

Library Director Report

May 2022

Focus Areas:

Building Project (BP)

West Side Analysis (WS)

Organizational Development (OD)

PUBLIC HEALTH

In a recent report from Public Health (5/23/2022), Dane County is at a Medium COVID-19 Community Level. Locally cases are seeing a slight increase. The Mayor's COVID Taskforce will be revisiting the City's masking guidelines, and may be changing current practices especially if county community levels return to High. Internally library management is more in favor of maintaining the status quo and allowing staff and patrons to decide to mask or not. I did learn from Joan Johnson, Director of Milwaukee PL, Milwaukee is returning to mandatory masking but for City employees only in City facilities. That matches the second preference of MPL library management over the status quo.

I will continue to recommend that staff keep "up to date" with their vaccination boosters. At this point anyone over 50 years old that has received their booster longer than 6 months ago is eligible for a second booster in order to remain "up to date".

BUDGET 2023

Presentation of MPL's Capital Improvement Plan (CIP) to Mayor Satya and her budget team on May 10, 2022 went well. There were a few clarifying questions but no entries were challenged at this time. There was a slight change to the update of solar arrays for Central Library that would result in additional panels being connected as opposed to only having the current panels updated.

IMAGINATION CENTER (BP)

Schematic design was renewed on May 24, 2022 with JLA meeting again with the principle design team. I will be working with Parks to give an update to the Parks Commission and to the Library Board on the status of the project and where the design is headed. Tentatively these presentations will happen in July for Parks, and most likely in August for the Library Board. The decision to move the Library Board presentation to August was so it would not compete with budget discussions at the July Library Board meeting.

LUNCH FOR LIBRARIES

Lunch for Libraries is one of the main fundraisers hosted by the Madison Public Library Foundation for the Wisconsin Book Festival and for other literacy programs at MPL. This year was a return to an in-person lunch, with a talk by Guy Raz about his most recent book, *How I Built This*. It was extremely successful with over 600 paid attendees to the program.

FOUNDATION GRANTS

The Foundation recently approved a \$110K grant for collections and updates to our self-check systems.

GOODMAN SOUTH MADISON LIBRARY (BP, WS)

A resolution was passed that will restate the operating easement at the Village on Park for the Goodman South Madison Library. As a result we will see a significant increase in our Common Area Maintenance

(CAM) costs with the reconfiguration due to the construction of the Urban League's business hub building, and the future parking ramp being added to the property. We will be seeing an estimated increase of \$11,800.00 than currently budgeted in 2022, and an approximate range of \$17,500 - \$26,700 from 2023 – 2025. According to Finance these unexpected increases will be included in our cost-to-continue budget, but the 2022 gap should be offset by a credit due from changes to our Pinney Library CAM payments.

ORGANIZATIONAL DEVELOPMENT (OD)

The Library Management Team (LMT) has been working on a variety of exercises to review the recommendations made in the Organizational Development Report. At our last LMT meeting we reviewed a document on core competencies for all managers. In addition, LMT members will share in some upcoming training with EAP, and some members of LMT including me will be attending a webinar on "Reverse Strategic Planning: Evaluating A Team's Workplace Productivity".

Program description:

Formal strategic planning usually starts with an overarching mission and vision statement to prioritize long term goals and guide management-level decisions for the workplace.

Reverse strategic planning, on the other hand, starts with the grassroots: the reality of what priorities personnel use to make decisions and take action. Formal planning tends to be idealistic; reverse strategic planning tends to be pragmatic: the difference between the "right" way to do things and the "real" way.

WESTSIDE COMMUNITY ANALYSIS (WS)

Krissy and I met with Rynn to review the expectations and scope of the project. The focus will be to collect data in alignment with the City's identified elements and to be compatible with the City's Results Madison program. It will also identify stakeholders and begin recording and tracking their input.

SHLB MEMBERSHIP

Our membership in the School, Health & Libraries Broadband coalition (SHLB) has been renewed. This has proved to be an effective resource for tracking Federal programs for broadband related funding. It has included access to White House briefings involving the many new initiatives to connect everyone to affordable high speed broadband. We are actively pursuing some of the options and remaining current to possible options for our digital inclusion work.

MPL STAFF

Congratulations are in order for John Schmitt, who is retiring after more than 25 years of service to MPL. John was originally part of the SCLS technology team housed at Central Library and eventually transitioned to MPL full time. John oversaw tremendous change in MPL's technologies during his tenure and continued right up to his last day with his input on the hybrid meeting room configuration at Central Library. His many contributions had an incredible impact on how we connect and maintain our technology for the public and staff. If you just stop to think what technology looked like over 25 years ago as compared to today, you can begin to imagine the complexity and the many challenges John faced to keep MPL current. Plus he achieved this with very little staff support and always a need for a better budget. John was very generous to give us a significant lead time to hire and begin training his replacement to pass on his institutional knowledge, but it will still take some time for his successor to learn our systems. I wish John the best and I will definitely miss the all too frequent "I'll call John" for his solutions. Thank you John for your dedication and your hard work for so many years for MPL.

MEETINGS, COMMITTEES, TEAMS & MORE

City

Mayor's Management Team
Mayor Check-in
Racial Equity & Social Justice Strategic Planning
Deputy Mayor Check-in
Mayor's COVID-19 Taskforce
TeamCity Change Leadership
Finance Committee Meeting
Budget Contacts Meeting
Update on Goodman South Madison CAM expense changes
Agency CIP Briefing presentation

MPL

Library Management Team
All Staff Town Hall
MPL Foundation Grant discussions
Check-in with Foundation Director
Imagination Center Design Team
MPLF Board Meeting
Meeting with MPL Foundation Executive Director
Meeting with MPL Budget Team
Royster Corners Condo Association
Budget Team meeting on 2023 CIP
Meeting with City Real Estate on Lakeview Lease
Cost to Continue Budget discussions
Meeting with Lakeview Staff
IMLS advisory & grant team meeting
White House Briefings
T-Mobile presentation on digital inclusion
Amplifying Community Voices Stakeholders meeting
EAP Training: Boundary Setting for Library Staff
John Schmitt Retirement party

External

Retirement Party for Sherry Severson and Greg Leifer
SCLS All Directors Meeting
Wisconsin Resource Library Directors
Urban Libraries Council Director/CEO Calls
Digital Equity Leaders Network
Odyssey Class of 2022 Graduation Ceremony
Book launch for Bending Granite
Lunch for Libraries
Forward Fest Spring Tech Kickoff
Madison Gives
Celebrity Cashier at Brat Fest