

NHLA Member Strategic Plan Survey

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- Nubanusit Library Association
- Rochester Area Librarians (RALI)
- SCROOGE & MARLEY
- Seacoast Library Cooperative
- Suncook Interlibrary Cooperative (SILC)
- West of the Merrimack

How many years have you worked in the library profession? *

- 1 year or less
- 2-5 years
- 6-10 years
- 10-20 years
- 20+ years

Using the data located at <https://www.nh.gov/osi/data-center/population-estimates.htm>, what * is the population of your library's service area?

- Less than 1,000
- 1,000-1,999
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- 20,000 or more

How many employees are at the library where you work (both full-time and part-time)? *

- 0-3
- 4-12
- 12-20
- 20-30
- 30+

What made you decide to join NHLA? (Check all that apply) *

- My library encourages joining NHLA
- I wanted to join a particular section or committee
- I was seeking networking opportunities
- I wanted to attend a conference and liked the discount
- I was looking for professional development opportunities
- I use the Collaborative Summer Learning Program (CSLP) materials for summer reading
- I am pursuing a paraprofessional certification
- I wanted to apply for a scholarship
- Other: _____

Do you belong to any NHLA sections or committees, ad hoc or otherwise? (check all that apply)

*

- CLNH
- ULAC
- ITS
- READS
- URBANS
- YALS
- Paralibrarians
- IFC
- Sustainability
- Equity Diversity and Inclusion
- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Underpaid librarians with inadequate benefits and a lack of power. Underfunded libraries expected to do more with less by municipalities and towns that see us a fringe in good times and yet heap responsibilities upon us in bad times. The lack of an adequate social safety net for our patrons, who come to us with insoluble material problems of dire import, and ask us for help we do not have the capacity to give.

What does NHLA do well?

We've had some really good conferences.

What does NHLA do poorly?

Communication.

Is there anything NHLA should stop doing?

Raffles.

Is there anything NHLA should start doing?

Advocating for the rights of all library workers to a living wage and adequate benefits.

Any additional comments?

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What are the top three issues facing New Hampshire Librarians and Library Staff today?

Covid - attendance, programming _____

What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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Technical Services

Advocacy

None

Other:

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Recruitment & Salary scale

What does NHLA do well?

Dissemination of information

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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as library director, there is an expectation that I join, and my library covers my cost of membership

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- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

adequate wages, adequate staffing levels in libraries, building maintenance issues in historic/old buildings

What does NHLA do well?

What does NHLA do poorly?

The fact that the website has been down for so long is really a problem. As a new member, I haven't been able to locate information about the association. I am in the dark about most of what NHLA has to offer.

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

I am looking for more opportunities to network with other library leaders in NH.

Any additional comments?

I am new to NHLA and NH, so don't have enough experience yet to respond to most of these questions.

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CLNH

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IFC

Sustainability

Equity Diversity and Inclusion

Technical Services

Advocacy

None

Other:

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Adequate Compensation; Diversity within library staff; pivoting to meet the ever changing needs of the community.
.....

What does NHLA do well?

.....

What does NHLA do poorly?

Communication

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Retaining staff, staff pay, burnout _____

What does NHLA do well?

Passes along information, provides connections _____

What does NHLA do poorly?

I have not come across anything - volunteers do their best. Most problems can be handled if we communicate.

Is there anything NHLA should stop doing?

No

Is there anything NHLA should start doing?

Maybe a stronger encouragement to participate in at least one section/group/committee. Not quite a requirement, but certainly a recognition that we are, "All in this together."

Any additional comments?

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What are the top three issues facing New Hampshire Librarians and Library Staff today?

Trustees who don't contribute anything to the library, uninformed public, no money for building or staff

What does NHLA do well?

READS

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

money to pay staff, salaries are low. Getting qualified staff. Towns that don't care about library services.

What does NHLA do well?

Conferences and communication.

What does NHLA do poorly?

I think it's hard for people to work and do NHLA stuff at the same time.

