

The Alabama Library Association (ALLA) is a non-profit corporation formed to encourage and promote the welfare of libraries and professional interests of librarians in the State of Alabama. The Mission of the Alabama Library Association is to provide leadership for the development, advocacy, and improvement of library and information services and to promote the profession of librarianship, in order to enhance learning and ensure access to information for all.

ALLA COMMUNICATOR

HOOVER PUBLIC LIBRARY COMPLETES PROJECTS TO INCREASE EFFICIENCY AND ATTRACT USERS

Contributed by Carrie Steinmehl, Technology Coordinator

Hoover Public Library

The Hoover Public Library had an exciting end to its fiscal year, with the culmination of two major projects designed to improve service to our patrons. In 2010, HPL was the first public library in the state to install an automated materials sorter, which the staff affectionately named Lucy. In the span of nine years, the sorter processed over 5.8 million items. After significant wear and tear (including catching on fire!), the library recently replaced the sorter. This Bibliotheca sorter, named Otto by an online patron vote, is more efficient, quieter and takes up less floor space than its predecessor. In less than one month of use, the sorter has already processed 44,272 items!

The second major project the library completed was placing material return drops throughout the city. The City of Hoover spans over 40 square miles in two counties. The Hoover Library is just one branch located in the central part of the city. The library has been unsuccessful in locating a branch on the eastern side of the city to accommodate the nearly 25,000 residents who live on that side of town. Also, with major growth in the western part the city, the need to extend library services to these underserved populations was of paramount importance to the library staff. With the aid of an FY19 LSTA grant provided by the IMLS, the library was able to place six materials return drops throughout the city, focusing on areas where the city owned property. In addition to the materials return drops placed at Fire Station 7 in the Inverness neighborhood in the fall of 2018, the citizens of Hoover can now return materials materials at the Public Safety Center, the Hoover Met, the Hoover YMCA, Fire Station 10 in the Ross Bridge neighborhood and at the old Artists on the Bluff property in Bluff Park. The public's response to these new materials returns has been amazing, with many patrons commenting that they are more likely to visit the library now that they have a more convenient location to return their materials (and avoid late fees).

Continued on page 2



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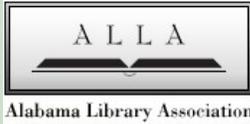
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HOOVER PUBLIC LIBRARY COMPLETES PROJECTS TO INCREASE EFFICIENCY AND ATTRACT USERS

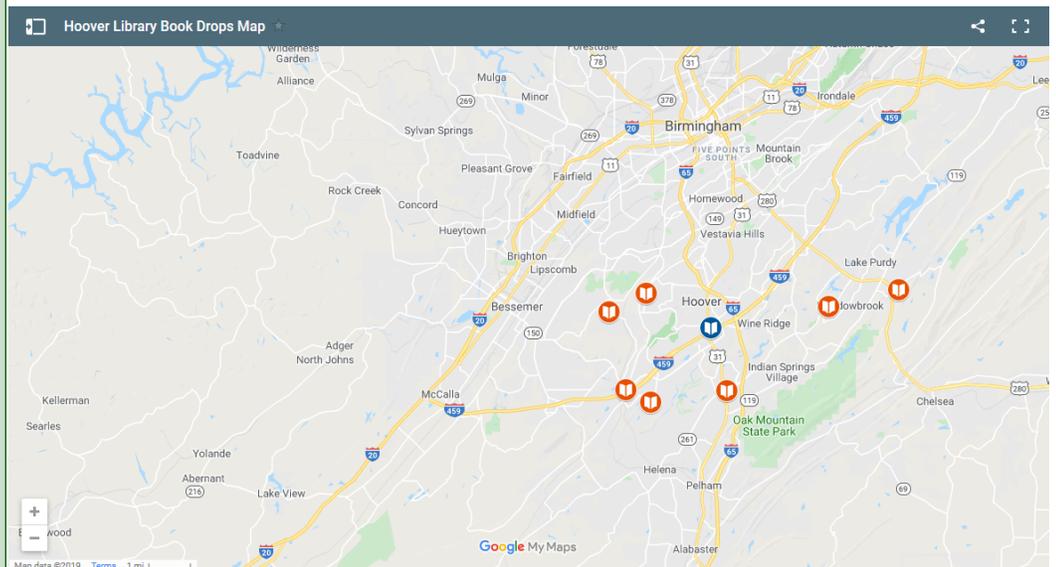
CONTINUED

HPL Life
September 24 at 2:31 PM

There's still time to vote for a name for our new materials sorter! The choices are:

