

Librarians in Alleged Sexual Harassment Lawsuit

In a Statement of Claim dated July 15, 2014, Joe Murphy—a 2009 *Library Journal* Mover & Shaker—named librarians nina de jesus and Lisa Rabey as defendants in a civil lawsuit filed in Toronto (de jesus is a Canadian citizen). Murphy is suing the two for \$1.25 million in damages—\$1 million for general defamation and \$250,000 for aggravated exemplary and punitive damages. He is also filing an injunction to prevent the defendants from “broadcasting or transmitting or publishing or posting on the internet or worldwide-web [sic] defamatory, false and harmful statements or imputations concerning the plaintiff which are intended to lower his esteem, harm his reputation and cause him damage.” The suit also requires the women to take down any statements about Murphy that they made online, including comments on blog posts and retweets or replies on Twitter.

The statements were posted by de jesus and Rabey in May, naming Murphy and accusing him of predatory and inappropriate behavior.

On May 4, de jesus published a post on her blog, satifce.com, titled

“Time To Talk About Community Accountability.” In it, she referenced a May 3 Twitter post of Rabey’s to initiate a discussion of inappropriate behavior that, she said, has become common on the library conference circuit. This post also mentioned Murphy by name.

The post then went on to address a larger issue: that this behavior persists throughout the library community and that de jesus feels a pervasive lack of support from the community at large: “One of the reasons why situations like this continue, despite the offender being known, is that, within our communities (both libraries and beyond), there is little-to-no support for victims and/or survivors.”

The conversation about harassment at conferences, of which these posts were part, does not come in a vacuum. In the sf, comics, gaming, and tech worlds, which were for many years predominantly comprised of men and boys, women have experienced a pervasive atmosphere of verbal and physical harassment.

Many organizations and communities are approaching the issue by drawing up codes of conduct that address harassment not only of women but along racial, gender identity, and disability lines. Some conference

Interview

Alicia Virtue

In our latest In-Depth Interview with *Library Journal* Movers & Shakers from academic libraries, we spoke with Alicia Virtue, electronic services librarian and department chair of learning resources at Santa Rosa Junior College, CA.



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What was your path to becoming an academic librarian?

I started at the Xerox PARC corporate library, at a time when the Ethernet, personal computers, and graphical user interfaces were projects in development. After library school, my first job was at the Information Sciences Institute, where DARPA contracts were funding work on key components of what would become the Internet, including development of the TCP/IP communications protocols. It was exciting to be supporting aspects of world-changing research.

What advice would you give new librarians who want to be library leaders?

Don’t be afraid to look at innovations in other industries and leverage them for use in the librarianship and information sectors....The fusion can be very powerful.

Photo by Sherrie Rochelle Blonfin

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Library Journal’s Design Institute: Boston

Join us in Boston on Friday, December 5, for a daylong seminar focusing on the new face of the library. Hosted by *Library Journal* in partnership with the Boston Public Library and the Massachusetts Board of Library Commissioners, this newest installment of our library building and design event will bring you the latest thinking for changing user needs and expectations in a digital world.

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speakers and sponsors will no longer do business with an organization that doesn't have such policies in place.

The American Library Association (ALA), in light of numerous reports of harassment during ALA conferences, drew up and posted its own Statement of Appropriate Conduct at ALA Conferences in November 2013.

One positive repercussion of Murphy's lawsuit and of de Jesus's and Rabey's responses, has been to mobilize further conversation about harassment and marginalization in the library world. Librarians have been speaking up to share their stories; after the 2014 ALA conference, children's and teen librarian Ingrid Abrams created a survey asking about harassment incidents and documented the results. "I don't think people know how wide-spread harassment is at conferences," she wrote on her blog, *The Magpie Librarian*. "When I relayed [my] story...most male librarians were shocked."

ITHAKA's Sustainable Scholarship Event

On October 20–21, scholarly non-profit organization ITHAKA held its annual Sustainable Scholarship conference in New York. The event's theme, "At the Starting Line," echoed the concerns of libraries, publishers, and institutions about the demands for change driven by today's information marketplace.

The Sustainable Scholarship conference's mission involved not only identifying ideas and trends but also discerning true innovation from simply change for change's sake. Keynote speaker Marty Cagan set the conference's tone, paraphrasing venture capitalist John Doerr: "You want missionaries, not mercenaries."

He applauded the iterative process of discovery, emphasizing the value of dedicated cross-functional teams—

"little start-ups within your organization"—and what he termed "embracing pivots"—being agile and open to the possibility that ideas may need to change even as they're in progress.