Is there anything NHLA should stop doing?

Not sure

Is there anything NHLA should start doing?

not sure

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Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Equitable pay and benefits; Promoting our relevancy; Budgeting _____

What does NHLA do well?

Gathers librarians together, disseminates information _____

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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What are the top three issues facing New Hampshire Librarians and Library Staff today?

Staff retention _____

What does NHLA do well?

What does NHLA do poorly?

Conferences

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

More continuing education

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- Other: _____

Do you belong to any NHLA sections or committees, ad hoc or otherwise? (check all that apply)

*

- CLNH
- ULAC
- ITS
- READS
- URBANS
- YALS
- Paralibrarians
- IFC
- Sustainability
- Equity Diversity and Inclusion
- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Salaries, funding, diversity _____

What does NHLA do well?

professional development _____

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

more advocacy

Any additional comments?

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- 2-5 years
- 6-10 years
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- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Keeping the library open (COVID), and pay rates

What does NHLA do well?

I like the in-person conference

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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CLNH

ULAC

ITS

READS

URBANS

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Paralibrarians

IFC

Sustainability

Equity Diversity and Inclusion

Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

funding, renovations/construction, funding _____

What does NHLA do well?

keep members informed _____

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

I would like to see more professional development opportunities for library staff who don't have a great deal of library experience.

Any additional comments?

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Identifying changes to the library's role in a post-Covid world.

Meeting new and pre-existing funding challenges.

Meeting new staffing challenges as many senior library staff retire and library staff find new positions in this changing field.

What does NHLA do well?

NHLA brings diverse views from both urban and rural parts of the state, and looks to a variety of different needs in the programming it provides.

What does NHLA do poorly?

Like many organizations I think NHLA will struggle in the next couple of years to bring people to in-person events and some of the comradery of previous years may take time to re-develop.

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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- IFC
- Sustainability
- Equity Diversity and Inclusion
- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Staff retention, challenges associated with COVID, divisiveness among town departments

What does NHLA do well?

Provides information and professional development opportunities.

What does NHLA do poorly?

Not sure

Is there anything NHLA should stop doing?

Not sure

Is there anything NHLA should start doing?

Not sure

Any additional comments?

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CLNH

ULAC

ITS

READS

URBANS

YALS

Paralibrarians

IFC

Sustainability

Equity Diversity and Inclusion

Technical Services

Advocacy

None

Other:

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Retention of qualified workers, Limited hiring pool (and looming retirement of many current directors), Old facilities/buildings

What does NHLA do well?

Monitor NH lawmakers, Provide info sharing opportunities, Set standards/expectations for NH libraries

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

Just checking - Are ULAC and URBANS the same section? (see question 6)

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CLNH

ULAC

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Technical Services

Advocacy

None

Other:

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Finding & retaining staff members, evolving services due to Covid (i.e. online services, hybrid programming, etc.),

What does NHLA do well?

Advocacy and education about current issues, and provides great continuing ed. opportunities.

What does NHLA do poorly?

More outreach to NH Librarians for involvement would be helpful.

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

More outreach to Librarians for participation in NHLA.

Any additional comments?

NHLA leadership is fantastic, really appreciate all that they do for the NH Library community. It will be helpful when the website is once again operational.

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- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

What does NHLA do well?

Conferences, professional development opportunities that are of interest and timely

What does NHLA do poorly?

I think there is an opportunity to make it easier for staff of small libraries to participate in committees and events. This could mean conferences and events are held at multiple locations in the state - even having the annual fall conference in Meredith would be quite a commitment for someone coming from the Pittsburg or Errol area. Right now with committees meeting online, there is a better opportunity for staff from small libraries to participate, but there is still the issue of having the time and capacity. I wonder if work can be done with NHLTA to build in hours for staff to participate in NHLA in some way, whether it is monthly or yearly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

See comments above about expanding reach to smaller libraries.

Any additional comments?

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Recruiting/retention, burnout, _____

What does NHLA do well?

Conferences and programs _____

What does NHLA do poorly?

