

NORTH CAROLINA LIBRARY ASSOCIATION

Minutes of the Executive Board

October 16, 1998, West Lake Middle School

Attending: Beverley Gass, Al Jones, Diane Kester, Karen Gavigan, Frances Bradburn, Liz Jackson, Eleanor Cook, Gayle Keresey, John Zika, Jackie Beach, Rhoda Channing, Dave Fergusson, Ross Holt, Carolyn Price, Shirley Gregory, Carol Freeman, Vanessa Ramseur, Liz Hamilton, Elizabeth Laney, Teresa McManus, Ann Miller, Ginny Gilbert, Nancy Kolenbrander, Gwen Jackson, Augie Beasley, Nancy Clark Fogarty, Martha Davis, Tracy Babiasz, Frances Lampley, Peggy Quinn, Maureen Costello.

Corrections to minutes

In the July minutes that were transmitted to the Administrative Assistant for distribution, none of the URLs reported came out correctly. The URLs were transmitted properly to Frances Bradburn for publication in North Carolina Libraries. The minutes were approved, as corrected. Corrections were noted.

Minutes for the October Executive Board meeting will be posted to the web site.

President's Report

President Gass reported that she attended the NCASL Conference in Winston-Salem on September 18th, and the NCLA Development Committee Meeting on September 22nd.

Lawyers for Libraries: Training Institute II is sponsored by the ALA Office of Intellectual Freedom and the American Bar Association Section of Individual Rights and Responsibilities and will train attorneys in the applicability of First Amendment to library policies, procedures and problems, particularly those relating to the use of the Internet in libraries. State chapters were invited to nominate local attorneys who are willing to join the cadre of lawyers who make themselves available to assist librarians in defending the freedom to read to attend this training. They will commit to being on-call to libraries and librarians. We have nominated Marcus Trathen, an attorney with the firm of Brooks, Pierce, McLendon, Humphrey & Leonard.

Dave Fergusson has agreed to chair a committee to plan a non-conference year event for NCLA, an objective developed at the Executive Board planning session. Dr. Ben Speller of NCCU has agreed to chair a new committee on continuing education.

President Gass nominated Dr. Gene Lanier, distinguished chair of the Intellectual Freedom Committee, for the ALA Office of Intellectual Freedom and Freedom to Read Foundation 30th Anniversary Honor Roll.

Treasurer's Report

Diane Kester shared the Quarterly Report, dated 30 September 1998.

Conference expenses are already being made, and Leadership Institute monies are still being received.

The distribution of the Wachovia CD was tracked as of January 1, 1998, June 30, 1998 and October 1, 1998.

The computer software being utilized will allow for tracking of monies. Diane will periodically update this information on the website.

Section/Round Table Reports

Children's Services Section

At an August 31st meeting, CSS finances were discussed. A missing deposit from the 1997 NCLA conference is being investigated and should get the CSS budget back on track.

Discussion was held regarding upcoming conference locations, with concern being shown for the single Winston-Salem location for 1999, 2001 and 2003.

Jenny Barrett will serve as the CSS co-chair of the North Carolina Children's Book Award Committee. Sue Mellott was welcomed as the new liaison to CSS from the NCL Paraprofessional Association. Frances Lampley left that position to become chair of NCLPA.

Final planning was completed for the "Reading Renaissance Retreat" on October 26 and 27 at the Brown Summit conference center. All fifty spots have been filled, and the group is looking forward to book discussions, discussions about book discussions, and learning about the ages, stages, and reading needs of preschoolers and teenagers.

College and University Section

The fall conference, "Fulfilling the Promise of the Millennium," is scheduled for Friday November 6 at the Charles W. Chesnutt Library at Fayetteville State University. Dr. Ben Speller will be the keynote speaker, present-

ing "Equity and Access in Education."

The next Executive Board meeting of CUS will be held Friday, January 8th, 1999 at Catawba College. The Community College Section Board has been invited to attend.

