

MPLA CONTINUING EDUCATION SURVEY, 2001 SUMMARY RESULTS

1.01 In what type of library or other organization do you work? (Choose one)

n=283

Answer	Count	Percent
Academic	69	24.38
Public	120	42.7
School	42	14.95
Special	19	6.76
Other (please specify)	33	11.66

1.02 In what state do you work?

n=283

Answer	Count	Percent
Arizona	6	2.14
Colorado	38	13.52
Kansas	49	17.31
Montana	17	6.05
Nebraska	11	3.91
Nevada	10	3.56
New Mexico	18	6.41
North Dakota	34	12.1
Oklahoma	20	7.06
South Dakota	35	12.46
Utah	5	1.78
Wyoming	28	9.96
Not in the MPLA region	12	4.27

1.03 Are you an MPLA member?

N=282

Answer	Count	Percent
Yes	127	45%
No	155	55%

1.04 Which statement best describes where you are in your library career?

n=283

Answer	Count	Percent
Five or less years of experience	58	20.64
Five to twenty years experience	124	43.81
Over twenty years experience	76	26.05
Within five years of retiring	16	5.69
Other (please explain)	9	3.18

1.05 What is your library-related educational background? (Choose one)

n=204

Answer	Count	Percent
Bachelor's degree in library science	8	3.92
Master's degree in library science	158	77.45
Library technician or paraprofessional diploma	0	0
Some library-related courses	6	2.94
On the job training, internship, subject knowledge	11	5.39
Other (specify)	21	10.29

NOTE: It is estimated that approximately 79 respondents had no library-related education experience, education, or training since they marked no choice for this question.

2.01 In how many continuing education opportunities have you participated during the last 12 months? For the purpose of this survey, Continuing Education can be defined as workshops, seminars, conferences, pre-conferences, courses, and video, satellite or computer-based instruction.

n=282

Answer	Count	Percent
0	15	5.31
1 - 5	176	62.41
6-10	56	19.85
Over 10	30	10.63
Response not talliable	5	1.77

2.02 What was the subject matter, method of delivery, and source of funds for each activity listed.

Note: Respondents answered this question in such a way that making a connection between specific activities, method of delivery, and funding source was impossible. Therefore, the three elements have been separately summarized.

2.02a Subject Matter of Continuing Education Activities. N=623

Subject	Count	Percent
Archives	2	.32
Cataloging/technical services	26	4.17
Children & young adult services and collections	39	6.26
Collection development/selection	10	1.60
Communication skills	4	.64
Computer troubleshooting	13	2.09
Conferences (national)	31	4.98
Conferences (state or regional)	64	10.27
Conferences (unspecified)	19	3.05
Cooperative-provided (BCR, AMIGOS, etc.)	10	1.60
Credit courses	13	2.09
Customer service	8	1.28
Ethics/intellectual freedom	6	.96
Evaluation/assessment	2	.32
Facilities/space	2	.32
Government documents/census/copyright	13	2.08
Grants, funding, working with trustees	10	1.60
Interlibrary loan/circulation products and services	9	1.44
Leadership/management/workplace organization	57	9.15
Library instruction/information literacy	14	2.47
Native American resources/tribal libraries	4	.64
Outreach/advocacy/public relations	10	1.60
Paraprofessional issues	2	.32
Policies/procedures	2	.32
Preservation/disaster preparation	9	1.44
Readers advisory	7	1.12
Reference/virtual reference	9	1.44
Security/safety	3	.48
Small/rural library issues	3	.48
Special library settings (specific to types)	10	1.60
Vendor/software/database training	53	8.50
Web/internet/digitization (includes CIPA)	51	8.19
(content not specified)	11	17.82

2.02b Method of Delivery of Continuing Education activities. N=493

Method of delivery	Number of sessions	Percent
Hands-on	137	27.79
Lecture (in-person, workshop/panel format)	286	58.01
Online	27	5.47
Teleconference/videoconference	31	6.28
Various/mixed formats	12	2.43

2.02c Funding of Continuing Education Activities, n=483

Funding source	Number of sessions	Percent
Employer (library/library system)	304	62.94
Employer partially funded	27	5.59
Grant/scholarship	29	6.00
State Library Association	11	2.28
Self-funded	58	12.00
No cost/free	54	11.18

2.03 Name the subject, sponsor and presenter of any outstanding Continuing Education activity you attended during the past twelve months that you would recommend to other librarians.

See Appendix A

2.04 Do you have Internet access?

n=283

Answer	Count	Percent
No	1	.35
Yes, at home and at work	210	74.20
Yes, at home only	7	2.47
Yes, at work only	65	22.97

2.05 Do you have access to teleconferences (requires a satellite connection) at:**(a) your place of work**

n=261

Answer	Count	Percent
Yes	101	38.70
No	128	49.04
Don't know	32	12.26

or (b) in your community?

n=251

Answer	Count	Percent
Yes	138	54.98
No	36	14.34
Don't know	77	30.68

2.06 How important are the following factors in your decision to attend a class/workshop? (a) topic; (b) location; (c) method of delivery –hands on, lecture, etc.; (d) credentials of the presenter; (e) cost; (f) amount of time away from work; (g) time of year.

Factor	Very Important	Somewhat Important	Somewhat Unimportant	Not Important	Neutral
Topic	263	18			
Location	113	145	3		20
Method of Delivery	50	122	8	6	95
Credentials of presenter	96	119	4	3	58
Cost	108	135	6	1	31
Amount of time away from work	92	123	12	2	49
Time of Year	36	121	10	21	92

2.07 What is your preferred method of delivery of continuing education? (a) hands-on training; (b) traditional workshops/seminars; (c) self-directed learning—web courses, programmed instruction, distance courses; (d) video teleconferences; (e) annual conferences; (f) depends on the topic; (g) other.

Method	Highly Preferred	Somewhat Preferred	Somewhat Unpreferred	Least Favorite	Neutral
Hands-on Training	154	55.6	102	1	18
Traditional Workshops or seminars	95	147	3		31
Self-directed learning	32	86	40	25	93
Video teleconferences	5	36	82	31	121
Annual Conferences	74	121	12	6	63
Depends on topic	118	74	1	1	66
Other	2	4		4	62

2.08. What is the ideal length of a workshop/seminar? (choose one)

n=281

Answer	Count	Percent
Two hours or less	14	4.98
Three hours	7	2.49
Half-day	63	22.42
All day	51	18.15
Two days	7	2.49
Depends on topic	130	46.26
Other	9	3.20

2.09 How well is your need for ongoing training and skills development being met by the following: (a) your state library; (b) your state library association; (c) MPLA; (d) regional system/consortium; (e) your employer?

Organization	Very Well	Good	Below Average	Not Applicable/Neutral
State Library	95	2	47	135
State Library Association	97	3	42	137
MPLA	31	4	14	223
Regional System or Consortium	80	2	23	169
Your Employer	142	2	41	93

2.10 What role(s) do you think the MPLA should have in fulfilling your continuing education needs? (a) offer conferences and pre-conference sessions; (b) serve as a clearinghouse for continuing education opportunities available to library staff and ; (c) offer online or distance education learning opportunities; (d) share information from surveys and evaluations with state library associations; (e) no role.

Role	Very Important	Somewhat Important	Somewhat Unimportant	Not Important	Neutral
Offer conferences and Pre-conference sessions	100	100	3	8	55
Clearinghouse for CE opportunities in the MPLA region	128	105	3	3	31
Offer online or distance education opportunities	85	97	14	11	60
Share info. From surveys & evaluations with State Lib. Assoc.	129	83	3	2	52
No role	2	2	13	75	80

2.11 Why would you pursue Continuing Education opportunities? (a) to obtain college credit; (b) to work towards job advancement; (c) for consideration on annual evaluation; (d) for personal growth/job satisfaction; (e) to keep up with changes in the profession.

