth one was the worst of all).

One of our ULA strategic plan goals is that "Decision-makers, partners, and residents understand the value of libraries." Those interviews are important because they provide a platform for ULA to share our values with people across the state of Utah. They were an opportunity to let people know about the importance of keeping books on the shelves that are representative of all members of the communities we serve. They were essential even if they were difficult, scary, and imperfect. Even if I didn't feel ready.

This month I encourage all of you to try something that you don't feel quite ready for yet. Push yourself. If you're really feeling bold, maybe you'll submit a proposal to present a session at ULA (submissions open next month). Maybe you'll run for a ULA office (we start accepting nominations in October). Or maybe you'll do an interview with local news. You might succeed or you might not. I bet you'll learn a lot regardless. Here's to a year of winging it!

Patrick Hoecherl
ULA President
Salt Lake City Public Library

Librarian Spotlight

Carrie Valdes



This issue I had the privilege of talking to Carrie Valdes, Library Director at the Grand County Library in Moab. Carrie has worked at the library since 2000 and became the Director in 2007. She has a Bachelor's in Human Resource Management from Utah State University and her Master's in Library Science from University of North Texas. I loved talking with Carrie, learning more about her and her experiences in and out of libraries and finding out that we had some things in common.

Erin: Where are you from? (Where did you grow up and where have you lived?)

Carrie: Born and raised in Roosevelt, UT. Went to college in Logan planning to be a nurse, dropped out and moved to Mexico when I discovered nursing wasn't what I wanted to do. Met a guy, got married, went back to Logan to finish my Bachelors, moved to Mexico for three years to run a sea kayak business, then moved to Moab as a compromise (husband wanted to move to CA, I wanted to move back to Utah.)

Erin: How did you become a librarian?

Carrie: I worked as a work study student at the Merrill Library at USU and loved it. When we moved to Moab, the public library had a Children's Librarian position open so I applied. I had two young children and had volunteered for the policy council at the local Head Start so I got the job. Within six months I was promoted to Assistant Director. In 2007, the current Director moved and I was hired as the Director.

Erin: What libraries have you worked in?

Carrie: Merrill Library at USU in Logan, UT and Grand County Public Library, Moab, UT

Erin: What are some highlights from your library experience?

Carrie: In 2007, the Grand County Library was named Best Small Library in America by Library Journal and the Bill and Melinda Gates Foundation.

Erin: That is fascinating! Can you tell me more about it?

Carrie: Well, it was almost 20 years ago. I was the Assistant Director at the time. We were in a small, red brick, typical 1950's library. In 2006 we built a new library. We went from a 5,000 square foot library to a 15,000 square foot library. So, we had a brand new library building when we applied for that award and were recognized by the Bill and Melinda Gates Foundation.

Erin: I read in the article that not everyone was happy about the award. You had some council members that were opposed to the library. What can you tell me about that?

Carrie: We had a council member at the time that did not believe in publicly funded libraries. He thought that they should be pay as you use. He served two terms and has been out for a while.

Erin: What do you enjoy most about your job?



Carrie: I love Moab and I most enjoy providing excellent library service to the community. It's a small way for me to give back to a community that has supported me and my family since we moved here in 2000.

Erin: What is a project you are most proud of?

Carrie: Eliminating systematic access barriers such as late fees, replacement costs, and residency requirements. I have presented at state and national conferences on the subject as well as writing chapters for two ALA books:

Intellectual Freedom: Stories from a Shifting Landscape, and Hopeful Visions, Practical Actions: Cultural Humility in Library Work.

Erin: Those are some amazing accomplishments. Especially the residency requirements. As a major tourist town, you have made your library accessible to everyone in your community.

Carrie: It's been an ongoing process. It's been my passion project for the past 6 or so years. We started removing late fees as we saw that it was becoming an industry standard. There was a lot of research that came out that showed how late fines disproportionately affect the community members that can afford them the least. When you start to think about it, you start to ask if we are really a free and accessible library when we are creating these barriers around finances. I have to recognize my privilege that I can pay late fees and replacement costs, but not everybody in my community can. All of that research was there, I could never get anyone to explain to me how we could look at this research in regard to overdue fines, but shouldn't it apply to replacement costs as well? Most libraries, a very high percentage of libraries, have a cap of overdue fines, but replacement costs don't have a cap. Then you have families that owe \$300 to the library on materials that are never coming back because of whatever the situation was. Then we are denying them access to library services that can turn into a lifelong ban, where we don't do that on behavior, we will do that if someone owes us money. So, we've done different iterations of replacement costs. Where we are at right now is we don't charge for replacement costs. If a patron comes in and says "Oh, my dog ate this" or "I dropped it in the Colorado River" (which happens a lot around here), or whatever the situation is, we mark it missing or to be replaced. We have this whole process where staff determine if it needs to be replaced. We are able to replace a lot of our books with donations and we have a Friends of the Library organization that helps with replacement costs as well.

