



# Mid-America Library Alliance/ Kansas City Metropolitan Library & Information Network

Between the Margins Newsletter

October 2012

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## MALA/KCMLIN Staff

[Susan Burton](#)

Executive Director

[Mary Puhr](#)

Professional Development  
Coordinator

[Kirsten Myers](#)

Special Projects Coordinator/  
Courier Services

[Beth Willis](#)

Technology Services Specialist

## MALA/KCMLIN Announcements

### Job Openings

[Library Service Program  
Support Specialist](#)

## 2012 Young Adult Workshop: *"Where Teens Come Back"*

October 25, 2012

9:00 a.m. to 4:00 p.m.

Colonial Presbyterian Church

MALA/KCMLIN Member Cost: \$65 (box lunch included), Non-Member Cost: \$130 (box lunch included)

Kansas City continues to rock with new YA authors! If you work with teens at your library, you will not want to miss out on MALA's ever-popular YA workshop!

Our keynote speaker this year is [Gennifer Albin](#), founder of the blog, [theconnectedmom.com](#). Part of the 2012 Macmillan Publishing *Fierce Reads* tour, Gennifer's debut novel, [Crewel](#), is the first in a planned trilogy generating much deserved attention. Gennifer resides in Lenexa and wrote the first draft of her novel during NaNoWriMo 2010 on library computers. Now Booklist says her book, "could...become the next big dystopian blockbuster."

### Workshop Agenda

8:30 - 9:30 ~ Registration

9:00 - 10:00 ~ Keynote Address by Gennifer Albin

10:00 - 10:10 ~ Break

10:10 - 11:10 ~ Breakout Sessions

11:10 - 12:15 ~ Tabletalks

12:15 - 1:15 ~ Lunch

1:15 - 2:15 ~ YALSA Recommends Booktalks

2:15 - 2:30 ~ Break

2:30 - 3:30 ~ Breakout Sessions

3:30 - 4:00 ~ Teen Scene

### Breakout Session Topics

- Build-A-Program
- Teens and Technology

[Health Sciences Assistant Librarian](#)

[Senior Library Technical Assistant](#)

[Youth Services Coordinator](#)

[Training Specialist](#)

[Document Delivery Specialist](#)

Post Your Openings  
Free on *Job Link*

We encourage you to post any open positions in your organization for FREE on the MALA/KCMLIN website.

To post a job, simply go to [Library Job Link](#) page, select the "Click here to create a new job listing" link, input your text, and follow the instructions at the bottom of the page to submit it.

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## Quick Links

[Our Website](#)

[Professional Development Calendar](#)

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- Twisted Teen Groups
- Audiobook Reader's Advisory

Morning rolls/drinks and a boxed lunch will be provided at this workshop for our participants, speakers, and the planning committee. If you require a special diet, please feel free to bring your own lunch.

**Registration closes Oct. 19, 2012.**

[Visit the workshop registration site for complete details!](#)

**Certificate: Library Paraprofessional Elective (1/2)**

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## MALA Webcasts Are Coming!

The Mid-America Library Alliance is launching a new service: a series of [online, recorded webcasts](#) on library-specific topics.



We will be rolling out these webcasts gradually, featuring new additions each month to a growing collection of offerings. Webcasts will vary in length from 15 to 60 minutes. Some topics will be offered free, and others will require a nominal fee for registration.

Planned topics include:

- National Novel Writing Month
- Prezi
- Pinterest
- Making Your Boss Look Good
- Job Interviewing 101
- Women's Fiction
- Practical Excel Tips for Libraries

Our first offering, [ILL Tune Up!](#), is available free *now!* This brief tutorial demonstrates how to speed up your WorldCat interlibrary loan borrowing requests using MALA Group Affiliations and Custom Holdings Groups/Paths. Check it out!

We are looking for *your* input as we develop this new service. Please send topics of interest to [Beth Willis](#). Also, if you have an expertise that you wish to share with your colleagues, we want to hear from you! Library staff from libraries in the Mid-America Library Alliance who participate and create training for MALA receive Amazon gift cards as a "thank you" gift for their participation. Contact [Beth Willis](#) for details.

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## MALA/KCMLIN Workshops in October and November

### [Counseling & Discipline: Techniques to Give You Confidence When Dealing With Difficult Situations](#)

Oct. 9, 9:30 a.m. to 4:00 p.m.

Kansas City KS Public Library - West Wyandotte

MALA/KCMLIN Member Cost: \$65, Non-Member Cost: \$130

Some employees never get to the desired level of performance. Others have "off" weeks/months or violate specific rules or policies. Since no one enjoys counseling and discipline, it is often left undone in hopes the employee will improve without intervention. This is rare. Counseling can be the key to turning an employee's performance around. Discover how to analyze performance problems, provide counseling for ineffective performance and effective performance, make the counseling session work for you, and provide discipline as needed. Presenter Jeremy R. Hall, J.D., is a Human Resources Trainer and Consultant.

