

- 1. Executive Director Search: Progress Report.** I understand there's been good progress in the search for the new System director. The deadline for applications was August 11th. I was told that some 30 applications had been received and over 20 applicants were fully qualified.

Consultants Dan and Jobeth Bradbury and Karen Miller met with the search committee on September 21st. The committee decided to interview semi-finalists on September 9th and 10th, via Skype. Three finalists will be selected from this group. The finalists will be interviewed at Mid-Hudson on September 17th, which is the day before the regular Board of Trustees meeting on September 18th.

The search committee is the Executive Committee of the Board and two member library directors who serve as liaisons to the Board. The members of the search committee are Peter Hoffmann, Board President, Caroline Profera, Vice President, Lisa Baker Brill, Secretary, Regina Morini, Treasurer, Jim Tuttle, Past President, Frank Rees Directors Association Liaison, and Tom Lawrence, Central Library Liaison.

September 17th will include a full-day of interaction between the finalists and the search committee, System staff and member library directors. The System Services Advisory Committee and System staff have been asked to meet with each of the candidates in the morning. More information will available as the schedule for the day is finalized.

I will continue to serve as director through October 31st and will not be leaving, effective September 30th, as previously announced. It appears that a new director won't be appointed until November, and I have agreed to serve on a month-to-month basis until then.

- 2. Leadership and Innovation is the Focus at the Annual Meeting! Save the Date!** On Friday, October 18th, Sue Considine, *Library Journal* Mover & Shaker and White House "Champion of Change" will be the featured speaker at the System's 54th Annual Meeting. Ms. Considine will share her strategies for innovation and success at the System's annual breakfast meeting, which will be held at the Poughkeepsie Grand Hotel. Tickets go on sale online beginning September 23rd.

Ms. Considine has built a nationally recognized brand for innovation and dynamic leadership at the Fayetteville Free Library, where she has served as Executive Director since 2001. Her vision of community engagement has reframed the library's relationship with the community; and she has recruited a team of creative professionals, staff and community members that has led to the development of cutting-edge services.



As the Director of the Fayetteville Free Library, she has completely transformed the library. Under her leadership, the library was moved from a cramped 4,500 square foot facility to a former Stickly furniture factory of 46,000 square feet; staff grew from a handful to nearly 50, and were gradually joined by 60 volunteers. Ms Considine also oversaw a significant expansion in the budget, which grew from from \$300,000 to \$1.6 million.

Ms. Considine is a passionate advocate of public libraries and of their continued importance, now and in the future. She is committed to developing a new generation of library leaders and is active professionally. Her professional leadership includes serving as a current ALA LLAMA Division Councilor and as a member of the ALA LITA Advocacy Committee, and of the ALA PLA Leadership Development Committee.

In addition to the recognition she received in 2013 as Mover & Shaker and White House honoree, she was a recipient of the 2012 NYLA Mary Bobinski Innovative Public Library Director award and the WCNY Women Who Make America award. She is currently a Simmons College GSLIS PhD candidate.

- 3. Also at the Annual Meeting: Important Clarification & More Expected of System Trustees.** A proposal to amend the System's Bylaws is also on the agenda on October 18th. The amendments were first presented to the System Board at its May meeting by the Trustees Services Committee, and was then sent to member library board presidents in the beginning of July.

Amendments are approved by a simple majority of the member libraries present at the meeting who vote in their favor; and member library boards will need to designate either a trustee or director to vote at the annual meeting on the proposed amendments.

There are three proposed amendments under Article IV. The first adds clarifying text to Section 1, General Powers and Objectives. It ensures that all System employees are to be appointed by the Board. The second provides a new section on Qualifications to ensure that all System Trustees have library trustee training. The third amends the Section for Disqualification to ensure that the expectations for training are met. The underlined text represents the extent of the proposed amendments.