Erin: I applaud your efforts. I mentioned previously that my library used to charge for storytime and I felt that was an unnecessary systemic barrier that we were putting on our community members. We have since eliminated that and it's amazing the difference that it makes in people feeling welcome to use the library.

Carrie: I do need to acknowledge my privilege in this conversation because I am a small, rural, isolated library, while that doesn't sound like that would be a benefit, it is much, much easier for me to make changes because with the Library Board and the Commission Administration I have less levels to compete with.

Erin: Thank you for sharing that. Tell me more about the residency requirements. As I read the article, I noticed that residents were a little unhappy about having to share the computers with non-residents. How did you work that?

Carrie: We've worked really hard on that. There's been a bit of a change in mindset in the community since that article was written. Back then, there was some confusion when it came to new residents versus tourists. We are a very transient population. We have people who come down and work the river during the summer or they'll be climbing guides and they'll be here during the spring and fall. The fact that somebody doesn't live here year round doesn't mean that they aren't a resident or that they are a tourist. There is a distinguished identification that happens between establishing a tourist versus somebody that works in our untraditional hospitality industry. So, that's been part of it. As far as the actual residential requirements, Moab is kind of weird, because I can't deny services to somebody who is down here renting a room or couch surfing for the season, they have no lease agreements or utilities that are in their name. As a practice, what my front desk staff is trained to do is simply ask, "Do you live here?" If they say, "Yes" we give them a library card. If they say, "No" we have an option for them to purchase a temporary card. We allow them to self-identify first if they live in Moab.

Erin: What impact do you want to have on the world with your work?

Carrie: I want public librarians to acknowledge and start to fight against the systemic issues built into public library service. We are capable of doing great things but we create access barriers and refuse to address the systemic injustices that are inherent in public libraries.

Erin: How has your ULA membership and participation been valuable to you?

Carrie: The annual conference allows me the opportunity to get on my soapbox and directly address those involved in library service.

"I want public librarians to acknowledge and start to fight against the systemic issues built into public library service."

Erin: What do you hope to see from ULA in the future?

Carrie: That's a fascinating question. I was just discussing this with my assistant director. I feel very strongly that this iteration of ULA for the last 3-4 years has been the best iteration that I have ever seen. The conference this year was fantastic, I got a ton out of it. There were some great diverse conversations and the sessions were really great. The thing that I most strongly support ULA supporting is these first amendment issues that are happening across the State and having ULA step up and defend these libraries and offer their support. I really worry that more and more of this type of thing is going to continue to happen. The support that ULA has provided these past few years has been great. Any type of partnership or relationship that ULA can have with Every Library, because I think both these organizations are doing great things in the library world and anything that can be done to support small libraries is wonderful.

Erin: What can ULA do to support rural libraries more?

Carrie: I think you are going to get a different answer to every library you ask that question to because even just being rural isn't enough of a tie between us. We are all so different. It goes along the same kind of thing I stated earlier, being there, being a resource, providing support when needed and offering guidance. Just knowing the support that ULA offered to Orem and Uinta County provides me relief.

Erin: Tell me a funny experience from your job:

Carrie: In the fall of 2018, as nights grew chilly, Grand County Public Library staff began noticing that every time a door opened, a handsome black and white tuxedo cat would slink inside.



He was very friendly, and caused no trouble, but at first the staff tried to gently escort him back outside. Particularly fond of sneaking in the children's room door, he was the source of much delight to the children, and tolerated being picked up and carried around by them. He even let a very small girl tuck him into a cozy, cat-sized doll bed, pulling the quilt right up to his chin. After a week or so, one of the children's librarians knocked on doors around the neighborhood to ask whose cat he was, and learned that his family had recently moved away and had left him behind. That was all the librarians needed to hear: they decided that as long as he caused no problems and no one complained about him, he was welcome inside. When trying to help pick a good name for him, one boy observed that he looked "just like a Cosmo", and the name stuck. Cosmo made himself at home right from the start. Treats and cat food were donated by library staff as well as admiring patrons. He has many choice nap spots around the library, but his favorite is his fleecy bed right at the center of the action at the circulation desk. Cosmo has a loyal following for his weekly article in a local newspaper and has even received fan mail from overseas. Library staff agree that he's the most wonderful library ambassador they could wish for.

