

ANNUAL REPORT

WASHINGTON LIBRARY ASSOCIATION

1999-2000

**PRESENTED AT
ANNUAL BUSINESS MEETING
CONFERENCE 2000 TACOMA WA
MAY 19, 2000**

including results of the
WLA CONTINUING EDUCATION SURVEY
1999-2000

ELECTED OFFICERS
PRESIDENT/CINDY CUNNINGHAM

The WLA Presidential year begins at conference, and the 1999 Pasco conference, which made a tidy profit despite the challenges of no exhibitor hall and a lesser visited locale, was a great beginning. As president I stated my general goals: to increase membership and inclusiveness, and to bring all library concerns together under this association's umbrella. I wanted to concentrate on membership issues, as well as examine our overall goal and message as an association. The annual retreat, six weeks later, gave all WLA board members, committee and IG chairs and attending members at large a chance to participate in a new strategic plan and address these general goals. Issues of outreach, diversity in the field, advocacy and membership were all addressed, as well as some WLA organizational goals.

Some significant milestones that reflect our goals in the past year include: the development of an advocacy IG-Grassroots! and its coordination with the Legislative Committee and WLFTA in developing a strategy and message about getting local legislators into libraries; development of a consultant position to revamp the conference planning materials in order to provide continuity in planning for both the WLA annual and WALE annual conferences (consultant will be identified by conference and finished by September); outreach to both local chapter of ACRL and PNLA to brainstorm on reciprocal membership possibilities. PNLA has deferred a decision 'til its new membership year this summer, and ACRL is still planning its new organizational structure; reconstitution of a membership committee, in order to address student and WALE member issues as well as our corporate, sustaining membership category (A new student membership category was developed along with a brochure this year.); establishment of a private e-list for WLA members to discuss sensitive topics; drafting of an IF statement, to supercede the 20+ year old statements--this statement will be ratified at the annual conference; and finally the establishment of a PLA conference year committee, headed up by Carol Schuyler, to investigate conference alternatives for 2004 when PLA comes to Seattle.. BCLA, in Vancouver, has approached us about a joint conference, as one alternative. WLA also had a very successful WALE conference in Ocean Shores, and Legislative Day. Other committee chairs and board members can comment on other steps this organization has taken this year to guarantee better organization, accountability of funding, archiving practices, and efforts towards general continuity.

Please see Bill Ptacek's overview of the year's legislative activity in the reporting to the board section.

This association could not be as successful and multi-faceted in its approach were it not for the tireless efforts of its volunteers--the board members, IG and committee members and support staff are all hard-working and devoted; the association membership owes them all a big thanks for another productive year.

VICE-PRESIDENT/PRESIDENT ELECT/CAROL GILL SCHUYLER

As Vice-President/President-Elect, I have attended all the Board meetings, the Board Retreat, the Legislative Planning Committee meetings, the Membership Committee meetings, and the PR Committee meetings. Because of the number of responsibilities of the PR Committee, it was recommended to and accepted by the Board that the PR Committee and the Membership Committee serve as separate entities with the Vice-President/President-Elect participating in each committee. The other main commitment for this year was to assist the "Library Day" Chairs in their planning and presentation of the "2000 Library Day" in Olympia. (I was the official "fortune cookie queen")

SECRETARY/KAREN HIGHUM

As Secretary of WLA, I have attended all of the Board Meetings since I was appointed secretary in June 1999 to complete the term of Carol Gill Schuyler. My primary responsibility at each of these meetings has been to take minutes, transcribe them, and then present them to the Board for approval. Both the draft minutes and the approved minutes of the meetings have appeared on the WLA Homepage so that the membership has earlier and easier access to the information from Board Meetings in an effort to further enhance communication. I have also summarized the discussions in the Board Meetings for each issue of "Link".

TREASURER/KIM HIXSON

Fiscal year 1998-1999 was closed in August of 1999 and financial statements were submitted to the WLA auditor, Mike Plymale, CPA for the biannual audit. Suggestions have been made and procedures are being written which will accommodate modifications in the financial procedures. A new software program, Quickbooks Pro for Windows was purchased and a mini-conversion begun for the 1999-2000 fiscal year. An updated laptop was also purchased so that the WLA accounting system was ready for Y2K.

