***Leading at Every Level:***

***Your Role in Moving Libraries Forward***



**Kentucky Library Association**

**Academic Library Section**

**Kentucky Library Association**

**Special Library Section**

**Special Libraries Association**

**Kentucky Chapter**

**March 27-29, 2019**

**Jenny Wiley State Resort Park**

**Prestonsburg, Kentucky**

**OPENING KEYNOTE SPEAKER**



**JOHN BLYBERG** was formerly the Assistant Director for Innovation and User Experience at the Darien Library in Connecticut. Prior to that, he was the System Administrator and Lead Developer for the Ann Arbor District Library (AADL) in Michigan. Before working in libraries, John was the IT manager for the North American office of the British car company, Lotus Engineering. He has recently followed his heart to Kentucky to live with his wife and is now doing freelance and consulting work for libraries.

John was named a Library Journal “Mover and Shaker” and took first prize in Talis’ 2006 “Mashing-up the Library” competition.  In 2009, he received the LITA/Brett Butler Entrepreneurship Award for his work on the SOPAC Application Suite.  At Darien Library, John formed the first-ever public library User Experience department to completely redefine how customer service and interaction is handled and delivered to staff and users.

He is acclimating to the Kentucky way of life. As a boy from Maine, he can really get used to these winters.

**CLOSING KEYNOTE SPEAKER**



**BRITTANY NETHERTON** held positions at Midway University, the University of Kentucky, and Lexington Public Library before heading north to become a Knowledge & Learning Services Librarian at Darien Library in Darien, CT. She’s passionate about reference & instruction, graphic novels, and the library’s role in community health. You’ll find her on Twitter @b\_netherton, mostly tweeting about her role on the ALA Graphic Novels and Comics Round Table, emerging library trends, and how much she loves Kentucky.

***All Events Held in the Convention***

***Center Unless Otherwise Noted***

**Wednesday, March 27**

**6:00 – 8:00 PM**

**Conference Registration – May Lodge Lobby**

**7:00 – 9:00 PM**

**Welcome Reception & Poster Sessions – Goldenrod Meeting Room, May Lodge**

*Special thanks to our Poster Session Sponsor, EBSCO/EBSCO Corporate Solutions*

**POSTERS:**

**Out of the Box - ILL After Stacks Removal in an Academic Medical Library**

*Amanda Williams, Medical Center Library, University of Kentucky*

The Medical Center Library at the University of Kentucky underwent renovation in 2017/2018. In preparation, our book and journal stacks were removed to off-site storage.  In the wake of losing on-site print resources, ILL workflows and job duties changed.  With this change came certain challenges (increase in turn-around time) and perks (less time spent scanning!).  In this poster, I offer my point-of-view on the change in the ILL landscape over my sixteen years in Interlibrary Loan, background information on the move, and the issues that come from working with ILL out of a (storage) box.

**Universal Design: Inclusive Approaches to Information Literacy***Rachel Combs, Science & Engineering Library, University of Kentucky*

According to the Centers for Disease Control and Prevention, 1 in 4 US adults live with a disability (2018). Given the growing population of students with disabilities, academic librarians need to consider this rising population in order to plan for more inclusive services and teaching pedagogy, consequently better supporting student needs. To ensure that instructional librarians meet the needs of all students, librarians must embrace universal design and apply it to information literacy instruction.

Universal Design for Learning (UDL) is a framework to improve and enhance teaching and learning for all people. UDL can be separated into three key components: Multiple Means of Engagement, Multiple Means of Representation, and Multiple Means of Expression. Instructors should apply these components to their lessons in order to provide students with various ways to “collect information, interact with it, and respond to it” (Webb & Hoover, 2015, p.539). In a study by Hoover, Nall, & Willis, UDL techniques enabled students with learning disabilities to meet the same learning outcomes as their peers without learning disabilities (2013).

This poster presentation will provide concrete solutions of how to effectively utilize UD principles in an information literacy session.

**Thursday, March 28**

**7:30 – 10:30 AM Conference Registration**

**8:00 – 9:00 AM Breakfast**

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**9:00 – 10:00 AM**

**OPENING KEYNOTE ADDRESS**

*John Blyberg*

**Cherokee Room**

John will be drawing on his experience to reflect on leadership lessons he’s learned over the years. He will talk about the purpose of leadership, how it differs from management, and where the two intersect. Most importantly, John will explore the ways in which leadership begins in the imagination and lives on within each individual.