Erin: I'm going to have to come down there and meet him.

Carrie: Please do. He has turned into the most amazing accidental ambassador for the library that we have ever found. I used to tell the staff not to let him in. He and I engaged in a battle of wills that lasted about 3 months and the cat won. It's just a fact, I am weaker than a cat. We kind of kept him quiet through 2019, when COVID hit I figured that the higher ups had more to worry about so we just started using him as an ambassador and the community just loved him. There's no way he's going anywhere now. The Friends of the Library has merchandise with Cosmo. We have t-shirts, sweatshirts, stickers, calendars, etc.



Erin: What are some of your favorite things?

Carrie: Personally? I have two daughters, two cats, and a 100 lb German Shepherd. I love to travel and spend time with my family. I've been to 22 countries across the world with more to come! A high percentage of those countries happened last summer. My girls and I traveled Europe and I was in Western Europe for 7 weeks and went to 17 countries. That is without a doubt an amazing experience. 10 out of 10.

Erin: Carrie, thank you so much for giving me your time and sharing your stories with me. I had a great time talking with you and I can't wait to come down and visit your library.

Erin Warnick
President-Elect
American Fork Public Library

LEADING? OR MANAGING? MPLA LEADERSHIP INSTITUTE

"Life changing!" This was a phrase I heard various times from a panel of past fellows of Mountain Plains Library Association Leadership Institutes. I couldn't help but wonder if hyperbole wasn't the order of the panel, but as they described specifics of how the experience helped them grow, I could feel sincerity past those catchy hooks, and I thought "Maybe I need to give this a chance."

"I was worried 5 days would be challenging to sit through. It was not."

I applied to be part of the 2020 Leadership Institute. It was postponed due to COVID for 3 years, but I can honestly say—having attended various conferences and workshops over the past decade—the institute was worth the wait.

The leadership institute was a 5-day immersive experience with a group of about two dozen applicants from across MPLA's 12 states. 4 excellent mentors from MPLA's leadership and past fellows assisted greatly in guiding the experience. At the head of it all was facilitator Maureen Sullivan, a nationally recognized library leader and educator, and past-president of both the American Library Association and the Association of College and Research Libraries.



I was worried 5 days would be challenging to sit through. It was not. Far from a lecture series, we had so many large and small group discussions that were highly reflective and dealt with serious challenges facing our profession. By day two, the institute participants really started to be vulnerable about personal weakness, specific challenges and fears, and honest conversations about self-improvement. Maureen stressed how important confidentiality was among the participants due to the personal nature of the learning and sharing. I found myself staring "at the man in the mirror" all week as Maureen truly did facilitate deep personal learning about true leadership in any field. After 8 years of striving to lead my library system, I realized I was still struggling with critical components of leadership that were the core of our discussions. I was so grateful to work through this with understanding fellows, mentors, and Maureen. The opportunity came at an opportune time in my career to hopefully help me be a better director and more importantly mentor, for the rest of my career ahead.



So what are some of the things that struck me the most:

- Leadership is about vision and inspiration. In my past I dedicated most of my time to managing aspects of the library. I needed it to be successful by outward appearances and data standards. We have had success, but it came at the expense of shared vision and direction, which I have struggled greatly to make time for. I clearly needed to take a hard look at what I do and see what could be delegated to others. How could I free up my time from managing so much so that I can invest more of myself into building shared vision and values in my team and helping to inspire their growth rather than focusing so much on my own or institution's success? Team members never wanted to bother me in my bustling. I was not available to listen and truly communicate with them about their progress, or to nip growing issues in the bud.

"Goals and values are what matter; not methods."

- Management produces order and consistency; leadership produces change and movement. Leadership helps align people, including yourself, through communication and commitment. A leader empowers others with opportunities for interesting and challenging work, follows up with them frequently, and energizes their success.
- Change is situational; transition is psychological. It's not the changes, but transitions that cause us to stumble. Transitions usually require us to end something and let it go. This loss often creates a lot of fear which can manifest in grieving and venting. It requires listening, then clarification about the situational change. If a team can get through this process together with open, respectful communication, then understanding and acceptance can come, followed by commitment and action; not compliance. Those leading need to give adequate time for this process and start sharing information about coming change early to facilitate their team's experience through this.

- Goals and values are what matter; not methods. So often we die on the sword of "how" we think something must be done rather than being open to other options that accomplish our shared core goals.