- Rosie
- Otto
- Atticus
- Carla
- Albus
- Ethel
- Katniss
- Marvin
- Gizmo

Voting is open until October 2nd! Leave a comment with your favorite, or email us at hvcontact@bham.lib.al.us.
#hpllife #imagineMORE #hooveral #hooverlibrary #instagrambham



SPOTLIGHT ON ALABAMA AUTHORS DATABASE

The [Alabama Library Association](#), through its Bibliographic Committee, provides this resource to those interested in authors who have some connection to Alabama. It has been compiled over a number of years. The underlying philosophy of the database is to include even very obscure authors and those who have written only a small number of titles.

Alabama Authors is the primary place to verify Alabamiana. The charge of the Bibliographic Committee is to identify and verify biographical and bibliographical information related to literary, historical, and cultural works produced by Alabama authors.

Alabama authors are defined as those who were 1) born in Alabama, or 2) spent at least 5 years in Alabama. The parameters of “literary, historical, and cultural” are sometimes fuzzy, and it may be easier to determine what is NOT eligible than to say what is. Alabama Authors does not include (usually) textbooks, scientific treatises, religious tracts, theses, or dissertations. It does get fuzzy, though, if a work of non-fiction is adopted as a textbook. Family histories, many privately published, are hard to document, but are more often included than excluded. We make a special effort to include obscure authors or those who have written only a small number of books, since they may be omitted from other such directories.

OODLES OF OCTOBER OFFERINGS AT ALBERT L. SCOTT LIBRARY

*Contributed by Frances Smith
Youth Services Librarian, Albert L. Scott Library*

Children have pumpkin fun on October 15 at the Pete the Cat Book Club.



Girls have fun showing off fall fashions when they model on October 18 during the American Girls Club fashion show.

Tweens and teens share laughs and suspense as they share their original scary stories and poems on October 29 during Wordplay.



GET INVOLVED

ALLA Divisions:

YSSLD
Youth Services & School Librarians Division

CUS
College, University and Special Libraries

PLD
Public Library Division

ALLA Roundtables:

ALIRT
Alabama Library Instruction

CDMRT
Collection Development and Management

GODORT
Government Documents

MCRT
Multicultural Information

PART
Paraprofessional

RASRT
Reference and Adult Services

TSSRT
Technical Services & Systems

YASRT
Young Adult Services

ALLA Committees:

Association Awards
Authors Awards
Bibliographic
Budget & Finance
Bylaws
Convention
Education
Emeritus Council
(Formerly Past Presidents)
Employee Evaluation
Handbook
Intellectual Freedom
Legislative Development
Membership
Nominating
Planning
Public Relations
Publications

To get involved with an ALLA Committee, fill out the Committee Interest form at:
<https://goo.gl/forms/tS79Dg6YqFbjiS812>

WORKSHOP AT ATHENS-LIMESTONE PUBLIC LIBRARY:
LIBRARY SERVICES TO
THOSE ON THE SPECTRUM

*Contributed by Amanda Coleman
Head of Youth Services, Athens-Limestone Public Library*

On September 13th, sixty librarians met at Athens-Limestone Public Library for the Library Services to Those on the Spectrum Workshop. This workshop covered topics such as an overview of the Autism Spectrum Disorder (ASD), how to provide customer service to those on the spectrum, resources (online blogs, videos, and books), a mother's point of view, and an example of how a sensory storytime can be fun and easy to do.

Dan Weiss is the co-founder of Libraries and Autism: We're Connected, a nationally recognized, award-winning program (now in its 11th year) that promotes inclusion, connecting libraries with the autism community, and bringing awareness of the needs of individuals with Autism Spectrum Disorder and their families to the library community. By both explaining it and showing two videos demonstrating the topic, Mr. Weiss answered the main question that many librarians had: "What is autism?"

Further demonstrating different aspects of autism, he shared the training video, "Libraries and Autism: We're Connected". This video demonstrated several different patrons who are on the autism spectrum. It shared basic, yet useful, information about the autism spectrum as well as the input from those with autism and their families. They shared how much it means to them to have a safe and understanding environment.

Mr. Weiss also provided handouts with much-needed resources that all librarians can use. With online resources, information on disability awareness, perspectives on autism, libraries and autism, and book resources, librarians said they went home with solid information that they felt they could use to provide programs in their libraries.