Registration closes Oct. 7, 2012. **Certificate: Supervisor Required.**

### [Basic Book Repair](#)

Oct. 11, 9:00 a.m. to 4:00 p.m.

Mid-Continent Public Library - Administrative HQ

MALA/KCMLIN Member Cost: \$45, Non-Member Cost: \$90

This hands-on workshop tackles basic methods of book repair by examining books which are brought by participants as well as the facilitator's examples. All book repair backgrounds (from none to tons) are welcome and encouraged to participate throughout the morning's exercises. Whether your book repair program is extensive or small you will come away knowing the steps you need to have a successful book preservation plan and program. Participants are encouraged to bring a couple of books that need repair for use in the class exercises! Ellie Kohler, Rockhurst University-Greenlease Library, presents.

Registration closes Oct. 9, 2012. **Certificate: Library Paraprofessional Elective.**

### [Defining the Genre: Political Fiction and Non-Fiction, MARRT Workshop](#)

Oct. 18, 9:30 a.m. to 1:30 p.m.

Johnson County Library - Leawood Branch

MALA/KCMLIN Member Cost: \$35, Non-Member Cost: \$70

Do you begin to squirm when a patron approaches the desk and asks for a recommendation for a book on politics? Do you worry that you may offend him if you misjudge his interests? Do you find selection for the political area difficult? Want to know about the trends in political fiction? Would you like to hear how a former FBI agent conducts research for his thrillers? If you answered yes to any of these questions then

this half-day workshop is for you. The panel of presenters includes: Mark Bouton, author; Chris Elmore, Rockhurst High School; Amalia Monroe-Gulick, The University of Kansas; and Kaite Mediatore Stover, Kansas City Public Library.

Registration closes Oct. 18, 2012. **Certificate: Reader's Advisory Elective - Special Topic.**

**[Genealogy - Vital Records: The Life and Death of Genealogy Research Workshop](#)**

Oct. 23, 12:30 p.m. to 5:00 p.m.

Midwest Genealogy Center

MALA/KCMLIN Member Cost: \$35, Non-Member Cost: \$70

Our Genealogy-Vital Records workshop is still under development. Information on the session will be posted to the workshop registration website when it becomes available.

Registration closes Oct. 21, 2012. **Certificate: n/a**

**[2012 Young Adult Workshop - "Where Teens Come Back"](#)**

Oct. 25, 9:00 a.m. to 4:00 p.m.

Colonial Presbyterian Church

MALA/KCMLIN Member Cost: \$65 (box lunch included), Non-Member Cost: \$130 (box lunch included)

(See full description above.)

**[Can't, Won't, Don't, Couldn't, Shouldn't, Wouldn't: Combating Negative Nellies in the Workplace](#)**

Oct. 30, 9:00 a.m. to 4:00 p.m.

North Kansas City Public Library

MALA/KCMLIN Member Cost: \$45, Non-Member Cost: \$90

Unfortunately for most of us, there are always Debbie Downers and Negative Nellies in every workplace. Even in the best of times, there are those people who are consistently negative about the administrators, administrative decisions, the patrons, and even the amount of work they are expected to do. This session will help you to identify Debbie Downers and Negative Nellies by type and learn techniques on how to lessen their impact on your workplace. Join Vicky Baker, North Regional Manager for the Mid-Continent Public Library for this illuminating session.

Registration closes Oct. 28, 2012. **Certificate: Supervisor / Paraprofessional Elective.**

**[Techniques for "Hands-On" Advanced Book Repair](#)**

Nov. 8, 9:00 a.m. to 4:00 p.m.

Mid-Continent Public Library - HQ

MALA/KCMLIN Member Cost: \$45, Non-Member Cost: \$90

This workshop builds on information from *Book Repair Basics*. If you have some knowledge or experience in book repair and want to learn more, this course is for you. We will be discussing and demonstrating advanced repairs such as spine repair, end sheet replacement, and spine sewing. We will also examine the problems of what to do with brittle books and other items that are beyond repair. All repair techniques

will focus on archival principles. This will be a participative workshop, so dress casually, and bring a couple of items that need repair! Ellie Kohler, Rockhurst University-Greenlease Library, presents.

Registration closes Nov. 6, 2012. **Certificate: Supervisor / Paraprofessional Elective.**

**[How to Be a Professional Paraprofessional](#)**

Nov. 13, 9:00 a.m. to 4:00 p.m.  
Community of Christ - Continents Room  
MALA/KCMLIN Member Cost: \$45, Non-Member Cost: \$90

The current paraprofessional has the opportunity to leverage their current status by adding to their skill set to make them invaluable to the mission of the library they serve. During these economically stressed times, paraprofessionals have been called upon to meet expectations that were once set for their professional colleagues. State and National Library organizations have begun the process to certify front line staff as paraprofessionals. This introductory class will cover valuable information for today's Library Paraprofessionals. Presenters Shari Ellison and Pat Bogue have over 50 years of combined service as library paraprofessionals.