These cornerstone concepts framed so much other learning at the institute. They made so much sense to me as I could see in my past experience what was missing and what I wanted to take from this into my future. I didn't go into librarianship to become a director. That really came out of the necessity to provide for my family. Now that I am here though, I really do want to be a good leader and mentor, not just an outwardly successful manager. I'm very grateful I took the chance to go through this institute experience and for the Utah State Library Division for providing me with an UPLIFT Excellence grant to attend!

If you hear of the chance to apply for this program, I truly think you should consider it. Check out <https://mpla.us/leadership/> if interested. Perhaps it won't be "life changing," but you will very likely be a better person and leader from the experience; and no matter where we are in life, we are always leading someone in some fashion, and can do it better.



Daniel Mauchley
Duchesne County Library System

ChatGPT Q&A

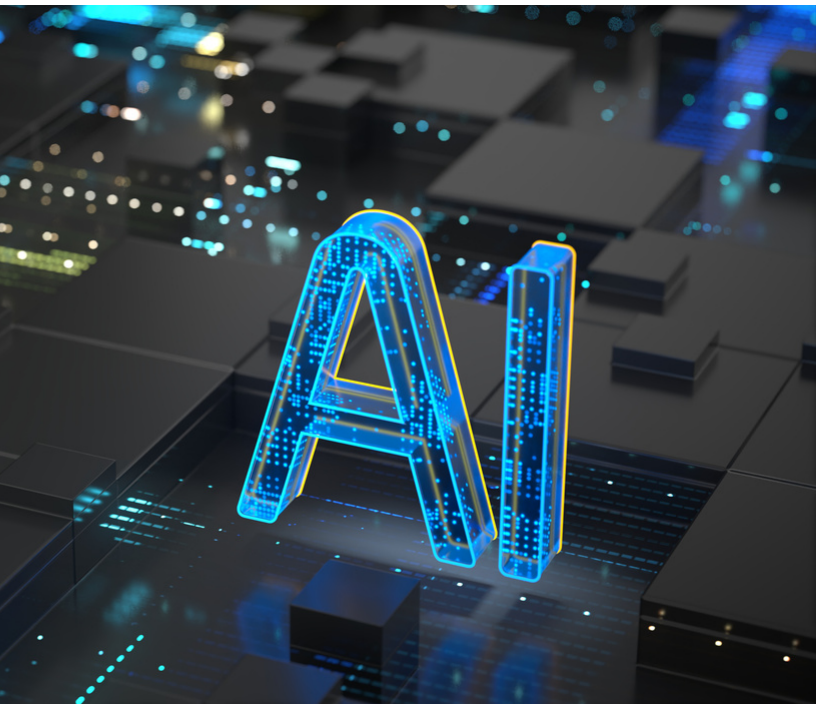
w/ Amy Scheelke

For those of us that haven't yet heard of ChatGPT, can you tell us in a few words what it is and why it's a hot topic right now?

ChatGPT is a generative artificial intelligence (AI) tool developed by the company OpenAI. It is a large language model that was trained on a body of text which allows it to generate text in response to a prompt. Since it was released to the public in November 2022, ChatGPT, and additional language models like Google's Bard and text-to-image tools like Stable Diffusion, have seen a tremendous amount of use and been subject to conversations ranging from its use in education to its impact on the workforce and everywhere in between.

It seems that a technology such as ChatGPT could drastically change how information is accessed and disseminated. Do you think that libraries are prepared for this technology and its ramifications?

AI is already present in how people access and use information; think about algorithms on social media and customer service chatbots. From this stance, libraries have already been navigating AI, which should hopefully mitigate some apprehension around generative AI. In my opinion, where large language models, like ChatGPT, present a new challenge is by providing an immediate, coherent, and plausible answer to any question, which may discourage users from exploring the accuracy of that answer or claim. I do think that libraries are already prepared to address this challenge. Like the internet in general, these AI tools are neither good or bad when it comes to finding and using information. Instead, they represent a new way in which we can interact with information. For instance, common strategies we already use to evaluate information for accuracy, like lateral reading, can be applied to responses from ChatGPT. Learning about and experimenting with generative AI tools with a cautiously optimistic perspective – instead of giving in to the “doom and gloom” rhetoric – may be an appropriate way for library workers to move forward with this technology.



Amy Scheelke is an Instruction & Liaison Librarian at the School of Science, Mathematics and Engineering at Salt Lake Community College.

ChatGPT Q&A

What are some limits you see with ChatGPT? And how would you caution someone relying on ChatGPT for information?