Community and Junior College Section

LAMS has created an interest group that will be asked to survey the library managers/directors to find out what workshops managers feel the paraprofessionals need. CJCLS will use the results to determine workshops to offer.

The CJCLS Executive Board has been invited to attend the January 8 meeting of the College and University Section to begin some discussions on the pros and cons of making CJCLS a subset of the College and University Section.

Documents Section

Nancy Kolenbrander was introduced as the new section chair and will attend the next Executive Board meeting. The new slate of officers includes Mary Horton of Wake Forest University, running for Vice-Chair/Chair-Elect, and Catherine Shreve, running for Secretary/Treasurer.

The Documents Section has been planning the fall workshop, "Web vs. CDROM: Access to Electronic Information," scheduled for Friday, October 23, 1998 at the McKimmon Center at NC State University in Raleigh.

Members of the Documents Section have been working hard lobbying for passage of Senate Bill 2288 "The Wendell H. Ford Government Publication Reform Act of 1998." The act would revise Title 44 of the US Code to provide improved public access to US government information and strengthen the Federal Depository Library Program.

Library and Management Section

Rhoda Channing reported that 76 people attended the September 24, 1998, workshop

on assessment jointly sponsored by RTSS and LAMS. LAMS published and mailed its newsletter to advertise the program. Informal feedback regarding the event has been positive.

A steering committee on mentoring has met once and has a second meeting scheduled to continue planning for the joint mentoring program of LAMS and NMRT.

LAMS contributed \$250.00 to the Leadership Institute to help underwrite its costs.

A Special Interest Group for Personnel Librarians/Librarians involved with staff development is being formed by Debbie Lambert and Louvenia Summerville.

The LAMS Board met at Elon College on October 10. The Assessment program and progress of the mentoring program were reviewed. The Board discussed possible programs to be held at the 1999 NCLA Conference and is tentatively considering a pre-conference on assessment tools and a program on mentoring. A statewide conference on cooperation is being considered focusing on educational opportunities for paraprofessionals and professionals via LAMS.

NC Association of School Librarians Section

Karen Gavigan reported that the NCASL conference was very successful, with over 800 registered. 88 vendors were present and 440 signed up for the Friday luncheon.

Membership stands at 627.

Dr. Shontz has moved leaving the Research Committee without a chair.

Jackie Pierson and Augie Beasley were chosen to attend the Interlibrary Cooperation Committee in Greensboro on October 7-8, 1998.

Claudette Weise will report back in February on some tentative reimbursement guidelines for travel and conferences.

NC Library Paraprofessional Round Table

A meeting is scheduled for November 9. Discussion will take place regarding the following concerns: replacing the director for Region 2; confirming a liaison between NCLPA and CSS. The Conference Planning Committee will also meet at this time.

NC Public Library Trustee Association

No report.

New Members Round Table

The board of the NMRT has not met since the last NCLA Executive Board meeting.

A steering committee composed of members of the NMRT board and the LAMS board has met to develop a mentoring program within NCLA. They have plans to meet again in the next couple of weeks, and at that time, will hopefully have a draft of a brochure describing the program and including an application form.

The chair of NMRT's Students to NCLA Committee has moved. Brochures have been

sent to each of the library schools. Executive Board members and other colleagues can expect to be contacted by the new, as yet, unnamed, chair of this committee regarding occasional speaking engagements at the library schools.

Tracy Babiasz is working on the mentoring program. Brochures regarding this program have gone out to library schools.

The NMRT board will meet in January to plan another workshop and a conference program.

Public Library Section

At the September 15th meeting, the section agreed to contribute \$500.00 towards the NCLA Leadership Institute.

Will Manly has agreed to speak at the biennial conference. Options are being explored for co-sponsorship with other sections, round tables and committees. Other conference topics/speakers being considered: Fred Chappel, a YA program, and a session on library services to the English as a Second Language community.

The AV Committee is sponsoring a Video Workshop in High Point on November 6th.