Lack of a functioning website is an issue and communication seems sporadic.

Is there anything NHLA should stop doing?

I always have trouble voting--the links often do not work for some reason. It's possible it's our town's IT filtering, but many other sites work, so I'm not sure what the issue is but it has not worked for me for a long time. Also, it seems like with virtual conferences the sections are bumping up against each other and other groups (NELA, etc.) and it's tough to decide and schedule staff for these. There were two conferences on October 8th this year.

Is there anything NHLA should start doing?

Any additional comments?

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

COVID-19, outreach, providing more services with less resources _____

What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

We'd love to see more of an online forum space for sharing knowledge/ideas with other NH librarians that is easy to browse by topic and is searchable.

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

COVID-19 mitigation, balancing technology needs with traditional services, community engagement

What does NHLA do well?

Conferences, networking

What does NHLA do poorly?

could provide more continuing education opportunities

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Would be great to bring back classes at the State Library

Any additional comments?

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- 12-20
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CLNH

ULAC

ITS

READS

URBANS

YALS

Paralibrarians

IFC

Sustainability

Equity Diversity and Inclusion

Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

fair wages, changing expectations from the community/adjusting to new services as we move (hopefully) out of the pandemic, serving diverse populations

What does NHLA do well?

YALS & CLNH are strong sections with lots of professional development opportunities for members

What does NHLA do poorly?

involving the general membership

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

more networking opportunities

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- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Funding, Lack of Community Support, ? _____

What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

equality, and equity

What does NHLA do well?

virtual conferences

What does NHLA do poorly?

committee support

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Pay, schooling costs, expectations _____

What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Local involvement with library, quiet space options and traffic flow to librray _____

What does NHLA do well?

keep me updated _____

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Staff retention, reaching out to under-served populations, COVID-era programming strategies

What does NHLA do well?

Offer EDI training, the paralibrarian certificate program.

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Obviously COVID interrupted this, but the librarian meetups were a great idea. I would like to see that happen again.

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IFC

Sustainability

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Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

funding, low salaries, and Covid _____

What does NHLA do well?

networking _____

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

low salaries, cost of keeping up with technology, learning new technologies

What does NHLA do well?

Provides learning opportunities

What does NHLA do poorly?

communicating with librarians in smaller communities with smaller budgets

Is there anything NHLA should stop doing?

no

Is there anything NHLA should start doing?

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What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Library funding, staff shortages, burnout _____

What does NHLA do well?

In-person conferences _____

What does NHLA do poorly?

Recruiting people from small libraries to serve on boards. Making it easy for such librarians to continue to serve.

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Prepare for censorship challenges. Prepare for Republicans running for Library Trustees seats.

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What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

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- West of the Merrimack

How many years have you worked in the library profession? *

- 1 year or less
- 2-5 years
- 6-10 years
- 10-20 years
- 20+ years

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- Less than 1,000
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How many employees are at the library where you work (both full-time and part-time)? *

- 0-3
- 4-12
- 12-20
- 20-30
- 30+

What made you decide to join NHLA? (Check all that apply) *

- My library encourages joining NHLA
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- I use the Collaborative Summer Learning Program (CSLP) materials for summer reading
- I am pursuing a paraprofessional certification
- I wanted to apply for a scholarship
- Other:
As a professional librarian, I believe it is my duty and responsibility to support professional organizations.

Do you belong to any NHLA sections or committees, ad hoc or otherwise? (check all that apply) *

CLNH

ULAC

ITS

READS

URBANS

YALS

Paralibrarians

IFC

Sustainability

Equity Diversity and Inclusion

Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

1. instability as we move through COVID; 2. how to change our services based on the change our community has undergone; how to know what they want now; 3. how do I, as a library director, support and encourage my staff with so many unknowns.

What does NHLA do well?

support of paralibrarians

What does NHLA do poorly?

poor communication over the last year

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

communicating more and better; maybe we should consider going back to an electronic newsletter?

Any additional comments?