Reason	Very Important	Somewhat Important	Somewhat Unimportant	Not Important	Neutral
College credit	52	44	23	93	51
Job Advancement	85	82	16	36	52
Annual Evaluation Consideration	66	101	20	29	57
Personal growth or job satisfaction	231	45			2
Keep up with changes in profession	247	25		1	3

3.01 Please indicate your level of interest in each broad category. [25 categories are listed in the table below]

Subject	Very Interested	Somewhat Interested	Somewhat Uninterested	Not Interested	Neutral
Administration & Mgt.	114	105	14	13	30
Adaptive Tech. & Services to Special Pop.	53	103	33	16	70
Automation	102	112	12	6	46
Children & Youth Services	83	62	31	61	40
Circulation & Reserves	35	86	36	46	71
Collection Dev. & Mgt.	133	100	8	7	30
Community & Library	119	88	10	15	47
Computer Software & Hardware	100	128	9	4	35
Copyright	68	114	20	14	60
Databases	109	122	11	4	30
Distance Learning	84	87	17	17	70
Fundraising & Grant Writing	60	115	25	23	54
Human Resources Issues	81	109	19	9	57
Information Literacy	111	109	7	6	44
Instruction	116	90	13	5	54
Interlibrary Loan	38	95	33	32	76
Internet Services	108	123	6		37
Leadership Training	112	105	11	3	42
OCLC	47	99	16	35	79
Personal Enrichment	124	100	10	7	35
Preservation & Digitization	55	98	25	25	74
Reference	128	97	8	11	35
School Libraries & Media Centers	54	50	40	81	53
Technical Services	56	92	27	36	64
Web Pages	119	91	15	11	31

3.02 List any specific topic that would interest you for each category. N=1036

NOTE: The table below lists the number of responses for broad subject areas . For a full listing of topics see Appendix B]

Broad subject	Number of responses	Percent
Administration and Management	82	7.91
Adaptive Technology and Service to Special Populations	45	4.34
Automation	46	4.44
Children & Youth Services	58	5.59
Circulation/reserves	25	2.41
Collection Development/Management	83	8.01
Community and Library	63	6.08
Computer Software and Hardware	39	3.76
Copyright	47	4.53
Databases	44	4.24
Distance Learning	34	3.28

Fundraising/grant writing	42	4.05
Human Resources	48	4.63
Information Literacy	28	2.70
Instruction	34	3.28
Interlibrary Loan	15	1.44
Internet Services	30	2.89
Leadership Training	37	3.57
OCLC	31	2.99
Personal Enrichment	31	2.99
Preservation and Digitization	31	2.99
Reference	41	3.95
School Libraries and Media Centers	22	2.12
Technical Services	31	2.99
Web Pages	37	3.57
Other	12	1.15

3.03 Do you have any other comments or suggestions for the committee?

The text of the 37 comments/suggestions is contained in Appendix C.

4.01 Are you willing to share your education, expertise or experiences with others to provide continuing education ? If so please continue on to the last section to fill out an additional short form. N=143

Answer	Count	Percent
No	85	59.44
Yes	58	40.56

4.02 What are your subject specialties? (please list) So we know who you are, please give us your name with your specialties.

See Appendix D.

4.03 What is your educational experience in providing activities in the subjects listed in the previous question? So we know who you are, please give us your name with your experience.

See Appendix D.

**4.04 In what formats are you comfortable providing training? (choose all that apply):
(1) traditional workshops/seminars; (2) Web courses; (3) Leading online discussions; (4) Annual conference programs; (5) Video teleconferences; (6) other, please specify.**

See Appendix D.

4.05 Please provide the following contact information: Name, Title, Organization, Address, Phone number, email address.

See Appendix D.

APPENDIX A:

2.03 Name the subject, sponsor, and presenter of any outstanding Continuing Education activity you have attended in the last twelve months that you would recommend to other librarians. [NOTE: Responses that were not specific were omitted from this table.]

Subject	Sponsor	Presenter	Contact Information
Accessing Census Data	South Dakota Library Assoc. Academic Section	Census Bureau, Gerald O'Donnell	Denver Regional Census Office 303-969-7750
ACRL Harvard Leadership Institute [for library directors & asst. directors] – 5 days	ACRL (fee: \$1,290 ACRL members; \$1,390 others)	5 faculty	http://www.gse.harvard.edu/~ppe/programs/acr/program.html
Alternatives for Scholarly Publishing—SPARC, BioONE	ACRL 2001 conference	James Neal; David Schulenburger	SPARC: http://www.arl.org/sparc/home/ BioOne: http://www.bioone.org/
American Memories Workshop	Library of Congress	?	?
AMIGOS metadata workshop	?	?	http://www.amigos.org/training ; 800-843-8482
Basic Serials Cataloging workshop (part of the Serials Cataloging Cooperative Training Program)	Library of Congress	Ann Ercelawn	Vanderbilt University 615-343-2088 ercelawn@library.vanderbilt.edu
BCR workshops (specific ones mentioned were cataloging; internet reference; OCLC CatMe for Windows; OCLC online cataloging Internet Resources; OCLC searching basics; 0	BCR	BCR	http://www.bcr.org/
Beginning Supervision	?	?	Fred Pryor Seminars; http://www.pryor.com
Being Successful in a Small Library	SD State Library	Mary Bushing	University of Montana; 406-994-4994; mbushing@montana.edu
Bowling Alone: the Decline of Social Capital	Lawrence (city) community groups	Robert Putnam, Director	The Saguaro Institute, Harvard University
Building a Successful Academic Friends of the Library Group	?	Tom Mendina	University of Memphis Libraries; 901-678-4310; tmendina@memphis.edu
Children's literature, services, storytelling, etc.	South Dakota State Library/Northern State University in Aberdeen/ Summer Library Institute	Anita Ditz, Children's Librarian	Schlow Memorial Library, State College, PA 814-235-7817
Collaborative Digital Reference Service	?	?	http://www.loc.gov/rr/digiref
Copyright issues for librarians	?	Arlene Bielefield	Southern Connecticut State University; 203-392-5781; bielefield@rcn.com
Crime prevention, security and	?	?	www.aegisprotect.com

emergency procedures for Academic and Public Libraries (3 days)			
Colorado Digitization Project	?	?	Liz Bishoff, Project Director; 303-871-2006; http://coloradodigital.coalliance.org
Communication Skills	?	Theresa Dickson	Norman, OK (?)
Cost Effective Online Research	Internet Librarian Conference	Amelia Kassel	800-544-5924; Amelia@marketingbase.com
“Create an Atmosphere of Learning”	City of Brookings, Safety Committee	Malcom Chapman	PMB-182, POBox 6300, Rapid City, SD 57709. (605) 342-9554; Email: theCapGrp@aol.com Web: thechapmangroup.net
Creating Cyber-Seniors	?	Professor Connie Van Fleet	Oklahoma Univerisity, School of Lib. & Info. Studies; 405-325-3921; cvanfleet@ou.edu
Customer centered service in the library	?	Sandra Yee, Dean of Libraries	Wayne State University; 313-577-4020; aj0533@wayne.edu
“Customer Loyalty”	Nebraska Library Association Public Library Association	Lorre McKeone, Executive Extra	www.executiveextra.com ; 308-532-7246; lorre@executiveextra.com
Customer service	?	Pat Wagner	303-778-0880; pat@pattern.com
Customer Service with Wow	?	Rory Rowland	http://www.fivestarspeakers.com/rowland.html ;
Disaster Response	SDLA	Randy Silverman	University of Utah
Effective Management Training [year-long course]	City of Brookings	Donald Salverda & Associates	Roseville Professional Center, Suite 511, 2233 N. Hamline Avenue, Roseville MN 55113; 651-484-1335
Employee Relations		Tiffany Hentschel and Seana Vece	Johnson County Library; 913-495-2400
Ethics and the Librarian	South Central Kansas Library System semi-annual meeting	Dr. Mickley (?)	SCKLS contact: Paul Hawkins: phawkins@hplsck.org ; Julie Magyar: jmagyar@hplsck.org
Fostering brain development in babies and toddlers	?	Ellen Menor (?)	Oklahoma (?)
Fundraising for non-fundraising librarians	?	Foundation Center, New York City	http://fdncenter.org
Genre Speak	?	Joyce G. Saricks (Reader’s Advisory expert)	Downer’s Grove Public Library, 630-960-1200
“Hiring, Firing, & Litigation	Wyoming Library Association 9/29/01	Jennifer Golden, Wyoming Attorney General’s Office	307-777-6874