Provisions are being made to track proceeds that the Board has designated for Interest Groups. Updated timelines are being established to accommodate timely financial reports to the Board and membership. Transactions are on the rise and approximately 25 to 50 accounts payable invoices are processed each month in addition to the staff payroll and quarterly reporting requirements as well as fiscal year end Form 990 and W2, W4's and Public Disclosure documents. The accounting conversion should make Fiscal Year 2000-2001 user friendly for staff, board, and membership.

Fiscal Year 1998-1999 financials are appended to this report.

COORDINATOR OF COMMUNICATIONS/MARY M CARR

This year the Public Relations Committee split into two committees, the Public Relations Committee and the Membership Committee. It was the general consensus of the committee, after several year's of attempting to accomplish both internal and external communications for the association, that the association would be better served if there were two committees, each with its specific focus and function. Susan Madden graciously agreed to chair the Membership Committee. The newly formed Public Relations Committee reviewed the WLA Strategic Plan and confirmed that this year's committee had met all of the goals related to external communications, as set by the board. It also reviewed and revised the WLA Communications plan. The draft revision will be presented to the Board for its review and approval.

COORDINATOR OF CONTINUING EDUCATION/DIANE COWLES

The Continuing Education Council has had a busy year overseeing grants and projects. We were pleased to provide seed funds for the following workshops:

- “OCLC Training for New ILL Subscribers” - ILL IG, Fall 1999 Workshop
- “Kids, the Web and All Those Nervous Adults” – CAYAS, Fall 1999 Workshop
- “Brain Research in Children from Infancy to Middle School” – CAYAS, Spring 2000 Workshop.

The CE Council itself sponsored two Leadership Training events, aimed at incoming IG Chairpersons. At the annual Leadership Retreat, a half-day seminar for IG Chair persons concentrating on practical ideas for conceiving and presenting workshops was held with Elisabeth Mitchell, adult education specialist with Tacoma Community House. This was the prelude to the second more intensive, leadership training held in Spokane and Bellevue with Dr. Bud Baker of Wright State University and Charles Nies, Ph.D. of Washington State University. Though intended for new IG Chairpersons, it was a session that attracted many interested library personnel and was very well received.

The CE Survey was distributed at Annual Conference in April, 1999 and a second mailing went out with WLA membership renewals in November, 1999. A total of 224 surveys were returned. A special, targeted mailing was sent to Native American libraries, institutions, military and special libraries. Compilation of results will be presented at the May Board Meeting and posted on the WLA webpage.

New members asked to serve on the CE Council this year were: Nancy Collins-Warner and Sarah Hunt. Longtime member, Keitha Owen, resigned due to increased work responsibilities at her job.

COORDINATOR FOR STRATEGIC PLANNING/SANDRA SEBBAS

At each meeting of the WLA Board a review of the WLA's strategic plan was conducted. I'm pleased with the dedication of the individuals working to ensure progress on the activities as identified in the plan.

The 1998/99 WLA's strategic plan contained four major goals;

- I. Promote Excellence in Library Services
- II. Promote Library Advocacy Among Library Professionals and Volunteers
- III. Increase WLA Membership
- IV. Streamline Washington Library Association management

I'm pleased with the re-defining of the strategic plan in terms of strategies and tactics and the posting of the plan on the WLA webpage.

COORDINATOR CONFERENCE 2000/SUSAN ODENCRANTZ

I am pleased to announce the Washington Library Association Conference 2000, R/evolution, promises to be a resounding success with over 40 programs and more than 575 registrants and 70 vendors in attendance. In addition to the stimulating programming, we have several noteworthy speakers, including Ray Bradbury, William Mitchell, Sarah Ann Long, William Gordon and Arnold Adoff. The success of the conference is the result of months of hard work by a number of dedicated people. Elliott Swanson arranged and scheduled all of the programs. Lynn Red wrote to, phoned and faxed potential vendors. Robin Clausen as the treasurer, and Marcellus Turner at registration, were invaluable. Pat Miraldi worked with the Tacoma Sheraton to ensure the entire three days goes smoothly. Bill Norris did a yeoman's job of getting all of the meeting rooms and the vendor's area wired, an essential ingredient in the success of conferences today. David Domkoski and Therese Hackett took on the Herculean task of designing and printing innumerable tickets, programs, forms

and mailings. This wonderful group of people made it easy for my assistant Anne Heller and me to oversee this conference.

COORDINATOR CONFERENCE 2001 /MERRI HARTSE

Since this was my first year to serve as the 2001 conference coordinator and to attend WLA board meetings I concentrated on being in a learning mode. The board meetings were invaluable in terms of setting direction for the 2001 conference and providing me with the background and understanding of the organization so that I can coordinate a conference that meets everyone's needs.