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- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Salaries, development of more robust resource sharing opportunities especially regional consortia

What does NHLA do well?

Communicate

What does NHLA do poorly?

In person opportunities (Covid caused 😞), political activity opposing the spread of misinformation, censorship, etc.

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

See above

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- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Covid; keeping staff; budgets _____

What does NHLA do well?

Provides professional development opportunities _____

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Adequate operating budgets, scarcity of job applicants, partisan complaints from community _____

What does NHLA do well?

training/staff development _____

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

I think many of us have been targeted for budget cuts due to our cautious handling of safety concerns during the pandemic. I think it might be nice to have a statewide campaign about the value of libraries to their communities even with the internet and downloadable books.

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Reaching the community, working with small budgets, staffing shortages. _____

What does NHLA do well?

Honestly, I'm not very sure what NHLA does, other than holding an annual continuing ed conference. _____

What does NHLA do poorly?

Ibid see above.

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Offer fun forums for librarians to collaborate , socialize, and talk about what is and isn't working in their communities. I feel like we're all on these separate islands, not knowing what the other islands are up to.

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- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Adjusting to the accelerating rate of new technologies
Fostering community during a divisive era
Raising the pay rate for library work

What does NHLA do well?

Creates a warm yet professional community.

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

keeping up with new technologies, staying relevant in digital age, rebounding after Covid closures

What does NHLA do well?

Communications

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Sustainability, professionalism, weak State Library leadership _____

What does NHLA do well?

help librarians cooperate and accomplish more together _____

What does NHLA do poorly?

wastes time at meetings

Is there anything NHLA should stop doing?

most groups should meet remotely to save on travel time

Is there anything NHLA should start doing?

pressuring the NHSL to advocate more and to support ALL the libraries in the state

Any additional comments?

Many wonderful people participate in NHLA!

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- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

COVID-19 issues, decent pay & benefit, budgets

What does NHLA do well?

Conferences

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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What are the top three issues facing New Hampshire Librarians and Library Staff today?

Adequate space, staffing, relevance in a digital world _____

What does NHLA do well?

COMMUNICATE!!! Relevant workshops, emails, etc. _____

What does NHLA do poorly?

This isn't poorly by any means and it may not even belong here. The only gripe I have is remembering to use the Yard Sale listserv for emailing people about items we have to offer. I wish this was more of a form to submit and then it gets sent out to NHAIS.

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Traveling cocktail hours? Kidding, well not really, but having some sort of monthly, bi-monthly, quarterly social excursion to other libraries for a gathering to just sit and brainstorm with colleagues? Being put on the spot during director meetings, forced to do this at conferences/workshops isn't the same as encouraging natural mingling.

Also- I would love to have a day going on routes with the ILL vans to see how the whole process works.

Any additional comments?

Thank you for everything- especially these past year/18 months. The pandemic has been hard and having the support of NHLA, colleagues, etc. has been much appreciated.

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- Less than 1,000
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- 20,000 or more

How many employees are at the library where you work (both full-time and part-time)? *

- 0-3
- 4-12
- 12-20
- 20-30
- 30+

What made you decide to join NHLA? (Check all that apply) *

- My library encourages joining NHLA
- I wanted to join a particular section or committee
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- I am pursuing a paraprofessional certification
- I wanted to apply for a scholarship
- Other: _____

Do you belong to any NHLA sections or committees, ad hoc or otherwise? (check all that apply)

*

- CLNH
- ULAC
- ITS
- READS
- URBANS
- YALS
- Paralibrarians
- IFC
- Sustainability
- Equity Diversity and Inclusion
- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

1. COVID - continuing to provide materials and services in a responsible, safe manner while following public health guidelines, 2. technology - providing safe and up-to-date access for patrons, 3. maintaining relevance in an increasingly non-reading (book wise) society

What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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- I wanted to apply for a scholarship
- Other: It's important to be part of professional organizations.

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- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Mental health, conflict resolution, implicit bias

What does NHLA do well?