How to Host an Author	Oklahoma Dept. of Libraries & the Oklahoma Library Assoc., Children & Teen Services Roundtable	Rosemary Moran, Young Adults Services coord. Tulsa City/County Lib. System; Leslie Langley, Branch Manager, Southeastern Public Library System, Wister, OK; Darleen Bailey Beard, author; Ellen Lack, Norman Public Schools; Larry Bartley, Trust Development Mgt, TCCLS; Shannon Cavanaugh, PR Manager, TCCCLS	Moran: 918-596-7931; Langley: 918-655-7654; Beard: ?; Lack: elack@norman.k12.ok.us ; bartley: lbartley@tulsalibrary.org ; Shannon Cavanaugh (?)
Human Resources topics	Kansas City Metropolitan Library & Information Network	Tiffany Hentschel & Seane Vece	913-495-2400
ILL 2, new program for autographics	Kansas State Library	Jeff Hixon, Director, Library Technology Division	Kansas State Library; 785-296-3154; jeffh@ink.org
Infotrac and Proquest	?	Ann Eichinger	South Dakota State Library; 605-773-5241
Intellectual Freedom workshop	?	Jim Heckel	406-453-9706
Internet librarian issues (several topics)	Internet Librarian Conference	Mary Ellen Bates	http://www.batesinfo.com ; 202-332-2360
Leadership Conference	New Mexico State Library & School of Library & Info. Mgt (Emporia)	John Shannon and Becky Shreiber (husband/wife team)	New Mexico State Library; 505-476-9700
Lessons in Leadership	?	Steven Covey (author of The Seven Habits of Highly Effective People)	http://www.franklincovey.com
Library marketing	ACRL	Aline Soules, Librarian,	University of Michigan, Kresge Business Admn. Library, 734-764-2438; soulesa@umich.edu
Library Media Specialist 'Boot Camp'	?	FRMPS (Front Range Media Professionals	? Maybe High Plains Library Service System would know: 800-332-7335
Library Training Institute (?)	?	Minitex	http://www.minitrx.umn.edu/prog-srr/ (University of Minnesota)
Library Trustee lectures ?	Northeast Kansas Library System	?	888-296-6963
Management of Information Agencies (semester course)	?	Dr. John Budd, University of Missouri-Columbia	buddj@missouri.edu

Managing Change in Technical Services (2.5 day workshop)	AALL pre-conference	Debra Wilcox-Johnson	Johnson and Johnson Consulting Waunakee, WI; jj.consult@mci2000.com
MLS renewal for special librarians	Special Library Assoc. Learning Center	?	learning@sla.org
Organizational culture	University of Nebraska Council of Libraries; LAMA	Abigail Hubbard	713-743-4654; http://hubbard.cba.uh.edu
Planning for Results	AZ State Library	Sandra Nelson	Sandra.nelson@worldnet.att.net
Preserving your Historical Records	Amigos	Blythe Lee	lee@amigos.org
Readers advisory topics	KCMLIN	Katie Mediatore	
Readers advisory techniques (5 hr session)	Tulsa-City County Library	Nancy Pearl, Director, Washington Center for the Book	Washington Center for the book; 206-386-4184; nancy.pearl@spl.org
“Reading Beneath the Surface: Information Literacy and the Internet:	?	John York, Flathead H. S. Librarian & Sue Brown, Flathead H. S. Language Arts Dept. Head	Kalispell, MT; Flathead High School; 406-751-3500
Recruiting	?	Gary Reese	Cleveland Heights Public Library; 216-932-3600
Reference Service in an Electronic Environment (day-long workshop)	Wyoming Libraries/Region 3	Steve Coffman	Library Systems and Services (LSSI); 800-638-8725
Reinventing Libraries through the eyes of a new generation—Reviving the Passion	Northeast Kansas Library System	Richard T. Sweeny	New Jersey Institute of Technology Library; 973-596-3200
Sakajawea (Amy Mossett as Sakajawea)	?	Amy Mossett	Fort Berthold Community College; New Town, SD; 701-627-4738
Security Issues for Librarians in Prisons	?	Sally Berg, Librarian III	? Arizona State Prison Complex; Tucson
Serving the underserved	Young Adult Library Services Assoc. ; ALA	Various	800-545-2433 ext 4390; yalsa@ala.org
South Dakota Internet Crimes Against Children (ICAC) Conference	South Dakota Governor’s office	?	South Dakota Internet Crimes Against Children Enforcement Unit
Small Business Resources on the Web (Web-based workshop)	?	Diane K. Kovacs	www.kovacs.com ; diane@kovacs.com
Turning storytimes into Reading and Writing Lessons	NLA, Clark County	Annie Weissman, President, School Library Division, Arizona Library Assoc.	weissman@amug.org
UCITA teleconference	American Association of Law Libraries	?	?
Understanding ourselves and other people	K-Place III	Toni Boyles	Creative Training Institute, Tecumseh, KS; aplaceintime@aol.com

Using Books with other Materials to Spark an Interest in Science	KPLACE	Susan Marchant, Director, Kansas Center for the Book	785-231-0588
Using Statistics to make a good case to your funding body	?	Betsy Bernfield, Teton County Library	Jackson WY; 307-733-2164, ext. 101
Web Page Design	KPLACE	Adam Smith, Automation Consultant for NWKLS	nwlibce@ruralnet.com
What's new in children's literature	Carolyn Bauer Children/YA section of Wyoming Lib Assoc	Linn Rounds; Chris Van Burgh	Rounds: 307-777-5915; lround@state.wy.us Burgh: 307-777-3642; cvanbu@state.wy.us
Writing grants	UND continuing education dept.	?	800-342-8230
Writing policies and procedures manuals	?	Dr. Beverlee Kissick and Michelle Swain	Kansas State University – Salina Libraries; Kissick: 785-826-2637; kissick@mail.sal.ksu.edu ; Swain: 785-826-2616; mswain@sal.ksu.edu
Young Adult Literature Conference (2001)	?	Kathleen Ordean; Dr. Peggy Sharp	Ordean ? Sharp: Designs for Learning, Portland, OR; 503-274-7174; peggysharp@aol.com ; http://www.peggysharp.com

APPENDIX B: Please list any specific topics that would interest you for each category. [All topics had one occurrence unless otherwise noted. When a response contained multiple topics each was counted where possible.]