My main activities this year as conference coordinator involved forming the coordinating committee and then working with that committee to achieve several goals. To date the committee has set the theme and designed the logo for the conference; ordered stationary; tentatively lined up keynote and banquet speakers; planned the Wednesday evening social event; started soliciting donors; composed a tentative conference agenda; drafted a preliminary budget, and set up a bank account. Announcements and advertising for the 2001 event will kick off at the 2000 conference in Tacoma.

ALA CHAPTER COUNCILOR/JAN WALSH

The Washington Library Association, in conjunction with the Washington State Library, submitted names of Washington's extraordinary library advocates of the 20th century to the Association of Library Trustees and Advocates. Each state could honor five advocates to be honored at the banquet, as well as selecting five posthumous honorees. Honorees will be recognized at a celebration banquet to be held at the ALA Annual Conference in Chicago. Named for Washington were: Bill and Melinda Gates; Sharon Hammer; Amory Peck; Lethene Parks; and John Veblen. Posthumous nominees included: Eleanor Ahlers, Irving Lieberman, Gladys Lees, and Margaret Chisholm.

The 1999 Congress on Professional Education was held. ALA published the first drafts of the Core Values Statement for the Association and revised *Of Libraries and the Internet Toolkit*, designed to assist librarians in managing the Internet and educating the public about how to use it effectively. It named Vartan Gregorian and Jeanne Hurley Simon honorary membership, and launched, with NEA, "Live at the Library 2000" for National Library Week. ALA joined other non-profit organizations and companies across the country in addressing the "digital divide" as part of President Clinton's 3rd Market Tour, the purpose of which is to encourage public/private partnerships that can bring digital opportunity to youth, families and communities nationwide.

PNLA REPRESENTATIVE/MARY CAMPBELL

Membership and Finances:

PNLA is reasonably stable at this time, having got its finances under control with several successful conferences in recent years. Its current membership is about 400, with almost 150 members from Washington.

Conferences:

The theme of this year's joint conference (with BCLA) in Kelowna, British Columbia, is "Celebrating Excellence". It will be held May 25-28, 2000. The 2001 conference will be held in Corvallis, Oregon from August 8-11, 2001. Its theme will be "Libraries on the Pacific Rim".

Committees:

PNLA committees have been busy this year in planning and carrying out region-wide activities:

- 1) **Young Readers Choice Award** – Washington Representative: Tina Smith
- 2) **Adult Readers Choice Award** – Washington Representatives: Linda Frederikson, Lenora Oftedahl and Monica Wehje
- 3) **Intellectual Freedom** – Washington Representative: Mike Wessells
- 4) **Bibliographic Committee** – Washington Representative: Dana Dalrymple

OTHER VOTING BOARD MEMBERS

WASHINGTON FRIENDS AND TRUSTEES ASSOCIATION REPRESENTATIVE/ PATIENCE ROGGE

After a successful 1999 Conference (three programs sponsored and two co-sponsored, successful IG meeting and elections) five meetings were planned for the year, though only three achieved quorum. A Washington Friends of the Library Handbook was published and distributed with cooperation from the King County Library System and the Friends of the Orcas Library. It was dedicated to long-time library supporter Dorothy Jane Youtz, "the hat lady." A web page and email group were developed, with help from WLA webmaster Martha Parsons. Three issues of the Washington Library Advocate were sent, with space in each for a message from Grassroots! interest group. WLFTA participated in the Workshop on Library Leadership in Yakima and presented IG information, table talks and a membership drive. WLFTA cooperated with Grassroots! in inviting state legislators to libraries. The first all-member steering committee election was held. WLFTA members were very active in WLA and national advocacy groups.

COORDINATOR OF INTEREST GROUPS/SARAH HUNT

(NOTE: NIKKI MAOUNIS SERVED AS COORDINATOR OF INTEREST GROUPS FOR PART OF THE YEAR; SARAH STEPPED IN WHEN NIKKI TOOK A JOB OUT OF STATE)

CAYAS held a fall workshop with Walter Minkel, "Kids, the Web and all Those Nervous Adults" in Spokane and Federal Way. Evaluations were very positive. The spring workshop featured Dr. Will Staso on "Brain Research in Children from Infancy to Middle School" in Redmond to a capacity crowd and in Spokane. The Redmond session also included an afternoon session with Sally Porter, Children and Youth Service Coordinator and Jill Olsen, Outreach Coordinator, of the King County Library System. Comments were very positive. Once again CAYAS is the interest group with the most members and will be presenting the most programs at the 2000 annual conference. A powerhouse, indeed! **Jan Hogan & Cecilia McGowan, co-chairs**

CDIG Jane Lowery and Susan Towne co-chairs who served from 1998-9 had asked to be relieved of their co-chairmanship. It is hoped that a chair can be found for the 2000-1 year.