Scholarships, encouraging education in our field, conferences

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

I had to mark a section/committee to complete the survey, it is set as a required field. I do not belong to any sections or committees at this time. In the past, I was a member of READS.

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Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Lack of Financial support, right wing encroachment, hiring pool

What does NHLA do well?

New to NHLA , too little experience to suggest

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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What are the top three issues facing New Hampshire Librarians and Library Staff today?

What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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CLNH

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Paralibrarians

IFC

Sustainability

Equity Diversity and Inclusion

Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Lingering COVID issues, Inclusivity, _____

What does NHLA do well?

Support and advocate for libraries _____

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

I would love to see more training and workshop opportunities

Any additional comments?

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- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Lack of state funding for library services; COVID fatigue; _____

What does NHLA do well?

provides opportunities for library workers from across the state to work together on common interests and concerns. _____

What does NHLA do poorly?

n/a

Is there anything NHLA should stop doing?

n/a

Is there anything NHLA should start doing?

n/a

Any additional comments?

thanks for developing a strategic plan!

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CLNH

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Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Becoming more familiar and comfortable with IT resources, browser programs and how they work

What does NHLA do well?

Conferences, workshops, seminars

What does NHLA do poorly?

Doesn't offer enough IT workshops

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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- I am pursuing a paraprofessional certification
- I wanted to apply for a scholarship
- Other: Wanted it to look good applying for work.

Do you belong to any NHLA sections or committees, ad hoc or otherwise? (check all that apply)

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- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

The unwillingness to hire new people into the profession, the inability to serve all members of the community, and the unwillingness to promote from within.

What does NHLA do well?

What does NHLA do poorly?

Does not keep its calendar up to date with ALL events.

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Equitable compensation, Being appreciated as professionals in small towns, Funding for programs

What does NHLA do well?

The conferences are a great way to network and find informative and stimulating ideas to incorporate when I return to my library

What does NHLA do poorly?

In 30 years I have only experienced improvements

Is there anything NHLA should stop doing?

The support to libraries is truly valuable so no

Is there anything NHLA should start doing?

Any additional comments?

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- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Staff retention _____

What does NHLA do well?

Communicate _____

What does NHLA do poorly?

Provide relevant professional development

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Competitive wages; making more positions full-time with benefits--all of which could increase the diversity of the face of the profession in the state.

What does NHLA do well?

Keep us in contact with one another and the organization

What does NHLA do poorly?

Wild Apricot is a terrible interface for registration and payments

Is there anything NHLA should stop doing?

See above

Is there anything NHLA should start doing?

Hard to say since I arrived in NH just before the pandemic

Any additional comments?

I really have no idea if I belong to any sections. I checked the ones I've attended programs for.

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How many years have you worked in the library profession? *

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- 2-5 years
- 6-10 years
- 10-20 years
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- 1,000-1,999
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- 5,000-9,999
- 10,000-19,999
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How many employees are at the library where you work (both full-time and part-time)? *

- 0-3
- 4-12
- 12-20
- 20-30
- 30+

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- Other: _____

Do you belong to any NHLA sections or committees, ad hoc or otherwise? (check all that apply)

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- CLNH
- ULAC
- ITS
- READS
- URBANS
- YALS
- Paralibrarians
- IFC
- Sustainability
- Equity Diversity and Inclusion
- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

pandemic safety, outreach to potential new library patrons, accusations of libraries favoring political agendas (usually by people seeking to get libraries to favor opposite agendas)

What does NHLA do well?

training, especially virtual (makes it much easier to train now!)

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Please keep online/virtual options even after pandemic - they're useful to those who'd miss out on in-person training & events due to travel time

Any additional comments?

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- Other: Already earned my Paraprofessional Certificate Level IV

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CLNH

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ITS

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URBANS

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Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Keeping current, finding QUALIFIED staff, educating Trustees. _____

What does NHLA do well?

Conference _____

What does NHLA do poorly?

Reaching out to Non-Director Library Employees

Is there anything NHLA should stop doing?

No

Is there anything NHLA should start doing?