John Zika will be representing this section on North Carolina libraries.

Reference & Adult Services Section

The RASS Executive Committee met on August 7th and October 2nd to finalize plans for the November 20th workshop entitled "NC LIVE: Taking It to the Limit" being held at the Friday Center in Chapel Hill. Tim Bucknell of UNC-G will represent the NC LIVE Librarians' Working Group to discuss where we are and where we are headed. Crit Stuart, from Georgia Tech, will talk about GALILEO, Georgia's virtual library, and its effect on public service. Other sessions offered will include: "Full Text and Collection Development Issues"; "Designing Web Pages to incorporate NC LIVE Resources"; "Connectivity Issues with NC LIVE"; and "Database Selection — Helping Users to Get to the Right Database for Their Needs".

Resources & Technical Services

RTSS co-sponsored with Library Administration and Management Section a September 24th workshop entitled, "Moving Ahead While Honoring the Past: Assessing Our Operations." Speakers included: Ellen Altman, "Can You Tell Success If You Don't Assess?"; Robert Burgin, "Tool Time: An Assessment Toolkit"; and Lea Wells, "Chin Up: Assessments Never End!"

Teresa McManus will be assuming the Vice-chair/Chair elect position vacated by Lisa Smith.

Round Table for Ethnic Minority Concerns

No report.

Round Table on Special Collections

No report.

Round Table on the Status of Women in Librarianship

The Round Table's Executive Board met August 28th in Greensboro, voting to contribute \$100.00 to the Leadership Institute. Plans were developed for the Round Table's program at the 1999 NCLA Conference. Laura McLamb Hamilton, motivational speaker, has agreed to address the topic: "Imagine the Future—Women in Charge."

Technology & Trends Round Table

The Technology & Trends Round Table has been busy planning for its December 3rd workshop to be held at Guilford Technical Community College. Suzanne White will be conducting the morning session, which will address basic skills needed by new computer support staff, especially those in smaller libraries. The afternoon presentation will be a trends presentation by John Ulmschneider and David Stratton.

TNT approved a donation of \$250.00 to the NCLA Leadership Institute.

Committee Reports

Administrative Office and Personnel Advisory Committee

The first meeting of this committee was to be held directly following the October Executive Board meeting.

Archives Committee

Archival materials are currently being received. A reminder was given to all Executive Board members to send records to the Archives from the person *previous* to predecessors if those records have not already been sent.

Conference Committee

The 1999 NCLA Biennial Conference will be held September 21-24 at the Benton Convention Center in Winston-Salem. The 2001 and 2003 conferences will also be held in Winston-Salem.

The full Conference Committee met on September 11, 1998 to tour both the Benton Convention and Civic Center and the Adam's Mark Hotel. A tentative budget was prepared for the 1999 conference. The Executive Board voted to approve the budget.

The theme for the 1999 conference will be "Imagine the Future." This theme will give librarians in every type of library an opportunity to think about how to shape the future of librarianship in the new millennium. Program planners are urged to incorporate a futurist perspective in the planning of meetings for the 1999 conference.

Registration and exhibit booth fees will be determined at the October 23, 1998 meeting.

Bao-Chu Chang, subcommittee chair for registration, is going to set up and maintain a web page at North Carolina State University for the 1999 conference. The page will be linked to the NCLA homepage.

Any information on program planners or

questions about the program planning process can be sent directly to Phil Barton, subcommittee chair for program planning, at bartonp@co.rowan.nc.us. He needs to know the name, address, telephone number(s), and email address of the person from each section and round table responsible for program(s) at the 1999 Biennial Conference. A meeting of all program planners for all sections and round tables has been tentatively scheduled for January 22, 1999 in Winston-Salem.

For planning purposes, if there are signers for the deaf among the Board members or NCLA members at large who would like to volunteer to sign at the 1999 conference, please contact Al Jones at pajones@catawba.edu.