GRASSROOTS! hit the ground running, attempting to have every state legislator visit a library in his or her district in fall of 1999 in preparation for Library Day in January, which involved Grassroots! Steering Committee members personally contacting every public library director in Washington. In cooperation with the PR committee a letter about the push was sent to public library directors before the calls. **Tom Moak, chair**

IFIG The IFIG Chair attended WLA Board meetings and represented interests of the IG, and the editor put out an issue of their newsletter. Four conference programs were sponsored; three with

Steve Herb, chair of ALA IFC, one of which targets ALA positions on Internet access for youth and another on advocacy for youth, both IF concerns. A specific software for managing Internet access in libraries with IF implications will be discussed by a panel of librarians who have used and/or evaluated it. **Michael Wessells, chair**

ILL The ILL vice chair resigned, resulting in no spring meeting, but a fall meeting is being planned. A newsletter is available on the ILL homepage, and an OCLC training workshop was sponsored in September. If there isn't enough interest in filling the open board positions, ILL will look into becoming part of WALE. **Troy Christenson, chair**

LAIG had a poster at the 1999 WALE conference inviting WALE members to join, co-sponsored (with WALE) a Conference 2000 program "How to Mentor, How to Be Mentored" by Kathleen Sanford, and made contacts with UW School of Library and Information Science. A winter newsletter was sent to all members and an email group was created to allow an electronic newsletter in the future. LAIG by-laws draft will be presented at the annual LAIG meeting at WLA.

Unsuccessful were sponsorship of a UW Library School program, co-sponsorship of the "How nimble are your sacred cows?" pre-conference program and attempts to get a web page built. Cheryl McCulloch says "It was hard to get a response from any of the eleven members who had agreed to help this year. I felt that I was working in a vacuum," and will bring up the issue of disbanding at the LAIG meeting at the 2000 Conference, though she would like it if LAIG could sponsor workshops on administrative issues during the year in addition **Cheryl McCulloch, chair**

LIT The membership was asked for input on the direction of LIT with no response, but a new chair who will meet with the membership at Conference may be able to inject new life into the group with more focus on ESL issues. **Jean Pollock, chair**

PRF Leadership in the PR Forum changed just as this report was being prepared. **Outgoing chair, Mary Kelly** served on the Public Relations Committee and **incoming chair David Domkoski** has been active in all aspects of the public relations surrounding Conference 2000 R/Evolution.

RIG After the Conference 1999 merger with User Ed, DOCSER, and ARGH! there were still no nominations for leadership. **David Menard and Sarah Hunt** were asked to **co-chair RIG**. An email group was attempted, but failed after some problems with signups. It will be attempted again after Conference 2000. RIG is sponsoring five programs for the 2000 Conference in Tacoma, sent out a newsletter that called for volunteers, and started a web page. Optimism is high. A fall workshop "Service to Seniors" has been approved by the Continuing Education Council.

SRRT organized two programs and a preconference session for the 2000 WLA conference. The preconference failed to draw enough pre-registrations so had to be cancelled. **Jonathan Betz-Zall, chair**

TSIG is sponsoring two programs at the 2000 Conference and is making many efforts at outreach to Technical Services people throughout the state to bring them into TSIG and WLA. (Should serve as inspiration to us all!) **Ian Fairclough, chair**

WALE The 1999 WALE Conference was a huge success. There were 298 attendees, with a total profit of \$6907.84, with four attendance grants given. Plans for the 2000 Conference are well underway. The theme will be WALE - Spanning Horizons and will be held in Richland. There were no nominations for the 2nd Annual WLA/WALE Employee of the Year, with email comments indicating that there was insufficient advertising and unclear criteria for nominations. Martha Parsons, WALE chair, recommends clarification of the criteria and earlier and more frequent

advertising of the nomination process. WALE contributed \$500 towards rewriting the WLA and WALE conference planning manuals. During the year, four newsletters were published. There are many candidates for the WALE positions to be elected at the WLA annual conference. WALE sponsored one pre-conference workshop and two conference sessions. **Martha Parsons, chair**

WLFTA This report appears with the WLFTA Representative to the WLA Board's report preceding this section.