Again, being far more inclusive to Non-Directors.

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What are the top three issues facing New Hampshire Librarians and Library Staff today?

Inadequate staffing levels to keep up with community demand for services. Difficulty attracting qualified new staff (perhaps due to low wages). Inadequate support and resources available from NHSL (ie discontinuation of EBSCO databases).

What does NHLA do well?

providing relevant professional development opportunities, the Paralibrarian certification program, collaboration with NELA

What does NHLA do poorly?

The website outage made communication with members more difficult.

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

NHLA is such a valuable resource for NH librarians.

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Having an inclusive collection, staying relevant, not suffering burnout

What does NHLA do well?

Safe, supportive and engaging place for librarians to connect

What does NHLA do poorly?

Communication (this last year with the website being down, so that was kinda hard).

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

I have a feeling that the State Library Newsletter was probably a labor of love.... but it was informative and fun.

Any additional comments?

I think NHLA should pool librarians, their resources, and talents together. The Listserve is a bear to navigate when you want to go back and find something that was posted. I don't know what this collective space would look like (but Zuckerberg's Metaverse is coming to mind -- (unfortunately...)) -- but a place where librarians could chat, share resources, post pictures, look up to see what other librarians' SuperPowers are (e.g. rare books, book repair, writing grants, reading Russian), look up reviews on different library systems/software/etc., see a template/example for a job posting/job description, etc.

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- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Providing a pay scale that will allow gir longer staff retention. _____

What does NHLA do well?

Communication with libraries about oppourtunities _____

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Virtual meetings/programs using poor technology, Covid, trying to reach our community and attendance at programs.

What does NHLA do well?

Organize workshops

What does NHLA do poorly?

Communication: I found out about an upcoming workshop from a co-worker.

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

What does NHLA do well?

support, conferences

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Pay, co-operation between libraries, staff development

What does NHLA do well?

Provide networking

What does NHLA do poorly?

Include ALL library workers

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

What does NHLA do well?

Webinars and educational opportunities

What does NHLA do poorly?

The conferences should be more accessible. Zoom should continue to be included.

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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- Other: I like the NELA/NHLA combo deal

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Feelings of personal isolation (esp small libraries), Imposter syndrome (I'm not a REAL librarian), Financial reports & management

What does NHLA do well?

Intellectual freedom case monitoring! Legal case monitoring!

What does NHLA do poorly?

Pull in small library personnel; very urban-library-centered

Is there anything NHLA should stop doing?

No. Go, go, go!

Is there anything NHLA should start doing?

No. All bets are off until pandemic is under control.

Any additional comments?

Again, I believe all bets are off until pandemic is under control.

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How many employees are at the library where you work (both full-time and part-time)? *

- 0-3
- 4-12
- 12-20
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*

CLNH

ULAC

ITS

READS

URBANS

YALS

Paralibrarians

IFC

Sustainability

Equity Diversity and Inclusion

Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Equity, Diversity, and Inclusion _____

What does NHLA do well?

Conferences, Outreach, and Advocacy _____

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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- 2-5 years
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Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Staffing, Funding and professional development on non traditional library services

What does NHLA do well?

Provides professional opportunities for all level of library staff, keeps community informed on issues

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Providing educational loans, this causes oversight issues for a volunteer organization. These should be switched over to scholarships. Not sure if that is possible due to any restrictions on the funding sources.

Is there anything NHLA should start doing?

Build professional development opportunities around accessibility- keep virtual options for our smaller libraries to benefit from, even if just sharing the recording of an event.

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- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Lack of Diversity, Censorship from public, not enough librarians. _____

What does NHLA do well?

Represent librarian interests and concerns at the state level. _____

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Make sure that there is more outreach for future librarians.

Any additional comments?

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Budget cuts, political division, global pandemic. _____

What does NHLA do well?

Offer affordable and worthwhile conferences. _____

What does NHLA do poorly?

Lack of union opportunities

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Create a union

Any additional comments?