Cydney Bradford, the Circulation Desk Supervisor at Spring Hill Public Library, in Spring Hill, Tennessee says, "The excellent cross-section of information gave much interest to generate programs in our library."

Alicia Eyer, Trussville Public Library's youth services librarian said, "The speaker was knowledgeable and you could tell he completed a lot of research on the topic."

Jennifer Wolfe, the mother of a son with autism, shared her story during the workshop, giving a different point of view. Mrs. Wolfe explained how she realized that her son was different than other children when she took him to toddler storytime at the library. After a year of waiting, he was diagnosed with autism. She talked about how "Spectrum Storytime" at Athens-Limestone Public Library has given her family an activity where the environment is welcoming and non-judgmental. She shared how her nine-year-old did his first craft at a storytime.

After the workshop, Mrs. Wolfe said, "The workshop was invaluable as a librarian; however, as a parent of a child on the Autism Spectrum, it was priceless. To see that many librarians in one place, that care so much about learning how to better serve an underserved population, was amazing. The Athens-Limestone Public Library has certainly been a pioneer in the state of Alabama with implementing procedures to better serve those patrons with Autism Spectrum Disorder. They have not only served the citizens of Limestone County, but they've shared what they've learned with Alabama and beyond. While materials like books and ebooks

WORKSHOP CONTINUED

are great, the most valuable resource that a library has is its librarians and staff.”

Amanda Coleman is the head of youth services at the Athens-Limestone Public Library. She has conducted programming for children, tweens, and teens with ASD. She has conducted workshops for librarians throughout Alabama. During the workshop, Ms. Coleman and Ambre Hyatt, the youth services assistant at Athens-Limestone Public Library, completed an entire demonstration of a storytime suitable for those on the spectrum. Bean bags were placed in a semicircle, the lights were dimmed, and attendees were encouraged to interact and participate. Ms. Coleman and Ms. Hyatt read books in a softer tone, they showed a picture schedule and explained why that is a good idea for a spectrum storytime.

Alicia Eyer commented, “I loved seeing an example of sensory storytime - the structure and the schedule.”

Emily Sims, the children’s and programming directory at Chelsea Public Library, in Chelsea, Alabama, said, “I was so thankful to see a storytime in person. It gave me lots of ideas to work with!”

When asked if the workshop met her expectations, youth services librarian at Montgomery City-County Public Library in Montgomery, Alabama, Mary Kinney said, "Yes, I feel like I can implement this when I return to Montgomery!" This was the primary goal of the workshop. To provide the knowledge needed to implement or improve services to those with ASD. The workshop was made possible through the Loleta D. Fyan grant from the American Library Association.

HISPANIC HERITAGE MONTH AT THE LWLC

Contributed by Jessica Platt

Education Doctoral Librarian, Alabama State University

During National Hispanic Heritage Month, Americans recognize the contributions of Hispanic and Latino Americans to the country's history, heritage, and culture. In the United States, it is officially recognized September 15-October 15, but many libraries plan Hispanic Heritage Month celebrations throughout the month of October.

The Levi Watkins Learning Center at Alabama State University celebrated **Hispanic Heritage Month** in October 2019 with lively displays in their library and on their website. A lively display was created by Edna Foxhall, Cataloging/Metadata Librarian, featuring books about Hispanic culture, and Neil Foulger, Electronic Resources/Serials Services Librarian, updated the What’s Happening at the LWLC page to show relevant resources. This LibGuide provides information on this important event, including books and ebooks at the Levi Watkins Learning Center, a map showing the locations of various Native American tribes, and a selection of links to websites of interest. The LWLC’s Hispanic Heritage Month page may be access [here](#).

YASRT PLANNING MEETING CONVIVIAL AND PRODUCTIVE

*Contributed by Wendy Stephens
School Library Program Chair, Jacksonville State University*

The Young Adult Services Roundtable met at Billy's for a social and business meeting September 19. In attendance were Marnie Utz (Spain Park High School), Matt Layne (Emmett O'Neal Public Library), Summer Upton (Homewood High School), Sonya Jordan (Mountain Brook High School), moderator elect Tami Genry (Mountain Brook Junior High School), moderator Wendy Stephens (Jacksonville State University, and Laura Tucker (Homewood Public Library, not pictured).

The group talked about leadership activation, program planning, and the many potential Birmingham-area opportunities for our round table related to the April 14-17 convention. Sessions mentioned included programming ideas for school libraries, outreach to special populations, teacher book clubs, and the potential for reviving the tradition of a youth services breakfast. We plan to meet again towards the end of the year for a holiday mixer.

