



LAMS Letters

A Newsletter of NCLA's
Library Administration & Management (LAMS) Section

Welcome to the NCLA Library and Administration and Management Section (LAMS)

By Laurence Gavin



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As the new chair of the NCLA Library Administration and Management Section I would like to thank the previous LAMS officers for their contributions toward aiding the professional development of personnel interested in administration and management. I benefitted personally and professionally from the 2012 Leadership Institute and Leadership Unconference 2012 Change Happens, conducted under Lorrie Russell's direction and look forward to continuing in her footsteps to develop programming that will enhance the leadership skills of experienced and new library managers.

Our first general meeting was conducted in Winston-Salem at the close of the NCLA 60th Biennial Conference "Stronger Together", at which the newly elected officers were introduced by the past chair Lorrie Russell of High Point Public Library and Mike Crumpton of UNC Greensboro who are both graciously staying involved and assisting with the transition.

I believe that communication is a key to success. With that in mind, one goal discussed at the meeting is to provide the LAMS Letters newsletter on a monthly basis in order to increase communication between the LAMS members and with the Section officers. My hope for the newsletter is to provide a consistent source of inspiration for LAMS members and all North Carolina Librarians.

Your leadership in providing programs and services to the communities you serve is indeed inspirational. I encourage you to share your incite in the same way the Director of the Cumberland County Public Library & Information Center, and NC Public Library Director's Association Director of the Year Jody Risacher, and Joetta Stoner, Adult Information and Young Adult Services Manager at Braswell Memorial Public Library, have done. The sharing of personal anecdotes, professional milestones, and success stories of experienced and new library managers about library projects and initiatives will build a foundation of success for the future of libraries and librarianship. If you wish to share, please send your contribution to

lgavin@cumberland.lib.nc.us.



NC Public Library Director's Association Director of the Year



Thanks for this opportunity to address the LAMS membership and others. I am composing this missive as the year 2013 wanes and the light of 2014 is a growing glimmer on the horizon.

I was awarded the distinguished Librarian of the Year Award for 2013 in December at the annual meeting of the NCPLDA. It was a complete surprise that certainly registered on my face, as attested by several colleagues in attendance. I suspect I would be lousy at poker!

But it was wonderful to receive recognition from a most impressive group, NC public library directors. Every library staff member needs support, including the director, and NCPLDA provides it in spades. This is good news for you who will be joining our ranks in the next few years—we will warmly welcome you, most assuredly!

On my trek to directorship, I was fortunate to work for some outstanding directors: Jerry Thrasher (NC - Jerry was the 1998 LJ Director of the Year!), Dave Macksum (Ohio), and Leo Meirose (Ohio).

As a Deputy Director here in NC for ten years, I observed the intricacies of politics and advocacy (simply put—it's about building relationships) while managing the daily operations of the library. I value infrastructure and was happily encouraged to build a strong system of procedures and staff development to ensure consistency and quality of experience for customers. From my early career in youth services I developed a strong, enduring belief in the transformative power of libraries for children and teens.

In the last decade, I've come to respect the public library's amazing flexibility and durability. It is capable of conforming to reflect the needs of the community it serves in many ways. In healthy libraries, staffs are attuned to their communities and look for ways to adapt programs and services to educate and enlighten their patrons. In Cumberland County, we encourage staff to read the newspaper daily, in whatever format is convenient. There is no other way to stay informed about community issues and trends in order to formulate appropriate programs and services

By whatever means your individual path to leadership is formulating, you will be most successful and most enjoy the experience if you remain passionate about the power of the public library. And, be willing to help others grow in the profession. Please feel free to contact me for any assistance. irisa-cher@cumberland.lib.nc.us



SAVE THE DATE!!!!

The 2014 NCLA Leadership Institute is being planned. The dates will be Oct 30th through Nov. 2nd, 2014.

Save these dates if you are interested, more information to come shortly!



The Library and Management Section is a component of the North Carolina Library Association, See our bylaws at:
<http://www.nclaonline.org/organization/ncla-handbook/library-administration-and-management-section>

MEMBER SPOTLIGHT!! Joetta Stoner, Adult Information and Young Adult Services Manager at Braswell Memorial Public Library

New Manager; It's a powerful phrase. I joined NCLA 3 years ago, and then attended NCLA Leadership Institute 2012 after accepting a position at Wilson County Public Library as Branch Supervisor. I can't stress enough to members stepping into new positions, or managers considering promoting from within, how much NCLA membership, and Leadership Institute benefited me.



Now, 2 Bi-Annual Conferences, and 2 presentations later (2011 as a panel member on Social Media, and 2013 with Larry Gavin on Job Search Assistance) I am excited and energized for the future of Libraries as a whole, and in North Carolina particularly. Not to mention my career advancement opportunities!

Accepting a promotion is nerve-wracking, changing libraries is scary, and suddenly realizing you are the one in charge can be down-right terrifying. Director Risacher mentioned support of NCPLDA members, both of her as a current Director, and for Directors of the future. As a new manager I also rely on support, not just from the administration here at Braswell, or from my superior AIYA staff, but from the LAMS membership, and other Leadership Institute friends. Networking is a powerful ally in the defense against frustration.

Mentoring a first-time conference attendee this past October, was not only fun, it was empowering. How great to have a up-and-coming library leader, from the other side of the state, send me Christmas wishes and ask how I was settling in (Wanangwa, I'm in the LAMS newsletter!). I encourage you to check into mentoring, or being mentored, through NCLA.

My advice for new library managers is to attend trainings and professional development and read a wide range of material, both non-fiction and fiction, including a mixture of Children's, Young Adult, New Adult, and Adult. But most importantly, network! Take advantage of your colleagues. Borrow from their success, build on their attempts, and learn from their mistakes. Of course that goes both ways; be willing to teach others what you learn; what worked, and what didn't.

I'll sum up my first 4 months as a manager with this: try to leave good notes; don't be afraid to take out the trash, I mean this literally not figuratively; always be willing to listen to your subordinates, and learn from your superiors, or vice versa; and, continue to enjoy the benefits of this association.