Indiana Library Federation
Strategic Visioning Session
Imagining the Future of Indiana’s Libraries

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The ILF Board and Office appreciate your leadership and thoughtful consideration!

Dr. David Peter
ILF Board President

Edra Waterman
ILF Board Vice President

Robyn Young
ILF Board Past President

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Vincennes University

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IALA Rep - VACANT

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Director at Large
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Avon-Washington Twp. Public Library

Jason Hatton
Bartholomew County Public Library

Ex-Officio
Indiana State Library Representative
Jake Speer

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Who is here today?

- 72 registered (had over 15 on waitlist) plus 5 ILF staff
- Wide array of types of libraries, urban/suburban/rural, surviving/thriving, large/small budgets
- Diversity of attendees – age, ethnic, experience in library field, experience with and knowledge of ILF, roles and responsibilities in library

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Our Strategic Visioning Steering Committee

Robyn Young, Avon High School
Latrice Booker, Indiana University Northwest
Monica Casanova, Monticello Public Library
David Lewis, IUPUI Library
June Kruer, Charlestown Clark County Public Library
Montie Manning, Alexandria-Monroe Public Library
Jackie Nytes, Indianapolis Public Library
Carli Sauer, Carmel Middle School
Jake Speer, Indiana State Library
Gail Thomas Strong, WFYI Public Media

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Background in 5 minutes

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The Aspirations Tool

Aspirations – What are your aspirations for ILF and for the library community?

Challenges – What challenges do you see for ILF and for the library community?

Changes - What changes or new conditions would be needed in order to achieve your aspirations and/or to overcome the challenges?

http://www.theharwoodinstitute.org/tools/

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Survey Questions to trigger thinking

• What is your personal goal in participating in ILF's Strategic Visioning process or the day?

• Describe the perfect day in your library in 2027.

• What should be ILF's greatest achievement in the next 10 years?

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EXTERNAL ANALYSIS

- Population
- Economy
- Future of Indiana’s Libraries
- Technology
- Politics
- Funding

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Population Change
2020-2025

Indiana population = 6.6 million
Hoosiers
52 counties increasing population
40 counties losing population

GROWTH and LOSS
Demographic Shifts

AGE

Indiana’s Millennials outnumber all other age groups, 2014

Trends:

• Millennials make up largest group.

• Over 85 is fastest growing age group (25% in last 10 years).

• Indiana median age is 37 and will rise to 39 by 2035.

• 70 counties have average age over 40 (mostly rural).

http://www.incontext.indiana.edu/2016/jan-feb/article2.asp
http://www.ibrc.indiana.edu/ibr/2012/spring/article1.html
Demographic Shifts

DIVERSITY

IN anticipates to be 10% Hispanic by 2030

Ft. Wayne is home to largest Burmese population in US

English Language Learners in K-12 increased from 49K in 2010 to 61K in 2015, a 25% increase

Hispanics as a Percent of Total Population, 2010

http://www.incontext.indiana.edu/2013/july-aug/article3.asp
EXTERNAL ANALYSIS

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Technology Innovations

- Artificial Intelligence
- Biometrics
- Cloud-based solutions
- Internet of Things
- Virtual Reality
- Wearables for payment
- Intelligent use of data
- Virtual interactions
- Robots that teach each other and us

- Internet devices powered by wi-fi through the air
- Drones
- Driverless cars
- DNA App store, editable genes
- Data and memories placed in brain without sensory interaction
- Conversational interfaces
- Immune engineering
Membership over time

Membership 2013-2016 (as of fall 2016; not updated with final numbers)

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Considerations for Membership

- Budget constraints and changes to staffing
  - AISLE declined from over 800 to about 250
  - Focus on MLS/MLIS or non-MLS library staff
  - Cuts in library staffing and budgets make participation more difficult for remaining staff

- Competition and Collaboration
  - Multiple academic associations – ACRL, PALNI, ALI
  - ISL, MCLS and ALA
  - ISTE, ICE and other specialty areas
  - Distribution is not even across the state
  - About 1/6 to 1/5 do not renew in a year, possibly related to conference attendance or changes in individuals’ position
Annual and Specialty Conferences over time

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CYPD Members & CYPD Registrants 2016

2016 Members = 444

2016 Registrants = 250
Professional Development and Conferencing

Aligned with ILF Mission – How does this professional development opportunity advance libraries or the people who work in them? How is it aligned with other ILF programs?

Support for Volunteers ILF staff coordinates volunteer activity, where ILF staff manages all financial, legal and logistics and volunteers drive content, location, audience.