Anyone wanting to be involved with conference planning or interested in presenting a webinar or concurrent session related to Young Adult Services is welcome to get in touch with moderator Wendy Stephens at stephenswendy@hotmail.com



NEW EDITION OF APA PUBLICATION MANUAL

RELEASED OCTOBER 2019

The long-awaited [seventh edition of the best-selling *Publication Manual of the American Psychological Association*](#) was released in October, with a first printing of 700,000 copies.

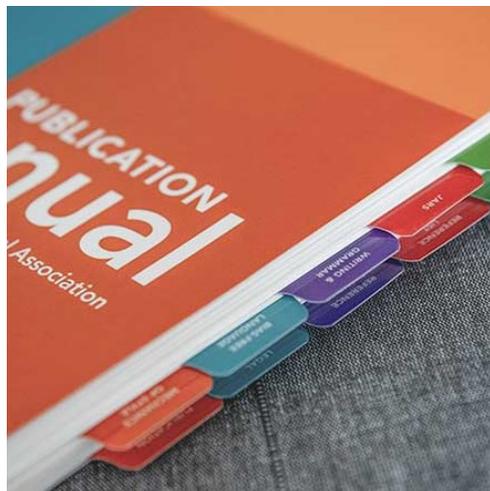
“APA Style is known for setting the benchmark for effective communication,” said APA CEO Arthur C. Evans Jr., PhD. “This new manual continues the legacy of promoting excellence in writing and will help prepare the next generation of academic writers to make an impact with their work.”

Major innovations and updates to the *Publication Manual* are expected to make authors’ writing more precise, concise, and inclusive, according to Evans.

Some of the major highlights include the following:

- Full color throughout for the first time.
- The debut of a tabbed, spiral-bound edition, which joins the paperback, hardcover and ebook formats.
- An updated chapter with guidelines for writing without bias that address age, disability, gender, race and ethnicity, sexual orientation, socioeconomic status, intersectionality and the use of “they” as singular.
- New student-specific resources, including a sample paper and guidelines for formatting annotated bibliographies.
- Best practices for ethical writing, including discussions on avoiding plagiarism and updated guidance on navigating the publication process and disseminating research findings.
- 100+ new reference examples, including coverage for websites, social media and classroom resources, plus more than 40 new sample tables and figures.
- The recommendation for only one space after punctuation at the end of a sentence.

The *Publication Manual* has been in constant production and circulation since it debuted in 1952, and has been translated into 13 languages. For more information, visit apa.org.



LIBRARY MANAGEMENT IN THE TRENCHES: HOURLY EMPLOYEES

Contributed by Paula Laurita

Executive Director, Athens-Limestone Public Library

Suddenly you have been promoted to a position of authority in a library or library system. You may now be a department head, branch manager, or a director. Rarely does that promotion come with any type of human resources or payroll law training. Often librarians and staff take on responsibilities and work to serve their community, school, business, etc., without understanding the legal implications. This is an introduction to the tip of the management iceberg. It starts where many library employees live--from paycheck to paycheck.

This is not an argument for better pay. That is for another discussion. It is a brief overview of one type of employee status that management needs to know. Library leaders have a balancing act between what is best for the library and what is best for employees.

Hourly Employee: This is an employee paid an hourly wage for their services. The federal minimum wage is \$7.25 per hour. Some states and cities have established their own minimum wage threshold. It is essential to know that if employees work they must be paid.

Example: If Rebekah is on non-paid lunch time and a member of the board of trustees asks her to make copies, then that is “on the clock.” Rebekah’s day can be shortened by the amount of time worked (that day or during the same week) or she must be paid. If Rebekah is a full-time (40 hours per week) employee and the extra time means she has worked 41 hours, it means overtime pay. The Fair Labor and Standards Act requires, “not less than time and one-half their regular rates of pay” (<https://tinyurl.com/y6gexgbm>). If Rebekah works 41 hours and is paid \$10 per hour, she is to be paid \$15 for that additional hour.

Can hourly employees volunteer? An employee may volunteer at the library as long as it is not related to their normal job duties. In 1985 the U.S. Congress stated, “public sector employers may not allow their employees to volunteer, without compensation, additional time to do the same work for which they are employed” (<https://tinyurl.com/volunteerpay>). If Rebekah’s job is related to making, or assisting to make copies, it cannot be volunteer work. If Rebekah’s job in no way involves maintenance or landscaping of library property, she can volunteer to plant flowers. She can plant the flowers and then leave them to wither. Rebekah cannot be required to care for them on her own time. There cannot be a mandatory “volunteer” day without pay.