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- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Staff retention and training, library cooperation, resources

What does NHLA do well?

What does NHLA do poorly?

The sections function as independent entities to the detriment of unity. Communication and coordination between sections is rare.

Is there anything NHLA should stop doing?

The recent emphasis on fashionable initiatives such as sustainability and DEI has its place, but many members are interested in more concretely library related content.

Is there anything NHLA should start doing?

A functional website ASAP

Any additional comments?

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- I wanted to apply for a scholarship
- Other:
It's important to me to maintain professional membership in state and national associations.

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- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

exhaustion due to pandemic / dealing with hostile/irate patrons over Covid policies / maintaining positive staff relationships - creating a unified team given staggered work days

What does NHLA do well?

Conferences! Book Award Committees!

What does NHLA do poorly?

I can't think of anything right now...

Is there anything NHLA should stop doing?

Nope

Is there anything NHLA should start doing?

Actively recruiting people of color for library positions and participation in NHLA

Any additional comments?

none right now :)

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CLNH

ULAC

ITS

READS

URBANS

YALS

Paralibrarians

IFC

Sustainability

Equity Diversity and Inclusion

Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

1) Decentralization due to funding being dependent on municipalities 2) Staff safety in the midst of a pandemic 3) Censorship and the infiltration of library boards by those who seek to remove books/programs they deem "obscene". What is happening to school boards is happening to libraries, right down to people bringing Proud Boys to trustee meetings. We need to stand firm against censorship and protect intellectual freedom.

What does NHLA do well?

Professional development, networking

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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What are the top three issues facing New Hampshire Librarians and Library Staff today?

1. A livable, equitable wage for professional and paraprofessional positions that are comparable across the state, including the availability of full-time benefited positions (especially if requiring degrees).
2. The continued evolution of technology, keeping apace with new developments and evaluating what to adapt, both to increase efficiency and to educate patrons. Not all librarians are willing to continually pursue learning new technologies and evolve library services. Those who are pick up the increased burden, rather than share the task equally.
3. Public perception of librarianship as a profession. Many community members are unaware of the services and value that a library provides for a community. The few who use the library may only interact with a handful of part-time desk clerks, and thus might not have the full experience of a professional librarian and the breadth of knowledge and integrity they represent. Alternatively, with the need for more social services in the state, and the library as a generally climate controlled place with bathrooms, and electrical outlets, patrons might view the library as an unsafe place to be. For the same reason, staff may feel unsafe when faced with calling emergency services for repeated threats or drug related medical situations.

With libraries in the news and challenges to intellectual freedom, librarianship as a whole needs to work on its public relations. Budgets, staffing, capital projects, and more depend on a favorable public opinion, and if the public is left out of the evolving nature of libraries and the benefit they provide to a community, then those essentials will be squeezed until libraries are a shell of their potential.

What does NHLA do well?

The sections and committees cover a range of topics spanning the spectrum of the profession. It's not exhaustive, but there is a good foundation.

What does NHLA do poorly?

Some libraries only allow full-time, or department head positions to participate, which leaves out the voices of the paraprofessionals who are often the public face of the library. Including those voices in discussions related to the profession is likely to encourage the participation in librarianship and lead to joining in a professional capacity. Those sections with attendance issues, may benefit from a boost to the overall number of NHLA participants.

Is there anything NHLA should stop doing?

I am not aware of anything truly harmful that NHLA is doing that should stop, more that what they are doing, they may benefit by doing more. In that case, it's not so much a "stop" as it is, expansion. Listen to more voices of more librarians from all levels of librarianship and all backgrounds. Directors are a valuable resource and have a wealth of knowledge to share and collaborate as a group, but NHLA would truly benefit from additional concerns from others who have made libraries a career but who might not (yet) have the credentials, or who may not be directors, department heads, or otherwise feel empowered to have a voice in the library community.

Is there anything NHLA should start doing?