3.02a Administration and Management (82 responses)

- Assertiveness training
- Assessment of services
- Balancing responsibilities
- Basics of administration and management (6)
- Budgeting (6)
- Burnout (avoiding)
- Change (managing)
- Consulting
- Data/record keeping (2)
- Diversity
- Ethics
- Facilities planning
- Human resource issues (general) (15)
- Human resource issues (specific topics) (21)
 - conflict management (4)
 - goal setting
 - interpersonal communication (2)
 - job descriptions—writing, revising, etc.
 - mentoring (2)
 - motivation (2)
 - performance reviews (2)
 - staff development/training (4)
 - workteams (3)
- Innovative methods
- Legal requirements
- Marketing/public relations
- Organizational culture
- Planning (general)
- Planning (long range)
- Policy writing
- Problem patrons
- Time management (3)
- Trends (3)

- Trustee selection and development
- Volunteer management
- Other [unspecified] (6)

3.02c Adaptive Technology and Service to Special Populations n=45

- ADA legal requirements (2)
- Collections for (2)
- Communication (2)
- Distance Ed
- English as a second language
- Hearing impaired (2)
- Hispanic/Latino/Spanish (4)
- Homebound
- Internet searching for
- Japanese
- Multi-cultural
- Native American
- Outreach
- Seniors (aged) (3)
- Sensitivity training
- Technology/Equipment (10)
- Visually impaired (2)
- Web design for accessibility (4)
- Other [unspecified] (4)

3.02c Automation n=46

- Bookmobiles
- Cost and efficiency (3)
- Databases (4)
- Ebooks
- Integration of IR systems

- Intranets
- Management of systems staff
- Marketing to users
- Needs assessment
- Networks (2)
- Portals
- Remote access (2)
- Small library
- System comparison (7)
- System migration (2)
- Training staff
- Trends (6)
- Web page creation
- Wireless technology (2)
- Other [unspecified] (7)

3.02d Children & Youth Services n=58

- After school services
- Collections (acquiring) (7)
- Collections (best) (2)
- Grants to purchase materials
- Homeschooling families
- Literacy
- Multicultural resources
- Outreach/marketing (4)
- Programming (young adult) (15)
- Programming (other) (10)
- Readers advisory (2)
- Storytime ideas (3)
- Summer reading (2)
- Other [unspecified] (7)

3.02e Circulation/Reserves n=25

- Accountability
- Costs
- Fine collection

- Legal aspects
- Policies
- Privacy issues
- Problem patrons
- Reducing loss/damage to materials (2)
- Reserves
- Reserves (e reserves) (6)
- Software
- Statistics (2)
- Other [unspecified]

3.02f Collection Development/Management n=83

- Audio-visual collections
- Acquisitions
- Assessment/evaluation (4)
- Balancing print and electronic (4)
- Basics of (6)
- Best practices (2)
- Collections for certain populations—ya, children, etc. (12)
- Cooperative (2)
- Electronic collections (10)
- Funding (6)
- Fundraising
- Inventory
- Policy development (4)
- Preservation issues (2)
- Readers advisory (2)
- Serials management
- Statistics (5)
- Technology
- Weeding (8)
- Other [unspecified] (7)

3.02g Community and Library n=63

- Assessment/evaluation (2)

- Establishing/maintaining good relationships (17)
- Friends organizations (92)
- Fund raising (3)
- Lifelong learning
- Marketing/public relations (11)
- Outreach (2)
- Programming (8)
- Readers advisory
- Surveys (3)
- Trends
- Trustees
- Volunteer management
- Other [unspecified] (6)

3.02h Computer Software & Hardware n=39

- Applications
- Databases
- Ebooks
- Evaluation of products
- Filtering (3)
- Funding
- Leasing vs purchase
- Microsoft products (4)
- Network management (4)
- New software/hardware products (6)
- Security
- Teaching the public
- Trends (3)
- Troubleshooting (6)
- Wireless technology
- Other [unspecified] (4)

3.02i Copyright n=47

- Basics of (6)
- Digital copyright (5)
- Distance education

- E-reserves
- Fair use (2)
- Graphics/images (3)
- Laws (12)
- Trends/new developments (4)
- UCITA
- Other [unspecified] (19)

3.02j Databases n=44

- Cooperative purchases
- Design/maintenance of (4)
- Evaluation/selection/reviews (12)
- Funding
- Managing
- Marketing
- New developments/trends (5)
- Research/search tips/strategies (5)
- Specific databases (7)
 - access (4)
 - infotrac
 - proquest
 - government
- use statistics (2)
- other [unspecified] (7)

3.02k Distance Learning n= 34

- basics/best practices (10)
- cataloging course (2)
- creating/designing classes (4)
- ebooks
- funding (3)
- instruction/support for distance students (4)
- masters in lib/info science (4)
- remote access (2)
- trends

- other[unspecified]

3.02l Fundraising/Grant Writing n= 42

- Basics/best practices (20)
- Capital projects
- Data collection
- Foundations (2)
- Resources (14)
- Strategies
- Other [unspecified] (4)

3.02m Human Resources n=48

- Basics/best practices (6)
- Coaching/mentoring (2)
- Creativity
- Hiring/interviewing/firing (8)
- Interpersonal skills (2)
- Job descriptions
- Laws, rules, regs. (6)
- Morale of staff
- Motivation
- Organizational culture
- Performance evaluations (4)
- Rights of employees
- Staff development (2)
- Staff recognition
- Stress management
- Supervisory skills (2)
- Training (2)
- Volunteers (3)
- Other [unspecified] (7)

3.02n Information Literacy n=28

- Assessment
- Basic/best practices (11)
- Community partners (3)
- Early childhood
- Measurement
- Online applications (4)
- Overview
- Promotion
- Public schools
- Resources
- Seniors
- Techniques
- Other [unspecified] (2)

3.02o Instruction n=34

- Basics/best practices (7)
- Computerized (5)
- Distance ed (2)
- End user training (2)
- Evaluation (2)
- Methods (12)
- Standards
- Other [unspecified] (5)

3.02p Interlibrary Loan n=15

- Basics/best practices (4)
- Charging for
- Cooperative arrangements
- Copyright
- Desktop delivery (2)
- OCLC
- Trends/technologies (5)
- Other [unspecified] (2)

3.02q Internet Services n=30

- Availability & quality
- Basics/best practices (4)
- Best web sites (2)
- Browsers
- Cataloging
- Consortiums (2)
- Database training (2)
- Filtering (2)
- Internet (2)
- Online meetings
- Outreach
- Policies
- Resources
- Search engines
- Trends (2)
- Virtual reference (2)
- Web search tips/techniques (2)
- Other [unspecified] (4)

3.02r Leadership Training n=37

- Advanced (4)
- Basics (12)
- Best practices
- Change
- Decision making
- Human resource issues (5)
- Mission/vision statements
- Relationship of leadership/mgt/supervision
- Teams
- Training
- Trends
- Web sites
- Other [unspecified] (8)

3.02s OCLC n=31

- Cataloging (5)
- Codes
- First search (4)
- Overview (5)
- Preservation
- Products (2)
- Searching techniques
- Training
- Updates (93)
- Other [unspecified] (11)

3.02t Personal Enrichment n=31

- Author/illustrator programs
- Balance in life style
- Bibliotherapy
- Career development
- Coping skills (5)
- Creativity
- Difficult people
- Fun, interesting displays
- Heritage/history
- Humor programs
- Mystery writers
- Personality inventory
- Retirement planning
- Self-improvement
- Spiritual aspects of work
- Stress management (4)
- Time management
- Other [not specified] (8)

3.02u Preservation and Digitization n=31

- Archival methods
- Basic skills (7)
- Best practices
- Binding
- Cooperative
- Digital preservation (5)
- Importance of
- Marketing of
- New technologies
- Overview
- Repair
- Space issues
- Special collections
- Specific projects (2)
- Subject specific
- Trends
- Web sites about
- Weeding
- Other [unspecified] (3)

3.02v Reference n=41

- Basics (5)
- Best practices (4)
- Best sources (3)
- Business
- CD products
- Databases
- Digital issues
- Evaluation
- Internet (4)
- New reference tools
- Readers advisory
- Reference interview (3)
- Sources—electronic vs. print
- Trends (5)

- Virtual (8)
- Other [unspecified] (4)

3.02w School Libraries and Media Centers n=22

- Basics
- Best practices (2)
- Cooperation with public libraries (3)
- Latino literature
- Media format changes
- Outsourcing
- Technical services
- Technophobic personnel
- Other [unspecified] (11)