Cagan's product-oriented philosophy was followed by two academic leaders: Keith Webster, Carnegie Mellon University's (CMU) dean of libraries, and Georgia State University (GSU) president Mark Becker. Webster addressed the mission change within the CMU libraries and academic libraries at large, adding that in a networked world, libraries need to shift from being products of scholarship to being embedded within it. He challenged libraries to consider new metrics for assessment beyond gate counts and circulation.

Becker spoke of implementing his goals for improvement at GSU, especially greater success for low-income students. Metrics were crucial to his vision as well; predictive analytics that GSU developed for student success triggered 34,000 one-on-one meetings between students and advisors in the past 12 months, improving GSU graduation rates by five percent.

Speakers Larry Rudman, Willem Pieterse, and Aaron Brenner continued the theme of the value of good data. Rudman, VP of instructional design at test prep and online education company Kaplan, Inc., discussed methods of evaluating instructional design practices and studying how students measure their own academic success or failure. Pieterse, COO at Syndio Social, social network analysis consultants, talked about the importance of social network analysis and relational data in looking at the information flows within an organization, particularly in academic networks. Brenner is the coordinator of digital scholarship at the University of Pittsburgh and spoke about ways to use qualitative data for measuring li-

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brary outcomes. The act of collecting data, he explained, could help influence those outcomes by positioning the library as a listener rather than a seller of services.

If the conference's first day was about data, day two was concerned with integrating that data into the development process. Heather Cassano, chief experience officer of Scholastic; Alex Humphreys, ITHAKA's as-

sociate VP of labs and new business development; Eric Johnson, director of digital access at the Folger Shakespeare Library; and the American Anthropological Association's Ed Liebow discussed usability testing, design development, and the concept of the "lightning lab"—an intensive four-day brainstorming session.

Jeremy Dean, director of education at annotation website Genius;

Sam Molyneux, CEO and cofounder of educational research platform Sciencscape; and Dave Zwieback, VP of engineering at Next Big Sound and Next Big Book, providers of online music and publishing analytics, then highlighted some of their cutting-edge products and services. Genius's annotation tools, Sciencscape's personalized on-demand discovery, and Next Big Sound's predictive media analysis all got high marks from an enthusiastic crowd.

Finally, Governors State University president Elaine Maimon; Dane Neller, CEO of On Demand Books (owner of the Espresso Book Machine technology); and John Sherer, director of the University of North Carolina Press, talked about their varied experiences in information innovation, or what Maimon described as "insurmountable opportunities."

Taken as a whole, the conference offered a clear narrative about identifying what new questions can be asked and then repurposing that data for creative, sometimes unexpected solutions. The interesting mix of speakers contributed to a strong sense of possibility for interdisciplinary research. As Kevin Guthrie said in the conference's opening remarks, one of the event's primary missions was to "try to bring different worlds together...to introduce you to a world slightly different than your own."

Library Ebook Growth Slowing, Still Substantial

Ninety-five percent of public libraries currently offer ebooks to patrons, up from 72 percent in 2010, and 89 percent in both 2012 and 2013. However, money remains the biggest impediment for libraries looking to add ebooks or expand collections, according to *Library Journal's* fifth annual Ebook Usage in U.S. Public Libraries report, sponsored by Freading.

Branching Out



The **West Toledo Library** (pictured) opened on October 24 following a yearlong renovation. The oldest member of the Toledo-Lucas County Library System, the 1930 Tudor-style branch received a \$2.9 million renovation and a 2,500 square foot addition, which will enhance the children's area, according to the *Blade*. The previously 19,000 square foot facility now houses the system's first 3-D printer, a creation studio for music and vocal recordings, a new elevator, a refurbished auditorium, and 48 public access computers, per the *Toledo Free Press*. The project was helmed by Buehrer Group Architecture & Engineering, Inc.

An estimated two-year project broke ground on November 6 for the enlarged and remodeled **Shrewsbury Public Library**, MA. Temporary quarters opened on October 26 (see *Hotline*, 4/14/14), while preparations were

under way for the 38,600 square foot, \$23.3 million construction on Main Street. The work includes the renovation of the original 1903 Howe Memorial Library building and the incorporation of a new addition to replace two previous add-ons. The 1903 building will be renovated and the previously altered stack room removed. The updates include repairs to the exterior masonry and to the roof,

interior finishes, window restoration, and mechanical upgrades. The addition will complement the original building through the use of similar materials and proportions. The work was designed by Lamoureux Pagano & Associates Architects.