Constitution, Codes and Handbook Committee

Gail Keresey reported that NCLA members Rick Anderson (UNCG), Sally Ensor (State Library) and Louvenia Summerford (UNCC) have joined this committee.

The NCLA Handbook on disk has been received from the Administrative Assistant, which is expected to help with revisions. Executive Board members were requested to inform Gail of areas in the handbook which are in need of revision.

A meeting will be held on Friday October 16 with Sally Ensor to discuss past actions of the committee and determine direction for the handbook revision process.

Continuing Education Committee

Beverley Gass introduced this new committee as an outgrowth of the Executive Board planning retreat in January 1998. Ben Speller will chair the committee. A major role of the committee will be to facilitate communication and eliminate overlapping of programs among sections, round tables, and committees.

It was brought up that one of the ideas discussed at the planning retreat was to create a continuing education award that might go to a group of libraries, round table, or section for outstanding continuing education. It was suggested that this award process might be a natural responsibility of this committee.

A question arose about the recommendation that each section and round table have a representative on this committee leading to a suggestion that Executive Board members examine the document submitted by the committee chair before the January 1999 Executive Board meeting.

Development Committee

The NCLA Development Committee met on September 22. The purpose of this meeting was to learn about the money management services provided by the North Carolina Community Foundation (NCCF) and the Foundation for the Carolinas to non-profit organizations that wish to establish endowments.

A motion was presented and passed that the Executive Board grant the Development Committee and President Gass the authority

to negotiate an agreement with the North Carolina Community Foundation for the investment of endowment funds, and to create an endowment when the minimum necessary amount of money (\$5,000) is raised. NCCF has established local chapters that distribute grants in their communities and manage endowment funds that support statewide organizations. These include both funds created by the organizations, and funds created by outside benefactors for the support of the organizations. NCCF can accept donations of any kind — cash, real estate, bequests, stocks, and even credit card transactions.

An organization that sets up an endowment with the NCCF receives a variety of services from the foundation. The organization is included in all NCF publicity and fundraising efforts as a potential target for donors. The NCCF staff will broker complicated transactions such as real estate, stocks and bequests. The NCCF also provides a vehicle for outside donors to set up endowments for organizations such as NCLA, above and beyond any endowment the organization might set up itself.

The committee also recognized the potential for future creation of additional endowment, such as scholarship funds, with NCCF.

Finance Committee

Diane Kester presented an interim 1999 budget for approval. The figures will be adjusted and submitted as a final budget proposal once the books are closed on 1998 and better information regarding actual revenue and expenditures for the most recent fiscal year is available. The interim budget is based on the Association's history of revenues and expenditures since 1994. A more realistic approach with regard to anticipated operating expenses indicates that they will exceed the anticipated revenues. As a result, a transfer of monies from reserves and/or 1997 Conference profits is indicated. The Finance Committee has cautioned NCLA from using this practice as the Association moves into the new millennium.

A figure from the 1997 Conference profits was included to be used for Project Grants, an expenditure which last appeared in the 1996 budget. The purpose is to utilize a portion of the 1997 Conference profits to implement the vision of the Association and to support its goals and objectives.

As the actual line item structure of past years is undergoing revisions, the Committee elected to present revenue and expenditures in broad categories, rather than in the more itemized detail of the past.

Explanations of revenue and expenditure items were presented to clarify how figures were determined.

In the past, postage reimbursement has been a line item in the budget. This has been dropped from the budget. Sections pay for mass mailings. The Administrative Assistant pays for other mailings.

The line item for the Treasurer includes a

financial audit and travel.

The Committee will start investing some of the reserves and conference profits back to the sections and round tables.

Governmental Relations Committee

This committee has not met yet, but letters will be sent to committee members asking who would like to attend the May meeting with legislators. If there are representatives from sections, round tables, or committees, or members at large from various congressional districts that would like to go, they should contact Augie Beasley.

Intellectual Freedom Committee

Although there was no committee report, "Ann Symons' Presidential Intellectual Freedom Statement: Libraries: An American Value" was included in the packet mailed to Executive Board members before the October meeting for examination. A motion was made and passed unanimously that the North Carolina Library Association endorses this statement.