Principles for Professional Development and Conferencing
- **Member Benefit** – To what extent does it benefit members? How many members? How well are we reaching each type of member and library?
- **Quality Content and Speakers** – How do we assess? (a rubric?) How to balance “core” with “innovation” and “our niche”?
- **Business Model** – Will the PD/conference opportunity generate revenue or break even including administration so that ILF may advance mission?
- **Partnerships** – More cross-library and cross-sector work; more coordination with partners to maximize resources.

Goal: add “cohort” approach and webinar series - Knowing that behaviors change over time and with ongoing effort, ILF will explore resources to support “cohorts” and series. First ideas are for “train-the-trainer” (becoming a better trainer), strategic planning, management and community engagement.

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ILF Finances

- Revenues are *highly dependent upon public libraries*—through institutional and personal memberships

- *Misperception* that conferences are “making money” for ILF

- Adopted *functional cost allocation* based on actual costs and ILF staff time study

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ILF Governance

**Board** — Comprised of Executive Board (6 officers), 2 representatives each from IPLA, AISLE, IALA, ILTA, ALA Councilor, and 2 at large reps. Ex-officio includes Executive Dir, State Library and Historical/Library Board reps.

**4 Associations**

- **IPLA, Indiana Public Library Association**
  - IPLA is the largest, most influential association in ILF by revenues, numbers of leaders and members.
  - The IPLA board meets regularly with strong attendance; members may not be aware of IPLA board actions or opportunities to engage with board.

- **AISLE, Association of Indiana School Library Educators**
  - The by-laws indicated 43 official board positions, and AISLE has had difficulty filling positions and securing quorum for official action. AISLE is influential in ILF governance and conferencing decisions.
  - AISLE is one of the most active associations, facilitating 2 book award programs, Read Aloud program, Ed Camp (free), with regular, well-attended meetings and listservs.

- **IALA, Indiana Academic Library Association** — IALA is the smallest of the associations. The board has not had all positions filled or had a quorum.

- **ILTA, Indiana Library Trustee Association** — ILTA was an originating association dating back to 1891. Trustees are granted automatic association in ILTA when their public library pays membership dues. ILTA has not met as an association in years, nor has a board. ILF Office has recruited individual trustees for participation in Board, Committees and events.
ILF Governance, continued

11 Committees – Annual Conference, Archives; Awards, Honors and Scholarships; Budget and Financial Development; Insurance and Benefits; Intellectual Freedom; Legislative; Membership; Nominating; Personnel; Publications/Communications – Except for a few, most committees had no official connection with board, until Board created “board liaison” positions.

16 Divisions – Some met 0-1 time/year; others 4x/yr. Children and Young People’s (CYPD); Community Outreach; Distance Learning; Friends of Indiana Libraries (FOIL); Instruction and Education; Inter Library Loan/Circulation (ILL/Circ); Management; Marketing; Media Resources; Reference; Small and Medium Sized Libraries (SAMS); Special Librarians; Support Staff; Tech Services; Young Professionals. No official role in governance.

8 Districts – 8 districts, with membership ranging from 87 to 349 in a district, but do not use districts for engagement (other than conferencing) or governance. No official role in governance.

Others – Friends, Affiliates, retirees, students, volunteers, donors, vendors – No official role in governance or method to be a part of governance structure

Review the December 2016 Association, Committee, Division and District Report for samples of numbers of members and leadership positions and recent actions. https://ilfonline.site-ym.com/page/memberdocs

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ILF Board         Executive Director

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Associations
- ILTA
- IPLA
- IALA
- AISLE

Membership
- ILTA: 1,200
- IPLA: 800+
- IALA: <110
- AISLE: <250

Assoc Bd
- ILTA: 3 positions
- IPLA: 15 positions
- IALA: 8 positions
- AISLE: 43 positions

Committees — 11 Committees, 5 which have not met

Divisions — 16 Divisions, ranging from 20 to 450 in membership, with 2 to 19 leadership positions

Districts — 8 Districts, ranging from 105 to 353 in membership, with 4 to 13 in leadership positions

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Simplify and make consistent format, titles (chair, vice-chair, secretary), language, etc. based on principles (volunteer engagement, roles, responsibilities)

Reduce named Committees — Nominations, Finance, Advocacy, Professional Development, and ad hoc as needed

Reduce / Revise formal structure for most Divisions and Districts
Governance In Process or To Be Completed

• Legal, insurance and accounting counsel recommended governance changes:
  • Reflect merger with ILF Endowment
  • Eliminate multiple “president” and “board” titles so that ILF has only one President and one governing board responsible for legal, fiscal and programmatic decisions.
  • Make mission, articles, by-laws and standing rules consistent within and among documents and with practices.
• Reduce number of committees and provide direct relationship with Board.
• Revise structure to align with mission, strategic direction, and nonprofit best practices.
• Revise Board development/recruitment process.