REPORTING TO THE BOARD

LEGISLATIVE PLANNING COMMITTEE/BILL PTACEK *(the WLA President serves as co-chair)*

The members of the 1999-2000 Legislative Committee represented different types of libraries from across the State of Washington. In all, the Committee reviewed over 100 bills that could have affected libraries. There was no legislative action in any of the three areas that usually dominate our attention: intellectual freedom, property taxes or governance. Nevertheless, there were numerous bills and hearings in all three areas.

The library community showed great solidarity at Legislative Day when 160 library advocates converged on Olympia. Many of their meetings with legislators focused on getting libraries to be formally included in the K-20 network and State funding for databases. Neither of these efforts was successful, but realistically, the Committee's intent was to get both issues onto the legislative radar screen. At the end of the session there was a concentrated effort to contact key legislators in the budget deliberations to support funding for the Washington State Library.

It is clear that next year we will again be dealing with intellectual freedom, tax code revisions and a growing interest in the election of library trustees. At the same time the entire library community will need to get behind the second phase of the effort to fund K-20 Network inclusion and statewide database licenses.

ALKI EDITOR/CAROLYNNE MYALL

The ALKI editor's report is incorporated in the ALKI Editorial Committee report in the section that follows.

WLA LINK EDITOR/GINNY RABAGO

The WLA Link is the newsletter of the Washington Library Association. During the 1999-2000 fiscal year it was published five times, following each Executive Board Meeting. The newsletter is printed by United Lithographers and mailed by Diamond Press of Spokane. Following the established format, each issue contains five standard columns: Highlights of the Board Meetings, Editor's Box, Interest Group Chairs, Executive Board Members and Calendar. In addition, announcements of events, workshops, and news from interest groups are included. The current editor is Ginny Rabago and the Assistant Editor is Cathy Brownell.

Efforts are continuing to publish the newsletter as quickly as possible following each Board Meeting. Highlights are received from the secretary within a week or ten days, and the use of email for communication keep the process very timely. The Association Coordinator, Gail Willis, has

been working with the staff at Diamond Press to allow the printing of members' addresses on the newsletter directly, rather than printing and mailing address labels. Martha Parsons, WLA Webmaster continues to put the Link on the web very quickly.

This year, the availability of the WLA electronic discussion group made solicitation of articles and news widespread and very successful. Each request for submissions resulted in more contributions than there was space for.

WLA ONLINE/MARTHA PARSONS

This has been an eventful year for the Association's web site. The major event, which was hopefully transparent to the user, was the switch to a new web host. WLN discontinued their web hosting services and after evaluating the options, the Board approved signing up with CI Host. The WLA web files were moved to the CI Host web server in June of 1999. This has given us more server space, as well as additional tools, including the ability to use CGI scripts and access to a secure server. As a result of a major disruption in service at the end of December, CI Host compensated all its' current customers with an upgrade package that included 1000 MB of disk space and 100 POP3 email accounts. Currently we are only using approximately 12 MB of disk space and 5 POP3 email accounts.

Significant new developments have been:

- * Three Interest Groups have added web pages - RIG, WALE, and WLFTA.
- * A very graphical and well developed Annual Conference web site, created and maintained by David Domkoski from Tacoma Public library
- * A tool to search the web site was added.
- * A "News & Announcements" page was added.

Other regular updates have been the Board Meeting Minutes, Link, Calendar of Events entries, and during legislative session, the Bills of Interest page is updated every week with information received from Steve Duncan's office.

CI Host provides comprehensive web server usage statistics for the whole site. They can be accessed at <http://www.wla.org/wusage/>. The total accesses to the web site from June 13, 1999 (the start date for CI Host) to April 22, 2000 is 216,038. For consistency and the ability to track from the inception of the site, the original "WebTracker" hit counter has been left on the home page. The hit counts for the home page only from August 25, 1997 (when the site began) to April 22, 2000 is 24078. The average hits per day to the home page have gone up from 16 in 1998, 20 in 1999, to 25 this year.

In March of 1999, a members only discussion group was set up on eGroups.com. There are currently 273 members subscribed. Many thanks to Linda Pierce from Gonzaga University for her assistance in subscribing members for the initial setup.