I think this statement I saw on Reddit sums up a major limitation: “[ChatGPT] does not know it’s lying so you will have to” (Reddit user MNGirlinKY, 16 March 2023). As an AI tool, ChatGPT provides an answer but does not think. The human user still needs to think critically about the information instead of taking it at face value. My caution is to continue evaluating the information, to cross-check it with other sources, as well as to consider one’s purpose in using the tool. I wouldn’t recommend gathering information with ChatGPT, but using it to brainstorm ideas or wordsmith an email probably doesn’t require the same amount of critical evaluation.

I think the human aspect of library work is something that generative AI tools can never replace.

There are many more limitations, like copyright issues, biases in algorithms and training materials, a lack of transparency, digital equity, user privacy, and so on. However, I’ll leave those for others to discuss.

Do you use ChatGPT in your work or know of others that do? If so, how?

Yes! I recently used ChatGPT to brainstorm codes for analyzing qualitative assessment data. Several colleagues and I have also experimented with using ChatGPT to help students narrow research topics, write research questions, and brainstorm various perspectives on an issue. My team also used ChatGPT to draft internal mission and vision statements.



Many people worry that AI will eventually replace human workers in many fields. What do you think that librarians can do that ChatGPT cannot?

I think the human aspect of library work is something that generative AI tools can never replace. For instance, when I teach an information literacy workshop to a group of college students, my ultimate goal is for them to remember that I am a friendly person who is always happy to help them. ChatGPT can never do that. Librarians provide more than just information or resources. We listen to and support our patrons, we teach valuable skills, we develop community spaces, we connect people and resources.

Amy Scheelke
Salt Lake Community College



Podcasting in the Library

Mieke Nielson is a librarian with the Salt Lake County Library and together with her colleagues started the Sounds from the Shelves podcast.

Tell us a little about the podcast and what the experience has been like for you.

So the podcast is an idea I came up with almost 2 years ago now. We had just come off the pandemic, and were still looking for ways to reach our patrons remotely. I was doing a lot of virtual programming stuff personally, and I had been looking at other library system's virtual programming offerings to see what was out there. Several libraries had some cool podcasts going on, and I thought with the size of our system and the number of staff we have, we could definitely make a podcast. I also thought it would be a great way to reach more people in the County and let them know about what the Salt Lake County Library has available and to connect with the larger community.

I was on the Social Media Workgroup at the time, and podcasts are kind of social media-ish, so I suggested that we should start a podcast for the system. Sara Neal, our marketing manager, liked the idea, and suggested that if I was really serious about doing it, I put together a proposal for the leadership team to look at. I put a proposal together, waited for a month or so while it worked its way through the approval process, and then was informed that I could move forward and put together a workgroup to make a podcast. I got a good amount of interest from staff, and we ended up with like a 6-8 person workgroup that does the podcast.

The workgroup has been really good. We've had some change in membership over the like year and a half we've

actually been releasing episodes, so the workgroup hasn't always been all the same people, but I feel like everyone who has been in the workgroup has been really dedicated to helping it succeed. The workgroup comes up with ideas for episodes, finds guests for our topics from either our library system or the Salt Lake County community, comes up with questions for our guests and hosts to discuss, and edits and publishes the episodes each month. It is a lot of work, and we've learned a lot about what works for us. I think our episodes have gotten better as we've continued to release them.

We are very lucky that in our library system we have Create Spaces (or makerspaces as many other systems call them) with recording studios in them. We record all of our episodes at the Kearns branch sound studio. Our Create Spaces also have computers with the Adobe suite and other audio and video editing software, where our fantastic editors (who are currently both library assistants for Create Spaces) can make everything sound fantastic. The music we use for the podcast was actually even created and recorded by one of the librarians on the workgroup, Karl Gilchrist, who also sets up the sound for the hosts to record each month.

Our podcast workgroup currently consists of: Karl Gilchrist, the recording engineer; Leonides Ortiz, one of our hosts; Sara Muller, another host; Timothy Hinkle, a sound editor; Mariah Norton, the other sound editor; Mindy Low, our guest coordinator; and me, the final host. We also work with our marketing department to

promote new episodes on social media with pictures and posts.

I've been super happy that I get to be one of the hosts, and that I have the support and help of everyone on the workgroup. Recording the episodes has been super fun, and I've learned all sorts of cool things about our community, and even my own library system that I didn't know before. Leading the group has been a really good learning experience for me. I'm not always the best or most organized leader, but I keep working hard and getting better.

How has the recording technology worked out for you, and do you have any advice for anyone considering trying their hand at a podcast?