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Seven Measures of Remarkable Associations

A Customer Service Culture
Alignment of Products and Services with Mission

Organization
Adaptability
Alliance Building

Data-Driven Strategies
Dialogue & Engagement
CEO as a Broker of Ideas

COMMITMENT TO EXCEPTIONAL CUSTOMER SERVICE

COMMITMENT TO ACTION

REMARKABLE ASSOCIATIONS

Used with permission from American Association of Association Executives
Library Service Areas 2012

Considerations for Public Libraries

- 235 independent library taxing districts
- 36 counties with unserved areas
- 3.5 million Hoosiers have public library cards
- 33,722,519 collections; 77,652,888 in circulation; 14,594 public computer terminals as of 2015; 5,913 staff
- There were 180,380,483 INSPIRE searches in 2016
- Funding composition - $334,246,858 total funding (via the 2015 public library statistics summary data)

Considerations for School Libraries

- 292 public school districts, with 1,152 elementary, 336 middle/intermediate and 348 high schools
- 91 charter schools
- 742 private schools

Considerations for Academic Libraries

- 127 colleges/universities
- 366,607 students (292,871 FT students) with estimated PT
- Over 15M in collections at 3 largest institutions
What is the role of the library in the future?

Ideas from David W. Lewis

*Reimagining the Academic Library, 2016* Book with “assertion that libraries have always done the following:

1. They have kept documents for the long haul.
2. They have provided the knowledge and information that the communities and institutions that fund them need.
3. They have assisted individuals in finding and using information.” (p. 153)
Mission and Values

Our big goals will:

• Be driven by Mission and based in core values about service to all, an educational culture, high quality programming; balance of local and statewide needs.

• Focus on elevating libraries and the people who work in them from an aspirational approach.

• Balance being both strategic and opportunistic, with a long-term approach even if one library group benefits today (opportunistic) so that all will benefit in the long-term (strategic). Note that many members expressed the desire to be more proactive than reactive.

Long-term, aspirational goals will likely involve strengthening the membership, diversifying ILF funding, showing value of ILF for members, providing a strong voice for libraries and the people who work in them with a clear message proposition, advancing or increasing resources for libraries, advocating that all Hoosiers have equitable access to quality library services for lifelong learning.

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Library Bill of Rights

I. Books and other library resources should be provided for the interest, information, and enlightenment of all people of the community the library serves. **Materials should not be excluded** because of the origin, background, or views of those contributing to their creation.

II. Libraries should provide materials and information presenting all points of view on current and historical issues. Materials **should not be proscribed or removed because of partisan or doctrinal disapproval**.

III. Libraries **should challenge censorship** in the fulfillment of their responsibility to provide information and enlightenment.

IV. Libraries **should cooperate with all persons and groups** concerned with resisting abridgment of free expression and free access to ideas.

V. A person’s **right to use a library** should not be denied or abridged because of origin, age, background, or views.

VI. Libraries which **make exhibit spaces and meeting rooms available to the public** they serve should make such facilities available on an** equitable basis**, regardless of the beliefs or affiliations of individuals or groups requesting their use.
Code of Ethics

The principles of this Code are expressed in broad statements to guide ethical decision making. These statements provide a framework; they cannot and do not dictate conduct to cover particular situations.

* We provide the highest level of service to all library users through appropriate and usefully organized resources; equitable service policies; equitable access; and accurate, unbiased, and courteous responses to all requests.
* We uphold the principles of intellectual freedom and resist all efforts to censor library resources.
* We protect each library user's right to privacy and confidentiality with respect to information sought or received and resources consulted, borrowed, acquired or transmitted.
* We respect intellectual property rights and advocate balance between the interests of information users and rights holders.
* We treat co-workers and other colleagues with respect, fairness, and good faith, and advocate conditions of employment that safeguard the rights and welfare of all employees of our institutions.
* We do not advance private interests at the expense of library users, colleagues, or our employing institutions.
* We distinguish between our personal convictions and professional duties and do not allow our personal beliefs to interfere with fair representation of the aims of our institutions or the provision of access to their information resources.
* We strive for excellence in the profession by maintaining and enhancing our own knowledge and skills, by encouraging the professional development of co-workers, and by fostering the aspirations of potential members of the profession.
Thank you!

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