Overall, the web site has continued to be a cost effective means to make information available to the membership, as well as anyone else who is interested in WLA.

FEDERAL RELATIONS COORDINATOR/NANCY ZUSSY

Ms. Zussy was attending the ALA Washington Office National Legislative Day at the time this report is produced. She will make an oral presentation at the annual business meeting at Conference 2000 and her written report will be appended after the conference.

COMMITTEE CHAIR REPORTS

ALKI EDITORIAL COMMITTEE/LOUISE SAYLOR

The committee membership changed this past year to include Nancy Schutz, intern and WLA Scholarship recipient, and Ginny Rabago, LINK editor. The contributions of both enhanced the committee's discussions and decisions. The geographical and professional representation remains balanced.

The 1999 issue-themes were "School Libraries/School Librarianship," "Fond Farewells-Bold Beginnings" and "The Library as Place." The editorial goal of articles of interest to most of the library community was evident, especially with the latter issue. With the journal available in Library Literature and on Wilson FullText the ideas and activities of the Washington library world reach beyond print publication boundaries. There have been requests for reprints of a number of articles.

Technology permitted a service improvement; the up-to-date membership roster is sent electronically to the mail service office for each issue.

AWARDS COMMITTEE/KATHLEEN ARDREY

The awards committee was chaired by Kathleen Ardrey (WLFTA & WLA) with members Martha Parsons (WALE & WLA) and Kati Irons (WLA). Through the use of telephone, e-mails, and the postal service the committee was able to evaluate and decide upon the recipients of the WLA and WLFTA awards. Each category had worthy subjects nominated. These awards will be presented during the annual conference in Tacoma.

ELECTIONS COMMITTEE/ELENA BIANCO

The Elections Committee met twice in the past year to count ballots. We met June 1, 1999 to validate the special election for Vice President and President elect. We met again on April 2, 2000 to validate this year's officer election and the change in student membership dues.

Election Committee members are: Karen Michaelsen, Lynn Kanne and Elena Bianco (chair).

FISCAL IMPACT COMMITTEE/PATTY DUITMAN

The Fiscal Impact Committee serves the board by reviewing board actions that may have implications to the budget process or the financial well being of the association. This year the committee did not meet.

INTELLECTUAL FREEDOM/CHER RAVAGNI

At the direction of the WLA Board and members at last Conference, the Intellectual Freedom Committee focused on drafting a new IF statement for the Association. We took the ideas and guidance from the Pasco brainstorming meeting, continued our own research and discussion and presented a working draft to the Board in December 1999. The new statement is intended to be a concise dynamic document that gives the Intellectual Freedom principles the library community stands by. The final draft will be presented at the 2000 Conference in Tacoma. In addition, IFC members monitored the IF situation around the state and continued work on the IF HANDBOOK

LIBRARY DAY/LYNNE ZEIHER & CHERILYN MATHISEN CO-CHAIRS

Washington Library Association Library Day 2000 was held on Wednesday, January 26 at the Ramada Inn Governor House. The program was hosted by WLA President Cindy Cunningham and featured speakers Jeanne Crisp and Nancy Zussy discussing the K-20 Networking and Database Licensing Projects and the Children's Initiative. Steve Duncan also provided a legislative update. Prior to the program, attendees enjoyed a continental breakfast and/or a meeting of the GRASSROOTS! Interest Group. After the program, there was a buffet lunch and participants trekked up to the hill to visit with their legislators.

WLA Library Day 2000 was the same but different. First of all the name was changed from Library Legislative Day to Library Day. It was held in the same location as the previous two years, but one room served as the presentation area, utilizing theater style seating; and the other, for dining. Registration for this year's event, 160 people, was about the same as last year. Participants were encouraged to visit their legislators after the program since history had shown that legislators rarely had time to attend lunch. However, a few were able to make it. Fortune cookies and information about libraries were distributed to all legislators at the beginning of the day.

MEMBERSHIP/SUSAN MADDEN

The Membership Committee re-initiated and appointments made:

Lisa Oldoski, Ginny Rabago, Patience Rogge, Carol Schuyler, Gail Willis
& Susan Madden, Chair

Mailed targeted membership recruitment follow-up to CE survey to Native American Libraries, institutions, military and special library association list.

Passed a proposal through the Board and Membership to provide a student membership under-writer mentor option.

Created a student membership brochure.

Created a follow-up letter for non-member CE attendees

Sent a letter of encouragement to library boards to support individual staff membership in the WLA with policy and funding priorities.