**10:00 – 10:15 AM**

**Discussion and Break**

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**10:20 – 11:10 AM**

**CONCURRENT SESSIONS I**

**A Data Dilemma: Leading to Support Data Services without a Data Librarian**

*Anna Marie Johnson, Sarah Drerup, & Rebecca Morgan, Ekstrom & Kornhauser Health Sciences Libraries, University of Louisville*

**Cherokee Room**

What to do when you know there is a need among your patrons such as data management but you haven’t had many requests to provide a support service because you don’t yet have the expertise to provide such support. And of course there is no money to fund a new position! This service would seem to be adding on to the already heavy workload of many librarians and certainly a chicken-egg problem in terms of developing expertise. The presenters will tell the story of their journey to providing a nascent data management service in their library, including the development of an in-house workshop to grow expertise along with the resources they used to create a data management LibGuide and an infographic for marketing purposes. They will highlight other campus resources that libraries can often reach out to as well as professional development that can be of use in extending data services. In addition, they will provide examples of the types of questions asked about data by researchers at their institution and what they see as the future of data management services as they relate to libraries.

**Creating Change Positively: Using Appreciative Inquiry to Affect Positive Change in Libraries, Part I**

*Christie Peters, University of Kentucky*

**Shawnee Room**

How can libraries capitalize on what we are doing right to affect change in an organization while amplifying both positivity and performance? That is at the heart of Appreciative Inquiry, a methodology informed by positive psychology and strength-based approaches that mobilizes people to action through their positive visions of the future. In this session, I will present an overview of Appreciative Inquiry and walk participants through an Appreciate Inquiry activity focused on creating change positively, something that many libraries hope to achieve. Participants will have the opportunity to engage in paired interviews, one component of every Appreciate Inquiry process. A group discussion of the potential for Appreciative Inquiry in libraries will follow. (Session 1 of 2)

**Leadership Unconference Session #1**

**Iroquois Room**

The purpose of this participant-led session is to bring together people who are interested in discussing and sharing leadership and management issues. What leadership problems do you encounter in your workplace? How have you addressed them? We are hoping that the “unconference” format will help to encourage discussion and help us all to think about new ways to solve management problems we face on a daily basis.

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**11:15 AM – 12:05 PM**

**CONCURRENT SESSIONS II**

**Finding a New Fit for the Library: Quality Enhancement Plan Leadership and Collaboration**

*Robert Detmering, Lidiya Grote, and Amber Willenborg, Ekstrom Library, University of Louisville*

**Cherokee Room**

This presentation will describe how we are raising our library’s profile on campus through strategic integration with the university’s quality enhancement plan (QEP) for re-accreditation. The “Find Your Fit” QEP focuses primarily on second-year students who are struggling to find the appropriate major or career path. The university now offers an interdisciplinary 300-level course designed to help these students improve their self-efficacy and decision-making skills through individualized academic and personal inquiry assignments. Co-taught by an instructional team consisting of a faculty member, academic advisor, and librarian, this course has expanded the reach of our information literacy efforts, provided new opportunities to demonstrate our impact on student success, and fostered productive collaboration with various stakeholders across all levels of the organization. New, less experienced librarians, along with their more senior colleagues, have taken on leadership roles in the “Find Your Fit” initiative from early on in the process, participating in planning meetings with administrators in the university’s center for teaching and learning, developing course content, and serving on instructional teams for different iterations of the course. Our presentation will discuss both the benefits and challenges of this innovative but complex collaboration, emphasizing the proactive contributions of librarians and explaining how our QEP work fits in with other library services to move the organization forward. We will also share our approach to assessment and offer suggestions for becoming a positive change agent on your own campus.

**Be Your Own Leader: Initiative with a Staff of One**

*Lynn Robertson, Lexmark Library, University of Kentucky*

**Iroquois Room**

The Lexmark Library once staffed several librarians and paraprofessionals partnering with UK libraries. Then came the years of restructuring and downsizing. Now it’s up to one librarian to continue to cut costs on the library budget while providing competent resources to expert engineers, showing worth, and promoting use of a shrinking library. This presentation will focus on the projects and tasks completed by the sole staff member of the Lexmark Library, achieving budget saving goals of a corporate organization while also growing the engagement of a forgotten resource in the large printer company. Initiative is what’s needed to make things happen for your library.

**Creating Change Positively: Using Appreciative Inquiry to Affect Positive Change in Libraries, Part II**

*Christie Peters, University of Kentucky*

**Shawnee Room**

How can libraries capitalize on what we are doing right to affect change in an organization while amplifying both positivity and performance? That is at the heart of Appreciative Inquiry, a methodology informed by positive psychology and strength-based approaches that mobilizes people to action through their positive visions of the future. In this session, I will present an overview of Appreciative Inquiry and walk participants through an Appreciate Inquiry activity focused on creating change positively, something that many libraries hope to achieve. Participants will have the opportunity to engage in paired interviews, one component of every Appreciate Inquiry process. A group discussion of the potential for Appreciative Inquiry in libraries will follow. (Session 2 of 2)

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**12:05 – 1:30 PM**

**Lunch – Music Highway Grill Restaurant, May Lodge**

A shuttle will run between the Convention Center and May Lodge during lunch. Please check your conference packet for a lunch ticket, or see one of the conference organizers.