St. Louis County Library broke ground on October 23 for the new **Lewis & Clark Branch**, which will replace the 16,000 square foot original 1963 structure. The new 20,000 square foot facility, designed by KAI architects, with construction manager S.M. Wilson, will cost \$6.5 million and include a computer lab in addition to 60 public access computers; a larger children's space and crafts center; a teen zone; a business center; several study rooms; and an expanded green space. Funding for the project was approved in 2012 with the passage of Prop L.

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The growth in demand for ebooks has cooled during the past four years, although as the report notes, this “is only because [ebooks] have become less of a novelty and more mainstream.” Survey respondents said they expected to see their library’s ebook circulation grow by 25 percent this fiscal year, compared with 108 percent growth in 2011, 67 percent in 2012, and 39 percent in 2013.

Collections have grown substantially during the past four years as well, and increased options and availability for patrons likely played a role in slowing the growth in demand. In 2010, the median number of ebooks offered by libraries was only 813, compared with a median of 10,484 titles in 2014—an increase of nearly 1,200 percent. Median circulation, meanwhile, increased fivefold during that period, from 2,600 in 2010, to 13,418 through the end of FY13. Respondents from the largest library systems—those serving populations of 500,000 or more—said that their ebook holdings have increased even more substantially.

Survey respondents reported that their ebook collections are 74 percent fiction and 26 percent nonfiction, while print book collections were split at 57 percent fiction and 43 percent nonfiction.

The report projects total spending on ebooks by U.S. public libraries to be nearly \$113 million in FY14. “In their last complete fiscal year, public libraries independently purchased or licensed a mean [average] of 1,933 ebook volumes (median 565) and spent on average \$57,342 (median \$13,002) on them,” the report explains.

Finding the funds to build these collections has posed an ongoing challenge for many libraries. Budgets, in many cases, have remained flat during the past several years, leading two-thirds of libraries to re-

Teen Historians Curate Time Capsule for 2114

On October 8, one time capsule from 1914 was opened and another one from 2014 was sealed, at the New-York Historical Society (NYHS) in New York City (NYC). Among the items in the time capsule capturing 2014: hand sanitizer, a Gay Pride tank top, and an NYC MetroCard.

Curating a 2014 time capsule was part of the Student Historian Program, an internship program at NYHS for high school students from New York, New Jersey, and Connecticut in grades ten to 12. The program provides vocational and academic training, public speaking instruction, and leadership development—as well as an increased understanding of American art and history—and runs during the summer and the academic year.

It was during this past summer that student historians collected and curated items that would encapsulate New York City history and culture in 2014. In preparation, “student historians



became familiar with the [backstory] and history of the 1914 capsule from the Historical Society’s museum collection, learned about material culture to better understand how historians might use the contents of the 2014 capsule, and donated an object to be included in the 2014 time capsule,” said Chelsea Frosini, manager of teen programs at NYHS.

The 1914 time capsule had been created by members of the Lower Wall Street Business Men’s Association to mark “the tricentennial of the first official reference to New Netherland, the nascent trading post that would become New York,” according to the *New York Times*. The Lower Wall Street Association entrusted the capsule to NYHS, to be opened in May 1974. However, the capsule was forgotten in a storage warehouse, and its rediscovery was the catalyst for the creation of the 2014 project.

According to an NYHS press release, the students used object- and inquiry-based learning to collect and curate the items that would epitomize New York City history and culture in the early 21st century. The young historians broke into teams—collections, curatorial, exhibition design, education, and communications and press—to mimic the museum process of acquiring and curating artifacts and interpreting and increasing public awareness about them.

There were some similarities between the two capsules—both contain references to coffee and tea. One 1914 item was a copy of the *Tea & Coffee Trade Journal*, while the 2014 capsule includes paper coffee cups from a Greek diner and from Starbucks. Also, memorabilia of the curators were included: the 1914 capsule features a photograph of Ellen Jay, a direct descendant of John Jay, while the 2014 capsule has a selfie from each of the student historians. Both capsules have a copy of the *New York Times*.

Both capsules offer examples of technology of the day. The 1914 project contains a telegram from the 40th governor of New York State, Martin Glynn; the 2014 container has a flash drive with the Google News homepage saved to it, a CD mix-tape, an Amazon Kindle, and a 3-D printed Freedom Tower.

Plans are to open the new time capsule in October 2114.

allocate funding from other areas of their materials budget in order to build their ebook collections. As a percentage of total materials budgets, ebook spending has risen from less than two percent on average in 2010 to more than seven percent in 2014, and respondents expect this percentage to double by 2019.

TABLETS TAKE OVER

For the first time this year, tablets overtook dedicated ereaders as the device of choice for ebook readers. Eighty-four percent of respondents said that their library's patrons were using tablets such as iPads, Kindle Fires, or Google Nexus tablets to check out ebooks, while 78 percent said that patrons were using dedicated ereader devices such as NOOKs or Kindle Paperwhites.