Learning how to record and what works best to edit the podcast has definitely been a learning experience. Luckily some of our workgroup members already had some knowledge and experience with the sound equipment in the recording studios and our editors have experience with editing audio. But even still we've had some hiccups along the way. Our first episode of the podcast was such terrible audio quality that we actually ended up throwing it out and re-recording it. We did not have Karl helping us that first time, and bringing him in for the re-record was definitely a game changer for us.

My advice for anyone that wants to try doing a podcast is to just do it. You don't actually need a fancy recording studio. You can use a single computer with a microphone plugged into it. There are some great free audio software options, like Audacity, that you can use for recording and editing. You will want to find a podcast host to use to

My advice for anyone that wants to try doing a podcast is to just do it.

distribute your podcast. There are some free options out there, as well as paid options. I just did some research into what platforms were reputable in podcasting communities and chose one that fit what we wanted from a podcast host.

You will want to be planning ahead though. Like with any regularly scheduled programming, if you aren't planning



ahead you will not get everything done on time. Scheduling guests (if you plan to have guests) or writing some sort of script or outline takes some advanced planning and work. That work definitely pays off, though.

A podcast seems like a great opportunity for libraries to communicate with their communities and provide a glimpse of what's going on in the library system. How do you use the podcast to do those things?

Our focus from the beginning has always been to use the podcast as a way to try and connect with the community. We wanted to have the chance to both humanize the library staff through our hosts, and invite members of the community in to talk about what is going on in the community and how the library relates to those things. We have added a reader's advisory segment that gives book suggestions for all ages related to our episode's topic. And if there are library programs or other resources related to what we are talking about, we make sure to mention them as well.

For example, in June of this year, for our Pride Month episode, we talked to one of the librarians that runs the QSA at Kearns, who is also a member of the queer community themselves, and then we mentioned all of the other branches in the system that also have QSAs so that people can find one near them. In July we did an episode on Zines, and were able to highlight some of the Zine programming the Salt Lake County Library does, as well as the really cool Zine collection the Salt Lake City Library has. We want as much as possible to connect the library with community resources and non-profit groups that make the community a better place, and uplift the people who live here.

Podcasting in the Library

What would you tell your patrons that were interested in creating a podcast without any experience or their own equipment?

First, I would tell them to learn a bit about podcasting or audio recording from LinkedIn learning (a resource our library provides access to), or the Create Space page on our website that links out to tutorials on the various software we have in our Create Space. YouTube is also a great place to find videos about recording and editing audio. Then, once you feel like you have some idea of what you are doing, start recording and editing. I find that often the best way to learn how to do something is just to start experimenting. Try things out. See what works and what doesn't work.

Patrons without their own equipment are welcome to reserve our recording studios to record anything they want, including their own podcasts. And like I mentioned before, podcasting doesn't require fancy equipment to do. All you need is a computer, a microphone, and some sort of audio software. The far more difficult part of creating a podcast is finding your audience. Not everyone is lucky enough to have a marketing team that can promote their podcast.





ULA's Intellectual Freedom Committee is here for you!

It comes as no surprise to those working in the Library profession that we're experiencing a marked increase in challenges to the freedom to read, a core tenant of the library profession. The topic is so hot that conversations surrounding intellectual freedom may even infiltrate our daily lives outside of work. It can feel isolating to wade the challenges and issues without a network of support, or a listening ear who understands. No matter the type of library where you work, the Intellectual Freedom Committee is here to help. We've created several webpages with resources and information to assist with your Intellectual Freedom needs and connect with others who can offer insights and support.

ULA's Intellectual Freedom Webpage:

Here, you'll find ULA's book challenge statement and a confidential form you can submit to the IF committee to ask for support. Also included is a link to ALA's Challenge Report form to report challenges and censorship issues.

Reporting challenges:

Connect directly with ULA's IF committee and ask for assistance or support if needed. We are here to offer help in any way we can!

Resources

There are myriad resources listed on the Intellectual Freedom's Resources page, including both local and national organizations and information. You can find policy information and help, watch a webinar, view or sign up for newsletters from Intellectual Freedom groups, and stay up to date on happenings in the world of Intellectual Freedom.

Virtual meetups

The Intellectual Freedom Committee holds quarterly virtual meetups, which offer a safe space to talk about challenges and connect with other ULA members and library professionals dealing with Intellectual Freedom issues. These are casual meet ups, where we can discuss specific challenges, general Intellectual Freedom topics, and best practices when navigating these issues. Our next meeting will be online on September 27th from 7:00-8:00 PM. Watch your email for reminders and a link to join the conversation. We hope to see you there!