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**1:30 – 2:20 PM**

**CONCURRENT SESSIONS III**

**Not It!: Developing Leadership and Project Management Skills in Times of Turnover and Transition**

*Marlee Graser, Lovejoy Library, Southern Illinois University - Edwardsville***Cherokee Room**

Within the past three years, Lovejoy Library at Southern Illinois University Edwardsville has weathered an increase in faculty retirements and career transitions, particularly affecting the technology and technical services units. This has left large gaps in formal leadership roles, but has also led to profound opportunities for professional growth within departments as well as a reimagining of the roles, functions, and relationships of staff members within units. During this time of transition, library administrators also prioritized a massive weeding project of the library’s circulating collection. As the remaining faculty member in the technical services department, it was clear that I had to quickly find new ways to work and develop grassroots leadership skills that could carry the department through big changes and ambitious new projects. This required looking critically at the way that the department had always done things, trying new initiatives, building relationships within new teams, and hacking project managements strategies to make them work for us, all while working from an informal leadership role. This presentation will discuss the methods used to develop a ground-up approach to leading a department in transition, finding project management techniques to address our needs, developing new teams, curating positive attitudes, and getting buy-in from co-workers and library administrators to facilitate change.

**Leadership Unconference Session #2**

**Iroquois Room**

Continue discussions from the morning unconference session or bring up a new topic! The purpose of this participant-led session is to bring together people who are interested in discussing and sharing leadership and management issues. What leadership problems do you encounter in your workplace? How have you addressed them? We are hoping that the “unconference” format will help to encourage discussion and help us all to think about new ways to solve management problems we face on a daily basis.

**What’s Your Internal Learning Environment?: Strategies for Knowledge Management in Library Organizations**

*Jennifer Bartlett, University of Kentucky*Shawnee Room

As librarians, we’re adept at providing knowledge to our external patrons and clients. But how well do we manage our own internal institutional information? If someone leaves, does their knowledge go with them? Are our procedures well-documented and frequently updated? Do we offer regular training for staff? In this session, we’ll discuss knowledge management (KM) as an essential tool for leaders. Come prepared to share your own KM practices and issues!

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*Special thanks to our*

*Refreshments Breaks Sponsor,*

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**2:30 – 3:20 PM**

**Session IV (no-conflict)**

**KLA, SLA and JSC – Future Directions**

*Abby Thorne, Maria Taylor, and Jennifer Bartlett, Moderators*

**Cherokee Room**

The Joint Spring Conference (JSC) has long been co-sponsored by the KLA Academic Library Section, KLA Special Library Section, and the SLA Kentucky Chapter. As our organizations grow and change, how should the JSC change with them? Join this discussion about the future of the JSC.

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**3:30 – 5:00 PM**

**Business Meetings – Held Consecutively**

*KLA Academic Library Section KLA Special Library Section*

*SLA Kentucky Chapter*

**Cherokee Room**

**7:00 – 9:00 PM**

**Game Night Social**

**Goldenrod Meeting Room, May Lodge**

*Special thanks to our Game Night Sponsor, EBSCO/EBSCO Corporate Solutions*

**Friday, March 29**

**7:30 – 9:00 AM Conference Registration**

**8:00 – 9:00 AM Breakfast**

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**9:00 – 9:50 AM**

**CONCURRENT SESSIONS V**

**Cultivating Inclusion: Planting Seeds for a Safe Work Environment**

*Brandi Duggins, Spalding University*

**Shawnee Room**

In this session, we will discuss actions to take to create a positive and safe work environment for your entire staff. Whether you’re in an administrative position or not, the “work” of diversity and inclusion is everyone’s job. Together, we’ll learn to confront our own identities and biases and how to respect the identities of others, especially in a work context. I am eager to share some of the practices we’ve implemented in our library as well as feedback we’ve received from our staff. I will also provide you with some great resources to guide you in your learning. If diversity and inclusion seems like an abstract concept to you, please join me to identify some concrete ways to begin practicing inclusion today!

**Succession Planning in an Academic Circulation Department**

*Terri Brown, University of Kentucky*

**Iroquois Room**

As our population of library staff begins to think about retirement, it’s time to look at what happens next—particularly as I find myself part of that aging population. How do we capture the years of accumulated knowledge that will be walking out the door? How do we reconfigure our staffing? Join me on the journey of planning for the future of a busy academic circulation department as we ponder what’s ahead.

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**10:00 – 11:00 AM**

**CLOSING KEYNOTE ADDRESS**

*Brittany Netherton*

**Cherokee Room**

We often equate leadership with administration, but without recognizing, encouraging, and nurturing leadership at all levels, an institution cannot thrive. In the Closing Keynote Address, I'll be speaking about early career leadership through the lens of my own experience, illustrating the power all of us have to more effectively lead the next generation of librarians and libraries.

**11:00 AM – 11:30 AM**

**Closing Remarks**

Join us in the Cherokee Room for closing remarks and a wrap up of the conference.

**THANK YOU**

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