3.02x Technical Services n=31

- Acquisitions (2)
- Best practices
- Budgeting
- Cataloging (including e-resources) (7)
- Digital libraries
- Metadata
- Outsourcing (2)
- Performance measures
- Preservation
- Processing
- Relationship with public services
- Schools
- Trends (3)
- Web Dewey
- Workflow
- Other [unspecified] (7)

3.02y Web Pages n=37

- Accessibility issues
- Advanced (3)
- Basics of web page creation/development/construction/design (18)
- Best pages (examples of) (5)
- Digital libraries
- HTML
- Intranet
- Java script (2)
- Managing
- Media/video/DVD
- Online course for
- Perl
- Search engines
- Tutorial, interactive design
- Updating/maintaining (3)
- XML
- Other [unspecified]

3.02z Other n=12

- Automation for special collections
- Futurist planning
- How to get involved in MPLA
- Intellectual freedom
- New library technology z39.50
- Safety/security issues
- Family history/genealogy
- Good use of volunteers
- Library organization/evaluation
- Marketing library services using GIS
- Self-renewal in a dysfunctional system
- Other

APPENDIX C:**3.03 Do you have any other comments or suggestions for the committee?**

1. Yes, keep up the good work. I have attended MPLA for the whole 9 years at this library, and I love what you accomplish with your conference each year. You use much variety in workshop topics, and include many interest groups. I always come away thinking you really outdid yourself, only to think the same the next time we all get together.
2. Obviously I am interested in Preservation (book repair, binding, brittle books, marking and digitization--esp. related to preservation, conservation). I am acting-head of an academic Preservation Department and workshops are key to filling Professional Development needs for me and the staff. I find that the Colorado Preservation Alliance has had some excellent workshops. In the past 8 years I have attended many on Preservation of Digital info; Environmental controls; Disaster Planning among others. A BCR -Amigos relationship has also provided excellent workshops on Book Repair; Disaster planning and response; and BCR on OCLC skills. NEDCC has provided workshops on Microfilming and Preservation; Digitization. There are workshops around, but there seems to be a long wait between them. Maybe a regional organization could offer more specialized workshops that would have more audience giving the larger geographic area. Have we had a School for Scanning (NEDCC etc) workshop regionally? Strong needs: I have never known of a Binding/Binding Preparation Workshop locally in 10 years or so. We really need this to fill loss of expertise in our binding department. I see Solinet workshops for this but these require extensive travel. Perhaps contact LBI (Library Binding Institute) for this? Could include Binding Contract preparation; Specs; quality control, new technology. Spine labeling is also kind of a curious thing. All libraries need to do it, but it is problematic (Se-lin is so labor intensive other techniques are not proven archival). I am not sure what a workshop would look like, but it might be something to explore. Also advanced book repair/conservation opportunities are needed. We have also looked for presenters who can come to our library and do larger trainings of say disaster response--wet books, geared to general staff. Thanks for asking what our needs are. Please feel free to contact me. Carl T. Stewart Acting Department Head Library Technician III--Brittle Books Preservation Department, University of Colorado—Libraries, 184 UCB, Boulder, Colorado 80309-0184; 303-492-2249 wk.;stewart@spot.Colorado.edu
3. I think it is great you are asking what is needed. Many institutions don't give opportunity to plan ahead in regards to training, but instead offer training when something arises that requires it. I have found that having a vision of your job, and how you see it changing will make dealing with that change more manageable.
4. When South Dakota gets their new system retraining should be top on the list.
5. focus on computer technologies, online services and resources
6. Under Admin. & Management: The need for continuing education of your staff.
7. I really feel that interactive Webcast are the way to present information to large numbers of librarians without them traveling from their home libraries. I have only participated in one Webcast so far and I loved it.
8. Consider partial funding those who would make prime candidates for the continued education courses; however have no funding support and no surplus in their personal funding account for education.
9. Thank you for preparing the survey.

10. I am at the end of my career and am not as eager as I used to be. Distances to travel to training are a significant factor in our area. Everywhere is far away.
11. Glad to see a survey.
12. Add facilities to the list.
13. I think as a whole the training for our area is great
14. I'm surprised that you have left off issues on intellectual freedom and censorship, esp. with filters on the internet. These are major issues for public and school libraries.
15. I would love it if your CE was offered at our individual states. Unless we know in January, there is no money budgeted to travel to other states.
16. Anything to do with serving widely distributed users who may or may not have internet access, with particular emphasis on students, distance learners, homebound patrons, and others who are essentially tied to the resources at hand unless you can come up with materials. Also leadership/administration/personnel management- basic courses, or managing change in the library.
17. A leadership workshop or seminar is of interest to me.
18. As far as I can see Northern State University is the only place that I can receive on-line classes in order to become certified as a school library media specialist. Is there any other place? Please call 605-783-3644 and ask for Marilyn Mendenhall if you have any suggestions.
19. Anytime you can get librarians together to "rub elbows" will be useful. Many times, there is not someone real close who does what we do and it is good to meet people who have similar jobs and concerns. This is good support. Also, helping keep librarians focused on the (albeit) shifting budgets and technology of libraries and the competition we face from video vendors, internet information (which may not be accurate or complete) and how we can stay viable as information and access to it changes so quickly.
20. Look to people outside the library profession as presenters in order to get a broader view of the world where libraries have a role and what that role might be. I expect sessions at conferences to stimulate my thinking and give me some new and maybe even controversial ideas.
21. I am so lucky because my employer supplies more than enough chances for continuing ed. right on the job!
22. I have been working in Reference for two months and I found a book title REFERENCE INTERVIEWS, QUESTIONS, AND MATERIALS by Slaven, Thomas P., Third Ed., June 1994. You can't imagine how excited I was only to find it's out of print. Do you have any suggestions where I may find a copy. THANKS
23. MPLA members have enriched opportunities as they attend conferences in the states of the region. A clearing house of training opportunities and topics of annual state associations would be a great regional benefit.
24. I thoroughly enjoyed the Online Reference Course I took under M. Saur & would like to see more of those. It's hard to keep up with what's available. Cost is a factor.
25. Need to focus on the role of libraries in the future. What can the profession do to increase salaries and bring in new people?

26. To me, MPLA is my clearinghouse of continuing education information with an annual conference within one of the member states. You disseminate vital information and knowledge much better than any national library organization. You offer just the right amount of hands-on training at the annual conference. They try to do too much and consequently only provide superficial coverage on everything. Each state should be responsible for providing continuing education opportunities throughout the year with you publicizing what's offered.
27. I think for the time being, efforts should focus on paraprofessionals, but eventually classes need to be offered in library admin at higher levels for librarians seeking leadership opportunities.
28. Please keep in mind that I am certainly not typical since I am retired, did not work in this area, and am not yet familiar with the work of the MPLA. I do strongly believe in continuing education and was involved in both giving and receiving training in a variety of fields during my time as a school librarian in Texas.
29. Given the sparse population of the states that are in MPLA, having an organization such as MPLA offer continuing education opportunities becomes very important.
30. most of the questionnaire on this, and the previous section were unreadable
31. I am hourly, no benefits, so free workshops are the only ones I really try to go to.
32. Online, web based or CD-Rom, self-paced courses in any of the above would be terrific. Ones I am aware of cost too much, and have more of a time commitment than me or my staff have available.
33. My main focus has been to earn enough college credits to continue toward a high education degree. Because of limited resources a key deciding point for me in attending or participating in any workshop or class is whether it is worth college credit. There seems to be lots of opportunity to earn on-line/distance masters degrees, but if you need a bachelors degree they are hard to find. More classes geared to the "middle" education needs would help.
34. How about something on traditional archives?
35. I would really like to know more about available funding/grants or even possible low interest loans that could be paid back slowly.
36. I think you always have a nice range of CE at the Conferences. I would like more nationally known presenters.
37. There is a significant hole in professional librarianship as taught by the library schools. I have learned that if school librarians, in particular, and others in general are to even understand the organization and technical processes of a library, the training will have to come from somewhere other than the professional schools. This is one of the unique value-added aspects of librarianship, but it is being ignored in the professional schools, along with basic reference and collection development.