Registration closes Nov. 11, 2012. **Certificate: Library Paraprofessional Required.**

**[The Perfect World Gone Wrong: Exploring the Draw of the Dystopian Fiction Genre - MARRT](#)**

Nov. 15, 9:00 a.m. to 4:00 p.m.  
Kansas City Public Library - Waldo  
MALA/KCMLIN Member Cost: \$35, Non-Member Cost: \$70

Our *Dystopian Fiction Genre* workshop is still under development! Check back often as information will be posted as it is available. We hope to see you there!

Registration closes Nov. 13, 2012. **Certificate: Reader's Advisory Minor Genre**

**[Strategies for Hiring and Training Talented Staff](#)**

Nov. 29, 9:00 a.m. to 4:00 p.m.  
North Kansas City Public Library  
MALA/KCMLIN Member Cost: \$65, Non-Member Cost: \$130

This workshop will teach invaluable skills to make you a more effective Supervisor. In this workshop you will develop skills on: how to identify red flags on applications and resumes; how to write effective and legal interview questions; how to conduct effective interviews; how to make new employee orientations meaningful; how to write an effective training plan; how to address training for current staff confronting harassing behaviors.

Our presenter is Tiffany Hentschel, SPHR, Employee Relations Manager for Johnson County Government. She has worked in Human Resources in the public sector for nearly 15 years, serving more than nine years at the Johnson County Library.

Join Our Mailing List!

**MALA/KCMLIN**  
**15624 E. US Hwy 24**  
**Independence, MO 64050**  
**Phone: 816-521-7257**  
**Toll-Free: 877-600-9699**

Registration closes Nov. 27, 2012. **Certificate: Supervisor Required.**

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## Upcoming Live Webinars

\* [Navigating the Rapids: Myths and Realities of Intergenerational Workplaces](#)

Oct. 24, 10:00 a.m. to 11:00 a.m.

Online via Go-To-Webinar



Are different generations in the workplace really so different, or is the hype a media creation? You can manage your library without resorting to new stereotypes or fostering unhealthy competition between young and old, new hires and long-timers. Most problems can be solved with good hiring practices and a willingness to reward accomplishment, not just tenure. What about those "village rules" - the workplace unwritten thou-shall-nots - that drive newbies crazy, or those sacred cows that need to be put out to pasture? Learn how to better communicate expectations and create a workplace where employees respect and appreciate each other's points of view.

Join Pat Wagner of [Pattern Research](#) for an informative session in which she will show you how to:

- Better work with and for people from different generations and backgrounds.
- Improve communication regarding workplace expectations.
- Better integrate new hires regardless of their age or work history.

Registration closes Oct. 22, 2012.

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## On Demand Recorded Webinars for Group Viewing

Pick a date/time convenient for your group.

[Click here](#) for more information.

**NEW!** [Library Conflict Management for Consenting Adults](#)

Unhealthy conflict - long-term squabbles that wastes time, money, and undermines trust and respect - can drain the resources of a library. Learn simple models for reducing unhealthy conflict, including three steps to resolve problems, four magic words that can focus opponents on solutions, and

the three requirements for successful supervisory intervention. Topics include how to identify "healthy versus unhealthy" behavior, the importance of focusing on the future, creating a framework for promoting good relations, and tricks that professional negotiators use.

**Objectives:**

- Improve productivity by reducing conflict among co-workers
- Disengage from long-term interpersonal issues
- Fix management problems that lead to unhealthy staff conflict

**Presenter:**

Pat Wagner has worked as a consultant and trainer for libraries for over 30 years. She also was a book store manager and, for ten years, was a popular columnist and consultant for a national retail store magazine, where she researched and wrote on issues that impact libraries as well. She is one of our most popular speakers who brings wit, humor and practical know-how to all of her presentations.

**Cost:**

Each registration entitles one individual to access the webinar. Registrations may not be shared in any way. You may not broadcast or redistribute in any way without prior approval from Mid-America Library Alliance/KCMLIN. That includes, but is not limited to, displaying webinar via projector, large screen tv, or overhead projector.

MALA/KCMLIN Member: \$10.00

Non-Member: \$20.00

**Group rate: Our group rates are for viewing in a group setting, not individuals viewing the webinar at their desktops. Please register with the email address that will receive the login information.**

MALA/KCMLIN Member: \$100.00

Non-Member: \$200.00

**Pat Wagner Series:**

- Communication Skills for Front Line Library Staff (1 hour)
- Social Media: Pros and Cons (1 hour)
- How to Break the Rules: Offering Great Customer Service to Everyone (1 hour)
- Whether You Call it Bullying, Harassing, Intimidation, Stalking, Threatening, Tormenting, Browbeating, Needling or Pushing Around, Make Your Workplace

Safe from Bad Behavior (2 hours)

- Meeting Deadlines When Staff and Resources Are Cut (1 hour)
  - How to Change the Dynamics in the Workplace Culture (1 hour)
-