Sec. 1. General Powers and Objectives

The Board of Trustees, hereinafter referred to as the Board, is entrusted with the governance of the System. It shall adopt Bylaws, adopt a Plan of Service and amend it as necessary, establish such policies as will insure the achievement of the System's objectives, employ a Director, and employ and appoint other staff upon the recommendation of the Director and as the Board deems necessary, supervise the expenditure of the System's funds, discharge all such responsibilities as provided for in these Bylaws and exercise such other responsibilities as may be appropriate.

Sec. 6. Qualifications

Each trustee is required to have attended a library trustee education workshop offered by the Mid-Hudson Library System or a comparable trustee education provider within three years preceding their election to the board or within their first year as a trustee. Trustees appointed or elected before 2013 shall have until December 31, 2015 to meet this requirement.

Sec. 7. Disqualification

Without an excuse accepted as satisfactory by the Board, any trustee who fails to meet the Qualifications of Section 6 shall be declared to have resigned, or any trustee who fails to attend four Board or Committee meetings per annum, without an excuse accepted as satisfactory by the Board shall, at the next regular meeting following the fourth absence, be declared to have resigned.

- 4. Mileage Equalization Grant Redux.** At its meeting in July, the Mid-Hudson Board of Trustees asked that its Personnel & Planning Committee review the proposed Member Library Mileage Equalization Grant and draft a policy for the Board to consider in September. The Committee has approved a policy draft and would like the System Services Advisory Committee to review it before its taken to the Board for approval. The System Services Advisory Committee meets on September 9th. The Member Library Mileage Equalization Program policy states:

“When funding permits, the Mid-Hudson Library System (MHLS) provides an equalization mileage grant to its member libraries based, in whole or in part, on the IRS business rate. Reimbursement is contingent on member libraries providing their staff reimbursement at the IRS rate for travel to attend training or to participate in meetings sponsored by and located at MHLS. The number of claims, the amount of the match, and the total available funding shall be periodically determined by the MHLS Board of Trustees. The first 20 miles each way between MHLS and member libraries shall be excluded from reimbursement. Procedures for claims and payment shall be established by the MHLS Executive Director.”

5. **2014 System Budget.** The preliminary 2014 System budget is scheduled to be reviewed by the Board Finance Committee on September 11th and will be available for a “first reading” by the System Services Advisory Committee following that meeting.
6. **State Aid.** On October 28th, we finally received our basic state aid but did not receive Local Library Services Aid, Local Services Support Aid or central library, outreach or correctional services aid. We also received the first of our Public Library Construction Grant on the 21st. So, the money is finally beginning to flow. However we still have not heard anything about the Bullet Aid, which 16 member libraries are slated to receive, or the Assembly Kevin Cahill Summer Reading Grant for the libraries in the 103rd Assembly District.
7. **2014 Members Assessment.** The [2014 Members Assessment of August 5th](#) was emailed to directors on August 14th, and also posted online for the September DA meeting. The three-year averages for circulation and holds are based on a July to June time-frame. The time-frame was switched from a calendar year on the advice of the System Services Advisory Committee. This avoids having to revise the assessments in January and the assessments changing at the beginning of the year. However, the switch-over took a significant amount of time, primarily Gerry’s, and was only possible with additional support from Eric and Robert. They deserve a shout-out of thanks!
8. **Affordable Care Act (ACA)! New Demands!** Hopefully some of you were able to participate in WebJunction Webinar, *What New York’s Librarians Need to Know about New York’s Health Benefit Exchange*. If not, it will be archived and made available soon.

There have already been a number of emails and shout-outs from member libraries, System staff, and the reference staff at Adriaance about preparing to help the uninsured get coverage. I’ll repeat one important source of information: [New York’s Health Benefit Exchange](#).

If you’re interested in getting estimates of the people in your county with and without health insurance, the Census Bureau just released [Small Area Health Insurance Estimates](#). These provide the data for states and counties by broad age group, sex, race and Hispanic origin, and income levels that reflect thresholds for state and federal assistance programs. The [Interactive Data Visualization and Mapping Tool](#) provides the data for both states and counties and is easy to use.