Katie Wegner & Rikki Carter
Intellectual Freedom Committee Co-Chairs

NOW IS THE TIME



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A graduate degree in Library and Information Management complements previous education, offers prospects for increased earnings and provides flexible skills for the future.

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MEMBER NEWS



Jeff Lyon received a Fulbright U.S. Scholar Award to the Czech Republic from the U.S. Department of State and the J. William Fulbright Scholarship Board. He will be doing research on Czech film music, similar to the work that I do on BYU film score collections. He will focus on creating an index of film score collections, individual score analysis, and a wider comparison between early Hollywood film scoring practice and early Czech film scoring practice. "My time will be spent mostly in Prague in the Czech Museum of Music that contains the bulk of the country's music manuscripts, although there are several libraries and archives that may hold pertinent collections as well."

Have some news to share?

Utah Libraries is happy to help you spread the word. If you have library-related news such as hirings, grants or funding granted, awards received or anything of the like, please send it to Mindy Hale at mhale@ula.org. We publish issues in September, November, February, and April (Annual Conference Issue).

Why Catalogers are Cool

A critical part of any academic library is the ability of patrons to discover what is in our collections. The sheer abundance of resources can itself make it difficult to find what is needed. Enter the cool cataloger. In an April 7, 2023 BYU Library Forum Rachel Wadham, Department Chair of Cataloging & Metadata, stated that “cataloging is the business of making sense out of chaos.”

To make sense of things, catalogers use rules that have been developed over a few hundred years. These standards and rules have some flexibility and must be applied with judgment by the cataloger. Since there is room for interpretation there is also a need for collaboration – with subject selectors, collections access, other catalogers, etc..

“To make sense of things, catalogers use rules that have been developed over a few hundred years.”

Once a record has been created for a given resource it not only helps the library it was created for, it can be shared with other libraries for them to use if they have the same resource.

To learn more about what catalogers do to help your library, see:

- [Cataloging: What people think I do vs. what I actually do.](#)
- [Resource Description & Access FAQs.](#)

Strike up a conversation with your cataloging colleagues and find ways to collaborate to improve your library!



Dan Broadbent
Physical and Computer Sciences Librarian
Brigham Young University

ULA Special Section

Ideally, the ULA special library section is an unconventional group of libraries who exist outside the traditional library context. They are libraries serving specific and unique populations and providing unique services. This section has seemingly been neglected in recent years and it is the goal of our newly composed committee to extend our search to all borders of our great state to discover libraries in their various settings and ultimately support, promote and execute the missions and focus of the ULA. It is our belief many of these dedicated librarians are operating without a wider community for support and collaboration. We aim to create and develop an unassembled community to help sustain all library services to all library populations state wide. We are currently engaged in creating a contact list for these hidden libraries, so if you're aware of any lesser known libraries in our state, please help us gather their information to move forward with this important work.

Thank you,
Janae Wahnschaffe



Quick Updates

There has been an update to the ALA Intellectual Freedom and Censorship Q & A
<https://www.ala.org/advocacy/intfreedom/censorship/faq>

New ULA Members!

The ULA community, Executive Board, and staff are pleased to welcome our newest ULA members. We are looking forward to seeing what new ideas and contributions you bring to ULA and hope you thrive here.

Jennifer Balch
Annabel Carroll
Amy Childress
Bria Corry
Amy Crockett
Annika Deutsch
Andrew Fellows
Amber Fullerton
Beth Gray
Jennifer Hansen
Rachel Huntsman-
Petersen

Melissa Jensen
Rene Jougard
Jasmine Kirby
Douglas Lai
Linda Lane
Kiersten Leavitt
Rosalia Long
Desirée Malley
Ray Matthews
Heather McKee
Katherine Miller
Denise Reid

Makayla Rheinhardt
Kym Robb
Luke Searle
Shauna Spencer
Nicole Sperry
Denae Sportsman
Pamela Sroka
Beth Tanner
Jessica Tateishi
Lisa Unsworth

Renew Your Membership

Remember you can renew and pay for your ULA Membership renewal online by logging in to ula.wildapricot.org.

Click on "Join Us", then select your Membership Category. Your receipt will be sent to the email you list in your membership.

What's On at Your Library?

Utah Libraries is happy to publish announcements of library-related exhibits, lectures, open houses, tours, and other events.

Send announcements to Mindy Hale at mhale@ula.org. We publish issues in September, November, February, and April (Annual Conference Issue).