APPENDIX D: Summary of questions 4.02-4.05.

Contact Information (4.05)	Subject Specialty (4.02)	Experience (4.03)	Preferred Delivery Format (4.04)
Susan Awe, Interim Director, Parish Library, University of New Mexico, Albuquerque, NM 87131; 505-277-4789 sawe@unm.edu	Business and economics	On campus to business students; Full-day class on web searching For Small Business Development Center support staff.	Traditional workshops/seminars; Annual conference programs
Cindy Meiner, Adult Circulation Coordinator, Mitchell Public Library, 221 North Duff, Mitchell SD 57301 605-995-8481; cmrinrn@sdlm.net	Young adult books; Circulation (Palstac); Systems; Databases (Infotrac and Proquest); School and library interactions—book talks; Web	BS in Secondary Ed. with a SS composite; 4 years in the S.D state library program in Aberdeen; YARP selection for 3 years.At SDLN convention I do book talks for the YARP books; I have trained local area library staff in Palstac, given presentations on overdue procedures and problem patrons; Give tours to local school library staff and students on Infotrac and Proquest; Give book talks at schools for the AR list, novel selection, historical novels, new books, etc.; Designed Mitchell Public Library Web Page.	Annual conference programs
Yuliya Lef; Coordinator, Virtual Learning Resources Center, Colorado Mountain College, 333 Fiedler Ave., P. O. Box 1414, Dillon CO 80435 970-4685989; ylef@coloradomtn.edu	Online services and resources; Distance education; Web development	MLS Indiana University, Bloomington; select computer science courses and workshops; work experience	Traditional workshops/seminars; Leading online discussions; Annual conference programs; Video teleconferences
Bett Kopit, (Actor/Singer/Storyteller), 957 Clover Circle, Lafayette CO 80026 303-604-9985; bettkopit@hotmail.com	1. Storytelling Technique: Teaching an innovative technique for telling a story with a book that increases listeners cognition, builds imagery, encourages enthusiasm for reading and it is FUN! 2. Storytelling class that focuses upon the special needs of the library media practitioner. 3. Enhancing Presentation Skills or “Now that you are a presenter, don’t panic!” This workshop helps participants develop skills that will free them to teach their peers without stress and allow them to communicate their expertise while enjoying themselves.	B. S. Elementary Education; M.A. Theatre; 20 years of touring one-woman show of storytelling and singing around the country; artist-in-residence for seven states in the past; Have taught at the State University of New York, University of Idaho, and Seattle Pacific University; Keynoted and provided pre-conference and concurrent sessions at dozens of library conferences.	Anywhere—I travel widely; Traditional workshops/seminars; Annual conference programs

	4. Kids as storytellers. In this workshop, participants learn to design a program that trains kids to tell stories to their peers, parents and younger children. Kids feel great about themselves when they participate in a well-designed program, and their enhanced self-concept is manifested in other areas of leadership.		
Chuck Baldonado, Dean, Learning Resources, Albuquerque TVI Community College, 525 Buena Vista, SE, Albuquerque, NM 505-224-3292; chuck@tvi.cc.nm.us	Administration and leadership	20+ years of experience as Librarian, Manager, Director, and Dean.	Traditional workshops/seminars; Web courses; Leading online discussions; Annual conference programs; Video teleconferences
Beverly Lewis, Director, Rawlins Municipal Library, 1000 E. Church Street, Pierre, SD 57501; 605-773-7421; blewis@sdlr.net	Library administration	Have presented/prepared/facilitated workshops, lectures, programs, written materials	Traditional workshops/seminars;
Mary Anne Hansen, Reference Librarian, The Libraries, P. O. Box 173320, Montana State University-Bozeman, Bozeman MT 59717-3320; 406-994-3162 (phone); mhansen@montana.edu	Information Literacy; Instruction; Leadership; Mentoring; Distance Education	See vita at http://www.lib.montana.edu/about/libvitae/hansen.htm	Traditional workshops/seminars; Leading online discussions; Annual Conference programs; Video teleconferences
Linnea Hendrickson, Librarian, Bandelier Elementary School, Albuquerque Public Schools, 3309 Pershing SE, Albuquerque NM 87106; 505-344-7650; Lhendr@unm.edu	Children's literature—all aspects	Conference presenter on various topics in children's literature—Caldecott and other awards, Southwestern children's literature, folk and fairy tales; nonfiction, etc.	Traditional workshops/seminars; Web courses; Leading online discussions; Annual conference programs

Wayne Hanway, Executive Director, Southeastern Public Library System of Oklahoma, 401 N. 2 nd St., McAlester OK (918) 426-0456; whanway@sepl.lib.ok.us	Public library buildings; Public library administration; Legislative affairs; Public Relations, Computers and Automation in smaller public libraries	Over 25 yrs exp. planning & consulting on Public lib. building projects; over 25 yrs as a public lib. director; pol. Sci. major & 20 yrs extensive involvement in lib. Legislative activities; courses in practicing & teaching pub. Rel.; planned & implemented Internet-based automation in a 15-lib.system & wrote Oklahoma's certification class on Introduction to Computers in Libraries	Traditional workshops/seminars; Annual conference programs
Earlene Piercy, Branch Manager, Davis Public Library, Chickasaw Regional Library System, 209 East Benton, Davis OK 73030; 580-369-2468; crlsdav@oltn.odl.state.ok.us	Managing a one-person library; Handling volunteers; Planning and promoting storytimes for younger children; Organization of materials essential in the office.	Worked for the same system for the past 16 years; on-the-job training	Traditional workshops/seminars;
Wanda L. Searcy, Computer Training Center Coordinator, 225 N. Webster, Norman OK 73069; wanda@pls.lib.ok.us	Teaching internet to senior citizens; Internet resources; Computer applications such as Word, Excel, PowerPoint	Two years developing courses and teaching public and staff classes in a computer lab in a public library.	Hands on computer class; Traditional workshops/seminars; Annual conference programs
Jane Carvajal, Training & Measurement Manager, Metropolitan Library System, 131 Dean A. McGee, Oklahoma City, OK 73102; 405-231-8613; jcarvajal@mls.lib.ok.us	Developing training; "Who moved my cheese"; Presentation skills	Master in Education (Adult and Higher Ed.)	Traditional workshops/seminars; Annual conference programs;
Karen E. Retzlaff, Library Media Specialist, Dakota Prairie Elementary School/Aneta Public Library, Box 337, 11995 19 th St NE, McVille ND 58254/ Aneta ND 58212; 701-322-4771 Karen.E.Retzlaff@sendit.nodak.edu	Information Power 2 (with Konda Wightman); Library Media/Technology Standards—entire ND team	Presented two IP2 workshops—one in 2000 and one at Valley City State Univ., June 2001. Currently working on the standards and will be available to present as needed when finished	Traditional workshops/seminars; Annual conference programs
Suzanne Morrison, U. S. Courts Librarian, 8 th Circuit Court of Appeals, 655 1 st Avenue N., Suite 310, Fargo ND 58102; 701-297-7280; suzanne_morrison@ca8.uscourts.gov	Freedom on the Internet; International Law	Law Librn with the U.S.Court of Appeals; I have done a panel on the Internet involving local experts from the legal, school, media and library areas. I have assessed law libraries in Albania, Slovakia, Kosovo, Tajikistan and Kyrgystan.	Traditional workshops/seminars; Annual conference programs
Peter L. Kraus, Documents Librarian, University of Utah, Marriott Library, 295 South 1500 East SLC, UT 84112	Children's resources and government documents; grants research	Have presented at several state library conferences.	Traditional workshops/seminars; Annual conference programs

