

October 2019 Report from the Executive Director

ADMINISTRATION

By David Slivken

Ebook Embargo Became a Reality on November 1st

Our *River's Mouth* Blog has up-to-date information on the MacMillan eBook embargo. Because of the embargo policy, the Library District will no longer be purchasing digital copies of new books from Macmillan or its subsidiaries. *This change will only affect new Macmillan titles in eBook and Audiobook formats, not print.* The blog can be accessed at:

<https://blog.poudrelibraries.org/2019/11/what-is-the-ebook-embargo-infographic/>

Under the new model which began November 1, 2019, the Library District would only be allowed to purchase one digital copy of each new title released to make available to the community. The District may then purchase additional digital copies of that title eight weeks later but with limited two-year access. Other major publishers have also imposed a two-year access limits for digital titles, though they have not implemented an embargo.

A single copy of a new title in eBook format for a period of two months is not sufficient nor is it acceptable. In some instances, this embargo will force readers to wait a year or more to borrow an eBook.

Poudre River Public Library District is joining other libraries and library associations to speak up for access and to request changes to these new policies that will satisfy publishers and their authors, while also enabling libraries to continue to equitably serve their communities.

Libraries bring together authors, publishers, teachers, and readers for the purpose of boosting knowledge, creativity, literacy, ideas, and imagination. We need more people reading, not barriers that limit access.

Chamber of Commerce Red Carpet Ceremony

The Poudre River Public Library District was honored to receive the Fort Collins Chamber of Commerce Business of the Month for October. On October 24th, over 60 Chamber Red Carpet Ambassadors came to the Council Tree Library for a "Red Carpet Reception". The event was great fun and it was wonderful hearing from attendees what a positive difference we make in people's lives.



COLLECTIONS

By Tova Aragon

As libraries continue to struggle to meet the demand for digital media, Macmillan publishing has created an embargo policy for their ebooks. In the first 8 weeks after publication, libraries can purchase only one copy of a title for \$30. After 8 weeks, they can purchase as many titles as they want for \$60 each. After reviewing the options, it has been decided that the district will be joining libraries across the nation in [protesting the policy](#) by not purchasing Macmillan digital titles.

“Most troubling of all is the indirect message this embargo sends, which is only those who are able and willing to pay for literature and information deserve to have access to it as soon as it is available, that philosophy goes against everything we stand for”. *Kent Oliver of the Nashville Library*

For more information on this issue, please see the blog post created by the Communications Department at: <https://blog.poudrelibraries.org/>

Anne Arundel Public Library in Annapolis, Maryland created the following chart to demonstrate the patent unfairness of publisher pricing for library copies of Ebooks, in comparison with consumer pricing.

Title	Author	Publisher	Library Cost, Print	Consumer Cost, Ebook	Library Cost, Ebook	Restrictions
The Night Fire	Connelly, Michael	Little, Brown	\$15.66	\$14.99	\$65.00	24 months
The Guardians	Grisham, John	Doubleday	\$16.17	\$14.99	\$55.00	24 months
Where the Crawdads Sing	Owens, Delia	G.P. Putnam's Sons	\$14.04	\$14.99	\$55.00	24 months
The Deserter	DeMille, Nelson	Simon & Schuster	\$15.65	\$14.99	\$59.99	24 months
Agent Running in the Field	Le Carre, John	Viking (Penguin)	\$15.66	\$14.99	\$55.00	24 months
The 19th Christmas	Patterson, James	Little, Brown	\$16.66	\$14.99	\$65.00	24 months
The Dutch House	Patchett, Ann	HarperCollins	\$15.11	\$14.99	\$27.00	26 checkouts
The Water Dancer	Coates, Ta-Nehisi	One World (RH)*	\$15.12	Not Available	\$28.00	24 months
The Institute	King, Stephen	Simon & Schuster	\$16.20	\$14.99	\$59.99	24 months
The Testaments	Atwood, Margaret	Doubleday	\$15.63	\$14.99	\$55.00	24 months
These titles are the top ten titles on the NYT hardback fiction list for the week of November 3, 2019.						
Consumer ebook cost comes from Amazon's Kindle offerings.						
Library ebook cost comes from Overdrive.						
RH = Random House						

The [Binge Watch](#) collection went live on October 30th. The collection consists of sets of DVDs based around themes or complete series of television shows. The majority of items were created by repurposing weeded and donated DVDs. Loan rules vary from 1 to 6 weeks. You can find the items by typing ‘binge watch’ in the search box on the catalog.