Leadership Institute

Everything is on track for the 1998 Leadership Institute, scheduled for October 28 – November 1. Barbara Baker had to withdraw as a mentor.

\$6100.00 was raised from sections, round tables, and corporate sponsors, allowing scholarships to be awarded for the Institute.

A report will be compiled for *North Carolina Libraries*, as well as an electronic newsletter documenting the Institute. The Leadership Institute committee will meet in November to evaluate the Institute and make recommendations to the next committee.

Literacy Committee

At its last meeting, the Literacy Committee identified three goals to pursue during the current biennium. Goal 1: To prepare the position statement approved by the Executive Board during the last biennium for distribution. Goal 2: To establish a formal relationship with the North Carolina Literacy Center for purposes of awareness and avoidance of duplicative services. Consideration will also be given to disseminating information of interest to the profession from the Center. Goal 3: To plan and sponsor a program at the 1999 NCLA Biennial Conference.

Membership Committee

Peggy Quinn reported that all sections and round tables have gained members. Totals are still lower than last year, but gaining. The New Members Round Table was commended for their work in this effort.

The Membership Committee was asked to look back at the past membership totals for a decade. During Executive Board examination of the chart, it was felt that the number of personal memberships was incorrect. It was decided to check the integrity of the database

and revisit this information at the January 1999 Executive Board meeting.

The Membership Committee was charged by the Executive Board during its January 1998 Planning Retreat with creating, in writing, a document that could be followed by the organization to help increase membership. A draft was presented. The 1st section offers current benefits of membership. The 2nd section breaks down the 3R's — Recruitment, Retention, and Recognition — into specific proposed actions. Board members were asked to peruse the document and offer feedback.

Creating student chapters at library schools continues to be a topic of discussion. Some feel that a new section is not necessary since library students join the section of their professional interest.

An additional strategy suggestion made in the area of Recruitment was to identify one person at each library system to serve as a North Carolina Library Association information source.

It was also suggested that Association help with Intellectual Freedom challenges should be noted as a benefit of membership.

Discussion was held about joining costs and renewals costs, and having membership be renewed on the calendar anniversary of the joining date or by conference period, the current practice. Karen Gavigan noted that some frustration over this policy was seen at the September NCASL Conference. Those who joined in September have their membership expire within 2 months because of the current dues structure. It was also noted that this discussion has been held numerous times over the years, and that possibly the new technology and databases may provide a deciding factor in the ability of the Association to maintain a calendar-based system. A change in this policy would entail a by-laws change. It was noted that a listserv discussion from the membership at large regarding this topic could be beneficial.

It was moved that the Executive Board accept the report of the Membership Committee, post it to the listserv and place this issue on the agenda for the January 1999 meeting. Motion carried.

A motion was made and passed that the Constitution, Codes, and Handbook Committee review and make a recommendation regarding a change of membership dues structure. Gail Keresey will bring this information to the January 1999 Executive Board meeting.

The Administrative Office and Personnel Advisory Committee will determine if the computer software currently being used can support a change in the dues structure. The point was made that the Executive Board needs to determine whether a change in the dues structure itself would benefit the Association; then, the software issue can be addressed.

A final suggestion was made that each

section and roundtable consider placing a representative on the Membership Committee.

Nominating Committee

Gwen Jackson reported that the Nominating Committee, composed of past chairs, has been meeting for one month. The slate of officers is incomplete, but will be submitted to Beverley Gass in the very near future.

Janet Freeman brought the NC LIVE exhibit that was funded by the Association. Specifics for borrowing the exhibit will be on the listserv.

Non-Conference Year Event Planning Committee

Dave Fergusson reported that this committee does not want to interfere with workshops that are already being planned by other sections and round tables, but it plans to fulfill the objective outlined at the NCLA Executive Board Retreat in January 1998 for a non-conference year celebration event.