Strategic Planning

September Strategic Plan Update

As I sat down to write this article I wondered, “What makes a strategic plan successful?” True to librarian form, I started to research articles to answer my question. I found several interesting ones, including [this](#) one from Harvard Business School Online and [this](#) one from American Express. Although they made good points, I didn’t get the answer that I was hoping for. I personally think a big part of having a successful strategic plan is due to the efforts of those that serve on the round tables and committees working towards and achieving their goals. This past year there has been some amazing work done. It’s a new term and time for new strategic plan goals. I’m excited to see what this next year will bring. Here are a few things we can look forward to:

Advocacy

Advocacy Committee

Provide training opportunities in censorship, messaging, first amendment issues, and library policies (acquisitions, reconsideration) to library staff, ULA membership, and other interested parties.

Outreach and Engagement

BURT

Identify future members in the state. Business specialists or librarians interested in business librarianship.

LAMART

Recruit other ULA members to join LAMART as members-at-large.

LIRT

The LIRT roundtable will increase its membership by:

- Creating a list of potential new members over the summer of 2023
- Directly contacting new members in the Fall of 2023
- Re-engaging members who may have dropped off throughout Fall 23 and Spring 24
- Creating a calendar of and a plan for promoting roundtable discussions and events

Strategic Planning

Education and Leadership

Equity, Diversity, and Inclusion Committee

Build tools for other ULA units to assess their work and to use when developing their goals.

ASMRT

By May of 2024 the Assessment Round Table will produce one webinar and present at either the Fall workshop or ULA annual conference.

YSRT

The Youth Services Round Table's goal is to provide members with a winter workshop in Cedar City, UT in February.

Equity, Diversity, and Inclusion

Equity, Diversity, and Inclusion Committee

Build connections with ULA units to offer EDI perspectives, resources, and support. Partner with DSRT to ensure we're complementing each other's work

Organizational Health

Advocacy Committee

Nurturing UT Library Advocates Team. Onboard new leaders from ULA, UELMA, UEA.; work collaboratively on legislative funding and policy agendas and rapid response actions.

Bylaws

Complete the revision of the ULA Policies and Procedures manual by March 2024 Board meeting.



Erin Warnick
ULA President-Elect

Strategic Directions



Utah Library
Association

STRATEGIC PLAN 2022 - 2025

MISSION: ULA Cultivates professional development, connections, and inclusivity to promote strong Utah libraries.

VISION: We are the heart of our profession, circulating knowledge and creating connections.

STRATEGIC DIRECTIONS



ADVOCACY

- People who care about libraries are equipped for advocacy work.
- Decision-makers, partners, and residents understand the value of libraries.



OUTREACH & ENGAGEMENT

- ULA has extended reach throughout the state by engaging new members.
- Current members feel deeply connected to other members and increasingly engaged with ULA.



EDUCATION & LEADERSHIP

- Utah library staff members have the knowledge, skills, and abilities needed for job success.
- Utah residents and students look to their libraries for innovation and leadership.



EQUITY, DIVERSITY, & INCLUSION

- ULA has diverse membership and leadership.
- Utah libraries are equitable and inclusive.



ORGANIZATIONAL HEALTH

- ULA has appropriate staffing, membership, and funding to achieve our mission.
- ULA enables their leadership with tools and support for effective governance.

GOALS



STRATEGIC DIRECTIONS



ADVOCACY

- Empowered library professionals and patrons, greater local and state funding for libraries, better public understanding of the value of libraries.
- Stakeholders seek more ways to support libraries, either through advocacy, funding, volunteering, or usage.



OUTREACH & ENGAGEMENT

- A larger community of passionate members who are growing together as professionals.
- Idea-sharing, collaborations, friendships, and innovations.



EDUCATION & LEADERSHIP

- Confident library professionals enjoying their work and making an impact in their communities.
- Libraries evolve to meet emerging needs in their communities and bring fresh ideas to their stakeholders.



EQUITY, DIVERSITY, & INCLUSION

- A ULA community that boasts many cultures and perspectives and strives for equitable opportunities.
- Libraries committed to breaking down barriers between community members and library services.



ORGANIZATIONAL HEALTH

- Success means ULA has robust operations through growth of staff, funding, members, and services.
- All facets of the organization are aligned and efficient, leading to easier staff on-boarding and decision-making.

SUCCESS MEANS



Just **Winging** It

MAY 8-10, 2024

SALT PALACE

SALT LAKE CITY, UTAH

2024 Joint MPLA Conference

More information
Coming Soon!



KEYNOTE



Emily Drabinski

ALA President



Sy Montgomery

Author and Naturalist



LAST WORDS

**"The most
important
asset of any
library goes
home at night
– the library
staff."**

Timothy Healy