<p>Ann Eagan, Head, Reference Services, Cline Library, Northern Arizona University, Box 6022, Flagstaff Z 86011-6022; 928-523-0340; ann.eagan@nau.edu</p>	<p>Creating partnerships with faculty; Creating an instructional tutorial</p>	<p>Creating partnerships with faculty: worked on a team for 2 years to encourage and train librarians at U. of Arizona to create partnerships with faculty to integrate information literacy into the curriculum. Presented a paper on partnerships at the 1995 CAUSE conference. With Louise Greenfield presented a hands-on workshop at the U. of Georgia in 1999. In the process of writing an article; Creating an instructional tutorial: Led the team that created the RIO-Research Instruction Online tutorial at the U. of Arizona</p>	<p>Traditional workshops/seminars; Web courses; Leading online discussions; Annual conference programs</p>
<p>Lisa Dunn, Head of Reference, CSM Library, 1400 Illinois St., Golden CO 80401</p>	<p>Science reference; Academic libraries</p>	<p>Work experience in academic science/technology libraries, professional development applicable to work experience</p>	<p>Traditional workshops/seminars; Annual conference programs</p>
<p>Ginny Dietrich, Continuing Education Consultant, Oklahoma Department of Libraries, 200 N. E. 18th Street, Oklahoma City, OK 73105; 405-522-3315; gdietrich@odl.state.ok.us</p>	<p>Basic library skills training for non-MLS staff; Developing workshops/running meetings.</p>	<p>Administrator of Oklahoma's Institute of Public Librarianship which teaches basic library skills to non-MLS administrators and staff; Prepare and present over 50 workshops and classes each year; Have chaired numerous committees including chair of program committee for Oklahoma Library Assoc. Conf.; Have attended several workshops and ALA pre-conferences on how to facilitate effective meetings</p>	<p>Traditional workshops/seminars; Annual conference programs</p>
<p>E. D. Miner, Librarian II, ASPC-E Meadows Unit, P. O. Box 3500, Florence AZ 85232; 520-868-0200, x5022; bminer1@theriver.com</p>	<p>Intellectual freedom; Libraries in correctional facilities</p>	<p>Won a state award for intellectual freedom activities; presented workshops at conferences and attended training sessions at a national level. Worked in various correctional facilities for 7 years and have been part of teams that won 2 Director's citations for promoting education to inmates</p>	<p>Traditional workshops/seminars; Web courses; Annual conference programs</p>

<p>Cindy Jones Hoverson, Children's Librarian and Homebound service, Atchison Library, 401 Kansas, Atchison KS 66002; 913-3467-1902; cindyjayhawker@yahoo.com</p>	<p>Developing activities for storytime and special events, especially summer reading programs</p>	<p>Presented once in Salt Lake City. B. S. in Lib. Sci. from Northwest Missouri State; minor in Child development; 27 years working a public library; K-PLACE graduate from Emporia through the state library; I have presented on the local, system, state and MPLA level. Many times I give workshops at our tri-conference and for various Kansas Library systems;</p>	<p>Traditional workshops/seminars; Annual conference programs</p>
<p>Thomas F. Fay, Information Technology Manger, Henderson District Public Libraries; 280 S. Water St., Henderson NV 89015; 702-565-8402; Fax: 702-565-8832; tffay@hdpl.org; Web: www.hdpl.org</p>	<p>Information technology; Building project management; Building infrastructure design</p>	<p>Have in IT for nearly 15 years; 10 of the years have been in management; Have managed and implemented 28 building or retrofit projects; currently pursuing MLIS.</p>	<p>Traditional workshops/seminars; Web courses; Leading online discussions; Annual conference programs</p>
<p>Stephanie Gerding, Continuing Education Director, New Mexico State Library, 1209 Camino Carlos Rey, Santa Fe, NM 87508</p>	<p>PLA planning for results, streamlined approach; Interactive training tips; Train the trainer; Presentation skills training; Dealing with difficult trainees; Anthrax related training</p>	<p>PLA planning for results—certified by PLA; MLS; BA in technical writing; Attended numerous presentation skills and train-the-trainer courses; Worked for Bill and Melinda Gates Foundation as a program trainer</p>	<p>Traditional workshops/seminars; Annual conference programs</p>
<p>Diane Thompson, Librarian, Jefferson High School, P. O. Box 176; 406-225-3317; dithompson@jhs.k12.mt.us</p>	<p>Librarian in a small high school; Offer accelerated reading class for high school students; willing to share what I have learned</p>	<p>On-the-job learning; Seven years in high school library, 1 year 1st grade</p>	<p>Panel discussions with question/answer session</p>
<p>Anne Wuehler, Communications Specialist, Family History Library, 50 East North Temple St., Salt Lake City UT 84150-3400; 801-240-2089; wuehlerac@ldschurch.org</p>	<p>Getting started in family history; British genealogy; genealogy on the Internet</p>	<p>25 years as a reference staff member in the Family History Library; teach genealogy courses for university; lectured on various subjects in national venues; several articles published</p>	<p>Traditional workshops/seminars; Leading online discussions; Annual conference programs</p>
<p>Lynn Yeager, Education Librarian, Asst. Professor, OU-Tulsa, Schusterman Center, 4502 E. 41st St., Tulsa OK 74135; 918-660-3216; lynn-yeager@ouhsc.edu</p>	<p>Database instruction; Consumer health reference; medical reference</p>	<p>MLIS; 2+ years medical librarianship (asst. prof.); training public librarians in consumer health resources; training faculty/students in library use, database use, and literature searching.</p>	<p>Hands-on computer labs;</p>

Dianne C. Koshak, Gov Docs/Distance Ed Librarian, Nielsen Library, Adams State College, 208 Edgemont Blvd., Alamosa CO 81102; 719-587-7173	Distance Education; Gov Docs	5 years as a gov. docs libr; 8 years as distance education libr.	Traditional workshop/seminars; Leading online discussions
Amelia Shelley, Manager, Children's/Young Adult Services, Laramie County Library System; 2800 Central Ave., Cheyenne WY 82001; 307-634-3561, ext. 151; ashelley@larm.lib.wy.us	Management of Children's/Young Adult Services	MSLIS; extensive management experience and training in the private sector	Traditional workshops/seminars; Annual conference programs
Lisa Mecklenberg Jackson, Legislative Librarian, Montana Legislative Reference Center, State Capitol, Room 110, P. O. Box 201706, Helena MT 59620-1706; 406-444-2957; Ljackson@state.mt.us	Web pages; Services to special libraries; Legal topics	Am a lawyer; Have taught numerous classes for continuing legal education credit for paralegals and attorneys	Web courses; Leading online discussions.
Linda S. Fox, Library Consultant, Box 174, Lincoln NM 88338 505-653-4619 lindafox@pvtnetworks.net	Using volunteers well (Volunteer Tools); The "all volunteer" library (organization, setting up, etc.; Community Assessment; Policy Writing; Simple planning; Wayfinding (layout & space organization); Signage	MLS; Author of book: The Volunteer Library—A handbook; created and ran an elem. School lib; re-organized and managed a small rural NY public lib.; organized and managed an all-volunteer library in NM. June 2001 presented a 1-day workshop on "Making volunteers Assets, Not Problems" for the NM State Lib.; Have a current consulting contract with NM Corrections Dept to assess & eval. Libs.; Spring 2002 will present a 2-day workshop at Angel Fire, NM, covering volunteers, policies, and space use. Wrote paper on Wayfinding and Signage; evaluated and made recommendations for 5 rural NY state libs.	Traditional workshops/seminars; Annual conference programs
Sherry York, 111 Amelia Lane, Ruidoso NM 88345; 505-257-7510; sherry@zianet.net	Latino-authored literature for children and young adults	Retired school libr; Experience as a teacher, high school libr, and author of 2 forthcoming books on Latino-authored lit. for children and YA. (LinworthPub)	Traditional workshops/seminars; Annual conference programs