Publications and Marketing Committee

The Marketing Group has contacted Tracy Casorso, the new staff person for communications and evaluation at the State Library. Tracy will be developing radio public service announcements, to be jointly sponsored by NCLA and the State Library. Possible content ideas for the spots include: "Ask your local librarian"; "We're not just books anymore"; "Freedom of information"; "History of libraries/librarians"; and "Reasons to become a librarian." The Marketing Group is also exploring the possibility of sponsoring a conference program on "Marketing Your Next Program/Workshop."

The Web site Group met July 31. It was decided that the website would remain on

the Rockingham Public Library server for the time being. Access to the server has been given to three members of this group for updating and making additions to the website. Goals for this group include: set up standardized links to the NCLA home page from currently existing NCLA-related web pages; set up relevant links from the NCLA home page; make decisions about archiving the electronic newsletter, including how to display it; explore modernization of the current membership database, especially with a view to include members' e-mail addresses as a field; eventually, offer help to other sections, committees, and round tables of NCLA in setting up web pages.

A workshop was held August 14 to launch the new electronic newsletter, NCLA E-News. The editor of the newsletter is Pam Burton; assistant editors are Margaret Foote and Marilyn Schuster. A sample newsletter can be viewed at: <<http://www.lib.ecu.edu/NCLAnews/e-newssam.htm>>.

The entire committee met on September 11. The suggestion that a print newsletter is needed was discussed. There is a possibility of coordination with the State Library in a newsletter — perhaps along the lines of the much-missed "Tar Heel Libraries."

A letter to the membership of NCLA asking for members' e-mail addresses and announcing the new newsletter will be mailed soon.

Scholarship Committee

The following scholarships and loans were awarded: NCLA Memorial Scholarship to Carrie McLean, NC Central University; Query-Long Scholarship for Work with Children or Young Adults to Lynda H. Stewart, Appalachian State University; and McClendon Student Loan to Charles P.

FOREIGN BOOKS and PERIODICALS

CURRENT OR OUT-OF-PRINT

●
Specialties:
Search Service
Irregular Serials
International Congresses
Building Special Collections

●
ALBERT J. PHIEBIG INC.

Box 352, White Plains, N.Y. 10602 • FAX (914) 948-0784

Wiggins, UNC-Greensboro.

A recommendation was made that applications roll over from year to year to expand the pool of applicants. A question was raised regarding the number of loans to be awarded each year. Beverley Gass checked the NCLA handbook, which does not specify a number. Thus, it is determined to be at the discretion of the Scholarship Committee.

Folders have been created by the Treasurer and Administrative Assistant on each outstanding loan, and are monitored to ensure repayment.

Special Projects

Project Grants Committee

A chair is still needed for this committee, but a first review of its budget was unveiled. Approval of this budget will be requested at the January meeting. Beverley Gass will explain the budget proposal at section and round table meetings before the next Executive Board meeting.

A focus of the special project money is to use it to further the new NCLA objectives. A question arose regarding use of project grants for the Conference. It was felt that instead of using funding to subsidize sections' workshops, we should work towards collaboration with other sections, round tables, or committees instead.

Other Reports

North Carolina Libraries

The Fall issue, Advise and Consult addressing reference services, has been sent to the printer with a projected mailing date of November 15.

North Carolina Libraries has signed an agreement with H.W. Wilson that allows the journal to be accessed through their full-text online products. Royalties will be paid to the journal based on the number of hits. The journal retains copyright, but gives H.W. Wilson permission to re-enter all text and mount it on as many sites as they choose. *North Carolina Libraries* reserves the right to exit from the agreement at any time. Since it is full text, it can be accessed through *Reader's Guide*.

The editorial board will hold its annual retreat on November 13 and 14.