COMMUNICATIONS

By Paula Watson-Lakamp

- Completed monthly/weekly goals of Communication Plan
- Organized, managed and supervised all graphic design work for the District
- Worked with OrangeBoy on dashboard and Savannah messaging
- Worked on new social media promotions and platforms including “The River’s Mouth” blog
- Worked with local and regional media on various stories
- Continued work on Strategic Plan Marketing strategies
- 2020 Summer Reading Challenge – graphics started
- Project manager for Strategic Planning process, finalized customer print of strategic plan in Spanish being finalized
- Colorado Gives information for Library Trust, beginning work on promotion
- Book Fest promotion finalized
- 2020 Comic Con – August 29 & 30
- Year-end reporting started

HUMAN RESOURCES

HR Manager:

By Sabrina Strømnes

- Policy review and revisions
- Compensation/market study and updated pay plan
- Staff reorganization
- Payroll/JDE system updates with Payroll and subsequent training
- Benefits open enrollment for 2020
- Research and select new employee opinion survey, survey will go out in November
- Participated in Design Advisory Group sessions with LLT
- Recruitment Report *by Cynthia Langren:*
 - ❖ New Postings
 - (Internal Only) Computer Lab Monitor Sub at Old Town Library (OTL)
 - Librarian II – Youth Services at OTL
 - ❖ Hires
 - Circulation Aide Amy Cooper, part-time hourly at Harmony Library
 - ❖ Promotions/Location Changes
 - None this month
 - ❖ Terms
 - Sub Library Assistant, part-time hourly x 1
 - Circulation Aide, part-time hourly x 2

- Ongoing
 - Employee Relations Issues
 - Performance Management
 - Employee questions and support
 - On/offboarding
 - Manager/Supervisor questions and support
 - Manage Workers' Compensation
 - Assist employees with FML, STD, LTD, Non-FML medical leave
 - Manage/support Volunteer Program Manager
 - Liaison between City of Fort Collins HR, Payroll, Benefits, and Learning

Volunteer Program Manager:

By Audrey Glasebrook

- Interviewed 20 volunteer candidates, and placed them in volunteer roles. Many of these new volunteers were students from upper level Spanish classes at CSU – they were a huge help for Outreach programs, such as Dia de los Muertos, Rincon de Cuentos, Noches en Familia, and an inventory project for Spanish and bilingual Informal Lending Library books.
- Posted many staff volunteer requests in Volgistics and sent out opportunity emails to all volunteers, including an organizing project at OTL, Informal Lending Library inventory project, and Create Your Own Characters program.
- Collected hours from 115 library and FOL volunteers who served in September.
- Served as talent coordinator for Fort Collins Book Fest on October 19, 2019 – we had a really successful event, and have gotten great feedback from our talent so far.
- Met with Learning Org team to plan for Staff Day 2020 and upcoming Friday Fun classes.
- Attended DOVIA Colorado Conference on Volunteerism in Golden.

OUTREACH SERVICES

By Johanna Ulloa Girón

Innovative

Seek inventive ways to make a difference in people's lives.

The first Fort Collins topic-driven, roundtable conversations **between local community teenagers and older adults** was held on October 26th at the Fort Collins Senior Center with 128 people in attendance. Sylvia Garcia, Outreach Librarian, was on the Intergenerational Conversations Planning Committee. Committee members included, among others, the City of Fort Collins Senior Advisory Board, the Partnership for Age Friendly Communities of Larimer County and the Center for Public Deliberation at CSU. Delaney McNally, a Loveland high school student was the driving force behind this Generation Connect event.



Collaborative

We foster networks and relationships to strengthen the entire community.