Brenda Mathenia, Reference Librarian/Instruction Coordinator, Montana State University, P. O. Box 173320, Bozeman MT 59717-3320; 406-994-6668; mathenia@montana.edu	Assessment; Earth sciences; Geography/cartography; Information Literacy; Urban Planning/Land Use Management & policy;	Masters in Urban Planning and M.S. in Information; Real world experience in assessment, community involvement, etc.; Attended ACRL Info. Literacy Immersion Program in 2001.	Traditional workshops/seminars; Web courses; Annual conference programs
Jean B. Anderson, Business and Reference Librarian, Fort Collins Public Library, 301 Peterson St., Fort Collins CO 80524; 970-221-6380; Anderson@julip.fcgov.com or jeanander@yahoo.com	Small business development and growth—how a library can help; Personal investing & finance (the library's role); Job hunting skills (how to, resumes, etc.); The Online Shopper—electronic consumerism issues; Demographic data—how to find.	MLS; current MBA candidate at Colorado State University; Have given several staff, community and/or conference training sessions on the mentioned topics.	Traditional workshops/seminars; Annual conference programs
Joe Laframboise, Processing Archivist and Cataloger, KSHS, 6425 S. W. 6 th Ave., Topeka KS 66615-1099; 785-272-8681x307; JLAFRAMBOISE@KSHS.ORG	Archival processing; Reference;	(not given)	Traditional workshops/seminars;
Dr. Sherry Young, Director of Library Services, Cameron University, 2800 West Gore Blvd., Lawton OK 73505	(not given)	MA in history and EdD in leadership studies	Traditional workshops/seminars; Annual conference programs
Kathleen Hanselmann, Director, Nellis Air Force Base Library, 99 SVS/SVMG 4311 N. Washington Blvd., Nellis Air Force Base, NV 89191; 702-652-9210; kathanselmann@yahoo.com	Public relations/media relations; Database searching;	Excellent database searcher & reference librarian; public speaker; political campaigning for a variety of candidates for PR; 10 years searching databases & taking training; Public speaking classes & experience.	One-on-one; Traditional workshops/seminars; Web courses; Leading online discussions; Annual conference programs; Video teleconferences
Holly Van Valkenburgh, Consulting Librarian, Nevada State Library & Archives; 100 North Stewart St., Carson City NV 89701-4285; 775-684-3322; hvanvalk@clan.lib.nv.us	Evaluation	LSTA Tell It Training; IMLS evaluation training	Traditional workshops/seminars; Web courses; Annual conference programs
Mary Ann Thompson, Kansas Room Librarian, Hays Public Library, 1205 Main, Hays KS 67601; 785-625-9014; mthomps@fhsu.edu	Historical collections; preservation; disaster awareness; local history; photographs	Library degree with specialty in special collec/archives; B.A. & M.A. in history. Current experience.	Traditional workshops/seminars; Web courses; Annual conference programs.

Rosario Garza, Manager, BS & S, BCR, 14394 E. Evans Ave., Aurora CO 80014-1478, 800-397-1552 or 303-751- 6277; rgarza@bcr.org	Multi-library cooperation; automation (local system implementation)	Offered training opportunities through BCR for over 17 years	Traditional workshops/seminars; web courses; annual conference programs
Deb Lueth, (Librarian I) Media Dept., Loveland Public Library, 300 North Adams Ave., Loveland CO 970-962- 2599; dslu99@yahoo.com	Information Technology including basic software installation, use, & mgt.; Computer peripheral installations & mgt.; Cyberpatrol; game computers; internet; internet software configuration and mgt.; customer service skills	Over 20 yrs. Experience; currently manage public computing for library, network management & system stability; teach computer software classes to public; taught computer-related classes at AIMS community college west campus; Teaching credential; many certificates for networking, pc hardware & software trng.; 1 yr. certificate in network mgt.; preparation of course training materials	Hands-on computer training; traditional workshops/seminars; web courses; leading online discussions; annual conference programs; video teleconferences
Janine Reed, District Librarian, Delta County Public Library District, P. O. Box 855, Delta CO 81416; 970-874- 6852; jreid@colosys.net	Have presented workshops on confidentiality and intellectual freedom issues in Colorado; reference interview skills; using GIS in libraries; swift; designing internet usage guidelines; using the Internet; marketing library services	On-the-job training; attendance at Computers in Libraries; Certificate from Mountain States Employers Council in Presentation Skills; Completed "Model Reference Interview Skills" course	Traditional workshops/seminars; Annual conference programs.
Staff of Wichita KS Public Library (submitted by Cynthia Berner Harris). To learn more contact: Ginny Ray, Coordinator of Customer Service, Wichita Public Library, 223 South Main, Wichita KS 67202; 316-261- 8530; gray@wichita.lib.ks.us	Variety of training activities ranging from customer service to use of technology to collection development/reader's aid, etc.	Experience depends on staff instructor; Courses have been approved for continuing education credit from the Kansas State Library	Hands-on technology training; traditional workshops/seminars; Annual conference programs
Martha Greene, Coordinator for Training, collection development & information Services, Washoe County Library System, P. O. Box 2151, Reno NV 89505; mgreene@mail.co.washoe.nv.us	Reader's advisory; public speaking; customer service; reference interview	Mostly based on previous conferences and pre-conferences and experience	Traditional workshops/seminars; Annual conference programs
Patti Butcher, Library Development Coordinator, Northeast Kansas Library System, 3300 Clinton Parkway Ct., Lawrence KS 66047; 785-838-4090; pbutcher@nekls.org	Community analysis and long-range planning; customer service and the FISH philosophy; leadership and the New Science; Library Board Analysis/worksheets; Internet searching;	Have presented on all these topics at KPlace for multiple years; Missouri State Library Summer Institute (multiple yrs.); numerous individual boards and regional system events.	Traditional workshops/seminars; Annual conference programs

Frances B. Clymer, Librarian, McCracken Research Library, Buffalo Bill Historical Center, 720 Sheridan Ave., Cody WY 82414; 307-578-4063; francesc@bbhc.org	Art reference; American western art;	Work with BBHC staff and students attending summer institute as well as local college and high school students	Traditional workshops/seminars; annual conference programs
Maggie Farrell, Associate Dean of Libraries, Montana State University, Bozeman MT 59717-3320; 406-994- 6474; Farrell@montana.edu	Data migration; human resources; library management	Masters in Public Admn.	Traditional workshops/seminars; leading online discussions; annual conference programs
Deborah L. Schlesinger, Lewis and Clark Library, 120 S. Last Chance Mall, Helena, MT 59601, 406-447- 1690 ext. 117; dbooks@aol.com	Advocacy lobbying intellectual freedom; organizational culture	Presenter at a lot of conferences on intellectual freedom, advocacy, management issues. Presenter for Broad Valley's federation, MLA, and other assoc.	Traditional workshops/ seminars; annual conference programs.
Jan Knauer, Young Adult/Outreach Librarian, Bemis Public Library, 6014 S. Datura, Littleton, CO 80120; 303- 795-3961; jknauer@mail.littleton.gov	Young adult issues	I am a trainer from YALSA Training the Trainer program for serving the Underserved; http://www.ala.org/yalsa/ Professional/trainersmain.htm	Traditional workshops/seminars; annual conference programs
Sue Cunningham, Technical Services Supervisor, KCK Public Library & USC500, 625 Minnesota Ave., Kansas City KS 66101; 913-279-2224; scunni@kckpl.lib.ks.us	Basic cataloging technical services overview; Myers-Briggs testing and applications in the workplace (esp. communication, supervision, and conflict resolution)	I have done workshops for MCMLIN and am qualified to purchase and administer the Myers-Briggs	Traditional workshops/seminars;