The number of libraries that lend ereaders dropped from 40 percent in last year's survey to 32 percent this year. Ereader lending programs continue to be most popular in small to

midsize libraries, with 33 percent of respondents from libraries serving populations of 25,000 or less reporting such a program, and 38 percent of respondents from libraries serving a population of 25,000 to 99,000 reporting such a program. Only 13 percent of libraries serving 500,000 or more patrons loan ereading devices.

International Children's Librarianship Conference

"Are you a Transformed Librarian?" That question was asked throughout the First International Conference on Children's Librarianship hosted by the National Library of the Philippines (NLP) and held in Tagaytay City, Philippines, October 13–15. The theme of the conference, "Connecting and Linking of Information Through Transformed Children's Libraries to the Digital Era," challenged children's librarians from around the world to be transformation agents in their libraries.

The first afternoon began with a warm welcome from Antonio M. Santos, NLP director, followed by remarks from Mayor Agnes D. Tolento. Andrew Medlar, president-elect of the Association of Library Services to Children (ALSC), a division of the American Library Association, was the first speaker.

Medlar challenged the audience to think about what the year 2100 would look like and what librarians can do to prepare. He ended by noting that children who have positive library experiences grow up to be active and supportive adult library users—and that creating those early experiences for children in the public library is one way to start on the road to 2100.

On the second day, children's librarian Krishna Grady presented on "Digital Services in the Era of Globalization." Grady shared free e-resources, such as those curated at Great Websites for Kids and BrainPop, and encouraged the group to share their own favorite (and free) resources.

Teacher librarian and author Zarah Gagatiga gave an inspiring speech about being a "transformed librarian," challenging the audience to be positive agents of change, able to change with the times.

Gagatiga concluded by saying that "children's librarians play a crucial role in nationbuilding." Whether one works in a public or a school library, he said, all librarians are teachers and can play a crucial role in the transformation of children's services.

The NLP has been hosting a children's librarian conference for Filipino librarians since 2012, and this first international meeting attracted attendees from around the globe.

On the final day, the transformation theme was still buzzing in the minds and on the lips of attendees. Regina Davamoni, a literacy coach and educational consultant from Sin-

People

Deena Caswell was appointed Outreach Librarian at Cherry Hill Public Library, NJ. She was previously a Library Assistant in Youth Services at the library.

Rick Catrone was promoted to Manager of the Northern Lights Branch, Columbus Metropolitan Library, OH. He was previously Divisional Manager of Circulation at the Main Library.

Tamsen Conner was named Director of the Emily Williston Memorial Library, Easthampton, MA. She was previously Public Service Coordinator at Texas State Law Library, Austin.

Brenda L. Johnson was appointed Dean of the University of Chicago Libraries, effective

January 2015. She is currently Ruth Lilly Dean of Indiana University Libraries, Bloomington.

Diana Rosapepe, Director of the Roanoke County Public Library System, VA, received the Elizabeth M. Lewis Award from the Virginia Public Library Directors Association. She was presented the award at the association's annual meeting in October.

Eric Schwartz was named Editorial Director at Columbia University Press. He was previously Senior Editor for Sociology and Cognitive Science at Princeton University Press.

Jeff Scott was appointed Director, Berkeley Public Library, CA, following the retirement of **Donna Corbeil**. Scott was previously County Librarian, Tulare County Library, Visalia, CA.

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gapore, spoke about “Children’s Librarians: An Agent of Change in Modern Educational Approaches to Teaching” to a transfixed crowd. Davamoni addressed the power of teachers and students cocreating and learning together.

Throughout, Davamoni encouraged school librarians to leverage technology in order to get youngsters wired and connected to the broader world.

Big Bang Press, New Publisher for Fan Fiction

Ever since E.L. James’s *Fifty Shades of Grey* shot to the top of the best sellers lists, publishers have been struggling with the tantalizing prospect of bringing more fan fiction writers into the traditional publishing fold. Young authors popular in fan fiction circles are making newsworthy deals, as publishers start counting hits on writing sites like Wattpad and recruiting popular wordsmiths.

Part of the difficulty comes from the persistence of negative stereotypes around fan-created works, which range vastly in terms of the quality of writing. Rather than hide its connection to fandom, independent publisher Big Bang Press is counting on the fan community for its talent and the buzz its wide audience can potentially create.

The women behind Big Bang, all connected to fandom in various ways, took a specific tack when entering the publishing fray. First, recruit the best writers from the world of fan fiction. Second, give those creators the support, through professional editing and marketing, to publish original work. Big Bang will publish paperback and ebooks for YA and adults.