Ensuring that employees are appropriately paid is not only for their benefit. It is a protection for the library and library management. The U.S. Department of Labor puts a limit to back pay claims, “Generally, a two-year statute of limitations applies to the recovery of back pay. In the case of willful violations, a three-year statute of limitations applies” (<https://tinyurl.com/y4pns65q>). If a willful violation is found the institution will be required to not only make restitution for back pay, but fined up to \$1,000 for each violation. The Department of Labor considers willful violation to be criminal acts. The person(s) in charge of payroll can be fined up to \$10,000 or imprisoned.

This can be frightening for those in library leadership. There is one rule to remember: If an hourly employee works, the employee must be paid. It is what is right. It is what is fair. Library leaders who understand this indicate their respect for staff and are protecting their library.

The information contained in this article is not legal advice and is not a substitute for such advice.

BANNED BOOKS WEEK AT UNIVERSITY OF SOUTH ALABAMA

The USA Libraries celebrated Banned Books Week, September 22-28, by hosting a live Poetry & Pizza event, celebrating the right to free speech with a special Banned Books Week open mic. In addition, the Marx Library Public Relations Committee created a display on the 1st Floor featuring censored books, many of which you can check out from their library.



BANNED BOOKS WEEK

ALLA COMMUNICATOR SUBMISSIONS

Please feel free to submit your library-related news to:
communicator.alla@gmail.com
Submissions must include:

- Your Name
- Job Title
- Library or organization name
- Contact Email and Phone
- Article in PDF or Word
- .jpg images may be attached
- Description of images

ALLA COMMUNICATOR PUBLISHING SCHEDULE

Edition	Submission Deadline	Publication Date
Jul/Aug/Sep	Mid-June	July
Oct/Nov/Dec	Mid-Sept.	October
Jan/Feb/Mar	Mid-Dec.	January
Apr/May/June	Mid-March	April

UPCOMING EXECUTIVE COUNCIL MEETINGS

Friday, December 06, 2019

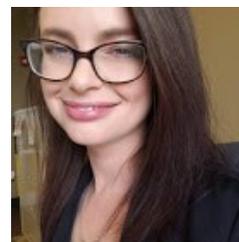
10:00 AM - 12:00 PM CDT

Friday, March 06, 2020

10:00 AM - 12:00 PM CDT

FROM THE EDITOR

*Contributed by Jessica Platt,
Education Doctoral Librarian
Alabama State University*



Thank you for reading the *ALLA COMMunicator*, the official newsletter of the Alabama Library Association. In order to increase awareness of successful library programs and those who are making a difference across the state of Alabama, the *ALLA COMMunicator* needs YOU! If your organization would like news or accomplishments published in a future issue, please submit your contributions following the guidelines listed to the left. If you have any questions or comments, please send them to

communicator.alla@gmail.com.

As always, thank you for reading—and/or submitting content to—the *ALLA COMMunicator*, the official newsletter of the Alabama Library Association.

I'd like to thank Rosanna McGinnis, who proofread this issue. Rosanna, your assistance is greatly appreciated!

Without libraries what have we? We have no past and no future.

—Ray Bradbury

ITEMS OF NOTE

- The Houston Cole Library at Jacksonville State University is looking for an Electronic Resources/Documents Librarian. For complete details and a link to the application, please visit <http://careers.jsu.edu/cw/en-us/job/494536/assistant-professor-electronic-resourcesdocuments-librarian>
- Join a book club at a branch of the Montgomery City-County Public Library! Visit <http://www.mccpl.lib.al.us/> for more information.
The following books will be discussed in November 2019:
 - Wench* by Dolen Perkins-Valdez / Nov. 13, 11am
 - Songs of Willow Frost* by Jaimie Ford / Nov. 13, 2pm
 - Here on Earth* by Alice Hoffman / Nov. 14, 3pm
 - Love and Ruin* by Paula McClain / Nov. 21, 11:15am
 - Assassin Nation, Vol. 1* by Kyle Starks / Nov. 26, 6:30pm
- SAVE THE DATE! The next ALLA Convention will be April 14-17, 2020 in Birmingham, Alabama. #allabham2020