ALA Councilor

ALA Council met three times during the 1998 Annual Conference. During those meetings, the Council took the following actions. Council adopted a resolution to support the "Universal Provisions of the Telecommunications Act", including telecommunications discounts (e-rates) for libraries and schools. Council adopted a "Resolution in Support of the Vitality of Fair Use in the Digital Age," which urges Congress to pass legislation that maintains a balance of copyright owners' rights in cyberspace with continued fair use by consumers in the digital

environment.

Council defeated a "Resolution on the Reduction of the Quorum for ALA Membership Meetings" to no more than one-half of one percent of the total membership.

Wording was amended on various ALA policies regarding disabilities and discriminations.

A motion was defeated to adopt the Internal Review Policy.

SELA Councilor

SELA held its biennial conference in partnership with the Arkansas Library Association's annual conference on September 30 - October 3 in Little Rock, Arkansas. Ann Symons and Gerald Hodges from ALA attended. SELA currently has 630 members, 67 from North Carolina.

Nancy Fogarty reported that this report completes her four-year term of office. During this time SELA has reorganized its administration and changed the format of its journal.

Discussion regarding benefits of continued membership ensued.

A motion was made and passed that nominees for the new SELA Councilor be informed that continued membership in SELA will be discussed at the January 1999 Executive Board meeting. A Point-Counterpoint discussion to be held on NCLA E-News was suggested. Dave Fergusson will represent the cons. The Constitution, Codes and Handbook Committee was instructed to put together a proposed by-law amendment which could be sent to the membership if necessary.

North Carolina State Library Commission

The Interlibrary Cooperation Committee had a two-day gathering of nearly 10 librarians from college and university libraries, public schools, independent schools, community colleges, public libraries, and special libraries to discuss interlibrary cooperation. What is it and what should it be for the future? It is hoped that this will lead to cooperative ventures.

A suggestion was made to formally invite a representative from the State Library to make a personal report at each Executive Board meeting.

A question arose regarding North Carolina schools receiving funding for NC LIVE. Issues still to be tackled are infrastructure and funding, but discussions are being held on this topic.

Old Business

Discussion was held regarding authorization of a raise for Maureen Costello, the Association's Administrative Assistant since August 1997. Her contract stated that she would be eligible for a pay raise after the first six months. An increase is based on the cost of living and performance. A motion was

made and passed to raise Maureen's salary by 4%, retroactive to her six-month anniversary date and to refer the question of a bonus to the Administrative Office and Personnel Advisory Committee.

New Business

1998-99 objectives for NCLA were examined, determining the ownership of each objective. Changes to the draft were made as follows:

- 1.1 - Bi-weekly was changed to read bi-monthly.
- 1.3.2 - This objective will be the responsibility of the Membership Committee.
- 1.3.3 - Creating a section for library school students was stricken.
- 2.1 - Advise librarians on the development and revision of policies on materials selection, collection development, and Internet use.
- 2.2 - Advise librarians on existing collection/selection policies to include new technologies.
- 2.3 - Conduct presentations on Intellectual Freedom at conferences across the state.
- 2.4 - Maintain contact with other professional associations with similar interests.
- 2.5 - Forward communications from Intellectual Freedom Listserv to members of NCLA via NCLA-L.

Objective 3 was stricken in its entirety.

- 4.1 The wording was changed to read: Strengthen organizational focus on continuing education

Ben Speller, chair of the Continuing Education Committee, was charged with reviewing the entire 4th objective and presenting recommendations at the January meeting of the Executive Board.

- 5.1 - New Members Round Table was assigned responsibility.
- 5.2 - The Administrative Assistant was assigned responsibility.
- 5.4 - ***The Publications and Marketing Committee was assigned responsibility.

Frances Bradburn was recognized as having received the Mary Douglas Peacock Award.

The meeting was adjourned at 1:30.

Respectfully submitted,
Liz Jackson
Secretary

Thank You to NCLA

Contributing Members:

David S. Ferriero, Duke University

Dr. Benjamin F. Speller, Jr.,
North Carolina Central University

SOLINET

Tom Broadfoot, Broadfoot's Publishing
Company