The strategy is “not to find a piece

Thousand Oaks Library, CA, has acquired the Pacific Pioneer Broadcasters collection of more than 50,000 items of radio and television broadcasting material. The addition nearly doubles the size of the library’s American Radio Archives.

Alumnus Howard Lutnick donated \$25 million to **Haverford College Library, PA**. It is the largest single contribution in the school’s history.

The **City of Pasadena Public Library, CA**, and the Arts & Culture Department at **Glen-dale Library, CA**, have selected **Innovative’s Sierra Library Services Platform**. Both were previously using SirsiDynix’s Horizon.

LYRASIS selected five Historically Black Colleges & Universities (HBCU) to participate in the third HBCU Preservation Project: **Atlanta University Center’s Robert Woodruff Library; Fisk University, Nashville; Hampton University, VA; Johnson C. Smith University, Charlotte, NC; and Tuskegee University, AL.**

Trinity College, Dublin, Ireland, acquired the correspondence written by playwright Samuel Beckett to a French couple he met during World War II. The collection includes 347 letters and postcards, giving the college the world’s largest archive of Beckett’s letters.

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of fan fiction that has been viewed five million times but is perhaps not written so well and just republish that,” said Big Bang editor in chief Morgan Leigh Davies, who started writing fan fiction at the age of 14. Instead, Big Bang will “find really talented people and encourage them to write what they want.” All the books will be illustrated by fan artists selected by the editors.

After the Big Bang team chose their first three authors and titles, they raised nearly \$53,000 in Kickstarter start-up funds to support everything from author advances to publishing costs. All Big Bang authors list their fandom pseudonyms alongside their book descriptions, complete with links for readers.

Big Bang’s debut novel is Erin Claiborne’s YA fantasy satire *A Hero at the End of the World*, illustrated by Jade Liebes. The novel is aimed at fans of traditional heroic journeys who can get on board with mocking their favorite genre.

A Hero at the End of the World departs from the traditional fantasy canon in that both lead characters—Ewan Mao and Oliver Abrams—are people of color, and one of the main romances is between gay people. Fan culture is often seen as an active critique of media, especially in terms of representation.

Neither Davies nor Claiborne is concerned about potential backlash from their fan fiction connections. “I’m proud of my fan fic—well, most of it,” Claiborne said. She noted that anti-fan fiction sentiment has waned in recent years.

The Big Bang Kickstarter campaign, which exceeded its \$40,000 goal, revealed the scope of the potential audience and beyond, said Davies. “We did get a few very large donations from exceptionally generous backers, [but] most of our backers [contributed in] much smaller denominations,” she noted. “We had over a thousand backers...and that was great, because it really said to us that there was interest in what we were doing across a broad range of people.”



Erin Claiborne



Promote Your Passion for Reading

I recently visited a library and what I saw almost made me cry.

The marketing department had done a great job creating a brand awareness campaign so there were lots of posters with cool sayings hung everywhere. The library had an active maker space with colorful posters and a white board filled with fun doodles announcing upcoming events. But the fun stopped there. The rest of the library was just plain boring.

From the look of this library, one would have thought there wasn't *one* employee who had the slightest passion for reading. The stacks were filled with rows of neatly organized books but there wasn't anything to excite or engage readers. How amazing it would have been to see those sterile rows filled with annotated shelf talkers vying for the attention of readers willing to browse their way.

The end caps had a couple of books in plastic holders but nothing was calling people to explore those stacks. I wanted to tape up a few posters filled with read-alikes for the latest best sellers. Something -- *anything* -- that would have sparked interest and given some indication that exciting stories could be had in those stacks.

Music, audiobooks and magazines stood isolated in their sections. There wasn't a shelftalker, bookmark, or flyer cross-promoting the other collections.

Oh, how my heart broke because my own people, marketers, somehow missed the most important marketing of all -- their own collections.

There is no doubt that libraries benefit by brand awareness campaigns but when it comes to our buildings, the places where we meet our community face-to-face, it is essential that we convey passion and excitement for *all* of our resources. Yes, there will always be shiny new things to promote, but we cannot afford to miss the opportunity to promote and cross-promote our bread and butter: books, movies and music.

Nancy Dowd is the co-author of ALA's bestselling book, Bite-Sized Marketing: Realistic Solutions for Overworked Librarians. She is a Senior Manager at NoveList and serves as product lead for the development of LibraryAware. She blogs at the The 'M' Word Blog and has spoken on the topic of marketing throughout the U.S. and in Canada and Europe.

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