Developed a new personal membership form.

Planning a 2001 conference program for first-time conference attendees with information about the Association and opportunities for involvement.

Exploring the potential for a Retirees Interest Group to act as experienced mentors and provide skilled consultation.

Exploring organizational perks for members through a variety of venues.

Creating a "slug" page for distribution to statewide newsletter and journal editors to use as filler ads for WLA.

Planning a WLA informational social gathering for students.

Re-creating a network of membership representatives in Washington public libraries.

NOMINATIONS COMMITTEE/LINDA PIERCE & ELSA STEELE CO-CHAIRS

Nominations Committee co-chairs, Linda Pierce and Elsa Steele, sought recommendations from people within the Washington State library community for names of individuals who would be interested in and capable of assuming the duties of five WLA positions: Secretary, Coordinator of Continuing Education, Coordinator of Communications, and Conference Coordinator 2000, and ALA Councilor. Brief job descriptions were published in the WLA Link.

Five nominees emerged as follows:

Karen Highum, Secretary
Angelina Benedetti, Coordinator of Continuing Education
Dolly Richendrfer, Coordinator of Communications
James Phelps, Conference Coordinator 2002
Susan Madden, ALA Councilor

These five people were duly elected as announced by the Association Coordinator on April 7, 2000.

ORGANIZATIONAL STRUCTURE (INCLUDES: ARCHIVES, BYLAWS AND POSITION DESCRIPTIONS)/KRISTY COOMES

An Archival Policy was developed and approved by the WLA Board. The several dozen large boxes of WLA historical materials that had been stored for many years at the State Library were rough-sorted to remove non-archival items, and the boxes were then moved temporarily to the Association Coordinators storage. Then the long-term, and painstaking work of page-by-page sorting and ordering of the materials was begun. It will take many hours of work in order to achieve the goal of having current and historical files ordered in a manner that will allow the WLA to easily locate information when needed.

PUBLIC RELATIONS/MARY CARR

The report of this committee is contained in the Coordinator of Communications report.

SCHOLARSHIP/NANCY HULING

The Scholarship Committee performs two major functions: selecting the recipient of the Graduate Study Scholarship and awarding Conference grants.

Members of the Committee, representing a broad professional base, are Angelina Benedetti (King County Library System), Susan B. Madden (Retired - King County Library System), Martha Parsons (WSU/CE Energy Library and WALE representative), Meg Rheingold (Bill and Melinda Gates Foundation) Tony Wilson (Highline Community College), and Nancy Huling (UW).

The Committee met on 8 December 1999 at the offices of the Bill and Melinda Gates Foundation. We reviewed the criteria for the graduate scholarship, discussed the timeline and application process, and considered the Conference Attendance Grant criteria. Based on the discussion, we presented several recommendations to the Board. We suggested that instead of 12 credits completed to be eligible for the scholarship, the wording on the criteria be changed to "successfully completing the equivalent of at least one quarter or semester (a minimum of nine credits)." We recommended that the stipulation requiring the student to agree to serve as a professional librarian in Washington State for at least two years within five years of graduation be removed as a contractual item. At the same time, we felt that wording should be added to the Scholarship Agreement indicating agreement to actively participate in WLA for at least two years, beginning upon receipt of the scholarship. Other recommendations included a clarification of the scholarship recipient's participation on the Alki Editorial Committee and adjustments to the eligibility requirements for the Conference Attendance Awards. The Committee also put forth a proposal by member Susan Madden that we sell ribbons at the WLA Conference in Tacoma to raise additional funds for the scholarship. Most of the recommendations, with some revisions, were accepted by the Board.

On February 15, the Committee convened at the Federal Way Regional Library to interview four candidates for the Graduate Scholarship. Lisa Oldoski, a student in the University of Illinois LEEP program and a staff member at the University of Washington, Tacoma, was selected to receive the scholarship. Conference grants were awarded to Jeana Obom, Whitman County Library, David Menard, Whatcom County Library System; Cathy O'Donnell, Pierce County Library; and Felicia Masten, Highline Community College.