Día de Muertos celebration started for the Outreach Department already! Leah Weatherman kicked off the year with a bilingual Storytime on autumn at Cache la Poudre. There was a special bilingual Storytime for all of 5th grade where they were able to learn about *Día de los Muertos* and make their own *papel picado*.

Johanna Ulloa Girón and Ludy Rueda represented the Library at the KRFC 88.9 Radio Fort Collins during the segment Community @ Work, a weekly program spotlighting the issues that affect our communities by providing a closer look at agencies and nonprofits that serve the public. The host, Julie Estlick, is the Communications Specialist for the Health District of Northern Larimer County. Ludy and Johanna provided information related to *Día de Muertos* and the involvement of the library in this beautiful celebration.



We partnered with the Fort Collins Museum of Discovery for *Día de Muertos* celebration. Ludy Rueda set up an altar at the Fort Collins Museum of Discovery. She also reached out to the community and 12 community members crafted a miniature altar that was part of the Day of the Dead exhibit at the museum.



Inclusive

We create opportunities for people to belong.

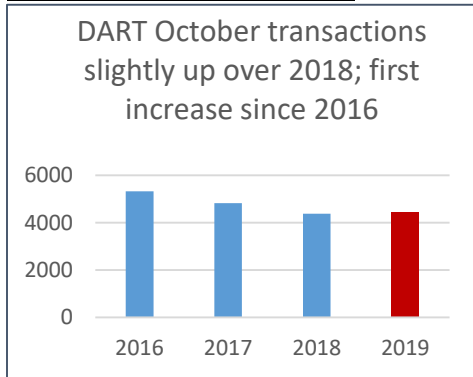
We celebrate and reflect the diversity of our community. Ludy Rueda hosted World Language Storytime where CSU instructor Deanne Seitz and her students provided a wonderful storytime in American Sign Language.

Harris Elementary Bilingual School invited Ludy Rueda to speak about *Día de los Muertos* during their school assembly. She delivered an incredible program to more than 350 students and 20 staff members.

COUNCIL TREE LIBRARY HIGHLIGHTS

By Currie Meyer

DART week, October 21-28. For the third of three annual sample periods, over 100 library staff



recorded each question they answered using the DART application. Staff recorded just under 4,500 transactions during the week, up 1% from last year. DART is a free, web-based tool provided by the CO-based Library Research Service. See more results, attached.

Circulation training night, October 6: Angela James, CTL Circulation Supervisor, rallied CTL’s circulation staff with a potluck dinner before focused training on a Sunday evening after closing. The group reviewed procedures, expectations and strategies during the event.



Rekindle the Classics, October 9: Now in its fourth year, Rekindle the Classics in October focused on Ralph Ellison’s stirring *Invisible Man* in October. Eight adults, from 20-something graduate students to retired community members, attended. I co-coordinate the program, which is a collaboration with Colorado State University Department of English and Wolverine Farm Publick House.

65 Linton Elementary second graders tour, October 11. Amy hosted three second-grade classrooms from nearby Linton Elementary. Many of the children registered for and received new library cards during the visit, which also featured a storytime and tour of the automated materials handler machine.

65 Linton Elementary second graders tour, October 11.



“Welcome” wall installed, October 22: After many months of planning and working with two vendors, facilities staff Matt James and I saw the culmination of our “Welcome Wall” Innovation Project on October 22. Over 50 languages cover a 12’ x 30’ wall with the word “welcome”. All of the languages are identified, and provide our visitors an opportunity to stop, comment on, and enjoy the array of languages.

New Beginning Reader shelf installed, October 27: To make room for the new Picture Book bins (to be installed Nov 3), Matt James installed re-used shelving brackets, dividers and shelves in a new area to hold our Beginning Reader book collection. These books for young readers are now more easily and comfortably accessed by parents and children.

100 children and parents/caregivers made “slime” at **Discovery Zone** on **October 15 and 19**. Amy coordinated the event, which featured make- and take- slime concoctions. Discovery Zone is a drop-in, hands-on, STREAM-based monthly program for families at CTL.