The State Library, Division of Library Development, conducted a survey of public library systems a couple of weeks ago to determine the awareness in the public library community of the upcoming enrollment of people without insurance, and its readiness to assist the public. Here’s a summary of the results:

- 70% of the responding systems currently provide services or resources to public libraries regarding general patron health and wellness information.
- Most systems are already providing or intend to provide services and resources for public library staff for ACA.
- 77.8% of the systems reported public library staff members asking questions, expressing concerns, or requesting additional resources for ACA.
- 30% of the systems reported requests from patrons regarding ACA.
- Most systems expect an increase of patron requests regarding ACA.
- 40% of the systems said that their public libraries were minimally prepared to meet patron requests regarding ACA.
- ACA educational materials for patrons and ACA training for staff were ranked as the two most important resources for public libraries.
- 50% of systems were aware of programs to provide ACA outreach, education or enrollment.

- 30% of systems were aware of partnerships between organizations and public libraries to provide ACA outreach, education, or enrollment.

9. To Be Mobile Or Not. The decision whether or not to run a three-year, albeit expensive trial, with a mobile app for member libraries is on the agenda at the September DA meeting. But if Mark Zuckerberg is any guide in deciding to “go mobile,” you need to go no further than his [plans to connect the world](#).

Zuckerberg estimates that two-thirds of the world are not connected to the Internet and that connections are spreading very slowly--9% a year--because of significant costs and technical hurdles. But Zuckerberg believes connecting to the Internet is a human right and he proposes to put Facebook to work. His plan is to leverage Facebook and his wealth to accelerate access by focusing on the use of mobile technology and the development of a "low priced, high quality smartphone" and data efficient apps.

As observed in [Bloomberg News](#) and elsewhere, what Zuckerberg sees to be good for the world is also very good for Facebook. But Zuckerberg is making a rather obvious bet that people will increasingly connect to the Internet via mobile devices, and their experience will increasingly be via apps. Obviously, Zuckerman hopes that the app of choice will be Facebook.

According to Mashable.com a [recent Nielsen study](#) found that smartphones represented 61% of U.S. mobile subscribers at the end of the first quarter of the year. The comScore [MobiLens service reported](#) adoption to be at 59% at the end of May. In June, [Pew](#) released its findings that 56% of adult mobile phone subscribers have smartphones.

But whoever's counting, it's clear that smartphones are increasingly the choice of mobile phone subscribers; and, as our experience of the Internet becomes more “mobile,” the Internet promises to become a very different place. It will be less the open, no-boundaries, digital landscape that sprawls across our desktops, mediated by a browser, and more the many specialized and splendid worlds of mobile apps.

Thanks to the work of the Central Library Advisory Committee, member library costs for online databases have been both reduced and redirected to fund the Boopsie App for the next three years. So, is it worth it for libraries--*for Mid-Hudson libraries*--to go mobile? It'll be an interesting discussion on September 9th.

I will leave my thoughts about how Mid-Hudson Library System member libraries stand vis-a-vis ebooks until my report in October. But our peers reported in *Library Journal's* [2012 Materials Survey](#) that expenditures for books were roughly 60% of their materials expenditures, media 24%, ebooks 6%, and databases 7% and falling; what's more, materials budgets are not growing.

10. New Voluntary Defined Contribution Plan and Tier Six. A handful of member libraries and the System may be affected by a new state law that was approved in 2012 and went into effect on July 1, 2013. It applies only to public institutions that participate in the New York State Retirement System. Employees hired by these institutions after July 1st who are not already members of the New York State Retirement System, and who earn an annual salary of \$75,000 or more, must be offered the option of either joining Tier VI or be provided with a Voluntary Defined Contribution Plan. Voluntary Defined Contribution Plans have been available at SUNY University institutions for some time and SUNY will now administer these plans for others. The plans provide the advantages of 403 (b) plans: they are portable and they allow individuals to make their own investment decisions. Employers contribute 8% into the plans; employees contribute 3%. More information is available from [SUNY](#).