WLA CONTINUING EDUCATION SURVEY –1999-2000

1 What general areas of librarianship are of most interest to you? Circle at which level for each selection, B = Basic, I = Intermediate, A = Advanced

	Total	B	I	A
Administrative/Supervisory Skills & Library Management	167	34	73	60
Public service and reference	143	22	35	86
Collection Development	127	26	41	60
Children's and YA services	114	25	36	53
Technology/Info Management	111	23	57	31
Bibliographic Instruction	103	34	42	27
Outreach	98	36	36	26
Budgeting	97	34	27	36
Long range planning and budgeting	91	24	37	30
Acquisitions	90	25	41	24
Cataloging	84	24	38	22
Genealogy	83	54	19	10
Archives	80	59	16	5
Consulting	80	37	26	17
Circulation functions	78	26	30	22
ILL/Document Delivery	76	28	27	21
Government Publications	74	39	30	5
Serials	60	24	24	12
Other	6	3	2	1

2 What related areas of librarianship are of most interest to you?

	Total	B	I	A
Collection maintenance	118	22	47	49
Censorship/Intellectual Freedom	111	20	54	37
Integrating training into the workplace	106	26	46	34
Marketing/PR	100	29	43	28
Leadership training	99	25	43	31
Grant applications/Fundraising	96	43	29	24
Human relations/personnel	95	20	39	36
Video Production	94	29	46	19
Copyright	90	34	38	18
Community Partnership	86	24	29	33
Literacy issues	85	33	41	11
Library research	79	26	27	26
Time management	73	16	41	16
Public Speaking	72	29	24	19
Signage & Display	69	26	27	16
Publishing	68	35	23	10
Volunteers	67	32	24	11
Diversity training	65	26	27	12
Planning building construction	62	32	20	10
Library Security	58	24	28	6
Equipment selection	55	31	14	10
Library Boards/Trustees	55	25	15	14
Political process/Lobbying	51	30	13	8
Legal issues	50	21	27	10
Friends Group	16	9	3	4
Other	2	—	1	1

3	What areas of information management/technology are of most interest to you?	Total	B	I	A
	Computer/Web-User interfaces	112	35	45	32
	Web development and management	104	38	45	21
	Internet/Intranets	98	33	43	22
	Digital libraries	96	35	38	23
	Emerging information and multimedia technologies	95	42	33	20
	Information and technology literacy	95	27	46	22
	Information, ethics, policies, and standards	90	41	30	19
	Information resources management	88	34	33	21
	User-based information systems design	77	40	22	15
	Knowledge management	71	30	27	14
	Information system management and design	66	31	27	8
	Health information systems	60	31	22	7
	Electronic commerce	54	31	16	7
	Telecommunications	49	23	21	5
	Legal systems and its resources	46	23	12	11
4	Would a distance learning opportunity be of interest to you?	Y	N	M	
		96	26	14	
5	Preference of delivery mechanisms if utilized in WLA's CE Program.				
	Please rank in order of preference: 1 = highest				
	Short seminars, workshops, lectures	180			
	journal articles or other publications	153			
	e-mail	130			
	video conferencing	128			
	computer/web conferencing	124			
	programmed instruction	108			
	audiotapes	96			
	access to text of past on-line bulletin board messages	90			
	Other	5			
6	How important are the following issues in considering continuing education:				
	Select all that apply.				
	Opportunity to interact with instructor/presenter face to face	175			
	Opportunity to interact with other participants	169			
	Hands-on equipment	157			
	Opportunity to complete at your own pace	130			
7	Did you attend any WLA Continuing Education activities during 1997, 1998, or 1999?	Y	N		
		87	71		
8	If so, what factors determined your attendance?				
	Select all that apply.				
	Location	179			
	Topic	130			
	Cost	101			
	Date	70			
	Length	38			
	Presenter(s)	38			
	Other	3			
9	Did the training/education/activity meet your needs?	Y	N		
		77	1		

10	Preferences of location for training:	Western WA	141		
		Eastern WA	48		
		Central WA	39		
11	Would you have benefited from video/audio taped sessions being made available after the fact?	Y	N	M	
		73	55	16	
12	Would a jointly sponsored course (e.g. WLA & UW Lib School) held over a period of time, with required outside coursework, for credit or non-credit, with estimated costs of about \$250, be of interest to you?	Y	N	M	
		116	44	37	
13	Does your employer have: Select all that apply.	Paid time off	167		
		Registration/tuition reimbursement	163		
		Have staff development/in-service training	140		
14	How many years have you worked in the library field?	Over 20	86		
		11--15	47		
		6--10	36		
		16--20	35		
		1--5	32		
15	In what type of library do you presently work?	Public	138		
		Academic	32		
		Special	30		
		Other	25		
		School	6		