HARMONY LIBRARY HIGHLIGHTS

By Ken Draves

New FRCC-Larimer Campus Librarian Hired

After an extensive national search, the College has hired Molly Thompson as the new FRCC-LC Campus Librarian! Molly is, of course, our District Business Services Librarian. She is resigning from that position, but we will all have the privilege of continuing to work with her in her new role. We will soon conduct a search for a new Business Services Librarian.

New Teen Area Furniture

Miranda West worked with OfficeScapes to select new and improved furniture for Harmony's teen area. The furniture in the area was over a decade old and well worn. Please take a look on your next visit.

OLD TOWN LIBRARY HIGHLIGHTS

By Eileen McCluskey

- Ian completed the hiring process for two new hourly substitute library assistants to cover one opening and two subs with decreased availability. Along with Eileen M., he interviewed the top candidates and is preparing for onboarding the employees. He has also been working with a team to finalize the 2020 programming budget and planning for a December Repair Café in partnership with the City of Fort Collins. He also hosted two gardening programs.
- Kristen facilitated the coding club, hosted the I Put the Bi in Bitter, LGBT movie presentation for 26 people, and attended the CSU Diversity Symposium, *BRAID Building, Recruiting, and Inclusion for Diversity*.
- Nicole attended the National Summer Learning Association Conference, where she explored new ideas for SRC as well as STEM and SEL practices to implement with tweens and teens in our community. She hosted the Spirited Stories Flash Fiction event at Everyday Joes, with 50 people in attendance. The winning stories amazed and spooked everyone.
- Kristen and Nicole facilitated the Spectrum Club at Poudre High School for a discussion of the book, *Wonders of the Invisible World*, by Christopher Barzak.
- Vicky Hays and Library Assistant Karla Cribari attended the 2019 Colorado Libraries for Early Literacy conference this month. Keynote speaker Dr. Dipesh Navsaria, a pediatrician and librarian spoke on Libraries Lift Limits on Life. As Vicky's retirement draws closer, she has been sharing her job responsibilities with Eileen for staff to take on and cleaning out paper and online files.
- Erin's LEGO Build Club for October focused on circuits and had 48 participants. Students built LEGO monsters with light-up features, including light-up bricks, diy l.e.d. lights and color-changing lights. The Snap Circuit and Squishy Circuit sets were available for more electrifying learning and lessons on how to complete an electrical loop. Marshmallow engineering was included and children explored shapes and designs using spaghetti and marshmallows. The Global storytime focused on Antarctica and penguin habitats. On the globe, we traveled from North America down through Central and South America to the bottom of the world. We read a pop-up book with pop-up walruses, polar bears, and penguins and looked at National Geographic Kids photos of baby penguin chicks in Antarctica. The final October preschool storytimes were set up to support Dia de los Muertos events. We read about skeletons, talked about why skulls are important to our bodies, and learned some Spanish songs and rhymes.

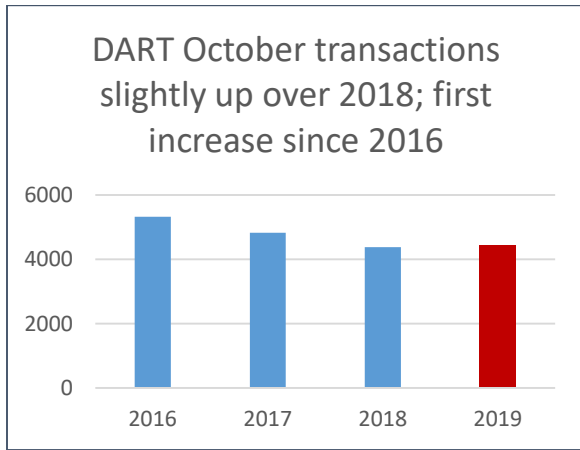
- Karla, Meg, Kristen and Monique were out on the plaza with the Tiny Tots Halloween parade to share unsweetened stories as an anecdote to all the sugary treats that were being handed out.



Eileen's Activities

- Continued work on the OTL Lobby, Library Plaza, and sprinkler design projects
- OTL staffing restructure, QPA's, Librarian II-Youth Services hire
- White Fragility Book Group – LLT members
- BookFest – hosted at Bas Bleu

DART October 21-27, 2019



52% of transactions were Procedural during DART week in October, 2018.