Collaboration and communication and the including of more voices in the conversations of the whole library community. We can learn from each other, in many ways culturally as well as professionally. Some libraries may feel isolated, logistically or because of technology and funding limitations. Opening up more avenues of cooperation, to share experiences, ideas, and discuss issues that impact the library, rather than operating individually, may provide value to the library community. There is the NHAIS list, and conferences, but not every library worker is able to participate, or believes they are welcomed to participate. NHLA representation is usually by those who are in the upper levels of the power structure of most libraries. The siloed nature of this arrangement prevents a broader range of voices from being heard on issues that impact everyone.

Any additional comments?

The last two years have seen a lot of changes, both culturally and with technology. Community needs and expectations are changing rapidly, and its up to libraries and librarians to be responsive to those needs. In the next few years, change is going to happen even faster, having open dialogs with both the patrons of our community as well as all library staff members, can shed light on priorities and how to allocate already limited resources.

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READS

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IFC

Sustainability

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Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Ability to hire (qualified) staff, providing services that reach beyond the walls of the building. _____

What does NHLA do well?

NHLA is open to creating new sections _____

What does NHLA do poorly?

Over the past five years the conferences became a bit stale

Is there anything NHLA should stop doing?

Possibly the reads to go book bags, it's a cumbersome system.

Is there anything NHLA should start doing?

Any additional comments?

Continue remote access to section meetings etc

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- 2-5 years
- 6-10 years
- 10-20 years
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- 1,000-1,999
- 2,000-4,999
- 5,000-9,999
- 10,000-19,999
- 20,000 or more

How many employees are at the library where you work (both full-time and part-time)? *

- 0-3
- 4-12
- 12-20
- 20-30
- 30+

What made you decide to join NHLA? (Check all that apply) *

- My library encourages joining NHLA
- I wanted to join a particular section or committee
- I was seeking networking opportunities
- I wanted to attend a conference and liked the discount
- I was looking for professional development opportunities
- I use the Collaborative Summer Learning Program (CSLP) materials for summer reading
- I am pursuing a paraprofessional certification
- I wanted to apply for a scholarship
- Other: I wanted to help the NH library profession.

Do you belong to any NHLA sections or committees, ad hoc or otherwise? (check all that apply)

*

CLNH

ULAC

ITS

READS

URBANS

YALS

Paralibrarians

IFC

Sustainability

Equity Diversity and Inclusion

Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

1. staff retention given the reality of wages and benefits and the public-facing nature of our work; 2. staying relevant in patron's lives given commercial content providers like Audible, Netflix, etc.; 3. development of library leaders

What does NHLA do well?

Given that NHLA is entirely run by volunteers, the level of professionalism in the organization is commendable.

What does NHLA do poorly?

Recruitment of involvement, especially at the section level, could be improved. Sometimes it seems like people just ask the people they know and like instead of considering the strengths and skills the section could benefit from.

Is there anything NHLA should stop doing?

No.

Is there anything NHLA should start doing?

I think there are some small ways to make it feel special to be a member that could pay dividends for the organization-- what about a sticker or a lanyard that says "NHLA member" as part of the 2022 membership drive?

Any additional comments?

None. Thank you!

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- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Staffing, providing safe programming, advertising _____

What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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- Other: I always support our professional organizations

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- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

budgets, salaries, buildings _____

What does NHLA do well?

so much! conferences, continuing ed, committees, NELS, scholarships, Summer reading support _____

What does NHLA do poorly?

while improving, communication consistency and content could be improved.

Is there anything NHLA should stop doing?

only if lacking resources

Is there anything NHLA should start doing?

not without increasing membership and participation and I know work has been/is being done. Lots of overwhelm this year. But the strategic plan is a great step.

Any additional comments?

I only wish every library worker saw the value and could afford a membership.

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- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Financial, staffing issues, library services

What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

funding, transitions to digital collections, public perception and engagement

What does NHLA do well?

conferences, advocacy, committee work

What does NHLA do poorly?

the website :(

Is there anything NHLA should stop doing?

No. Keep up the good work!

Is there anything NHLA should start doing?

It seems there should be more membership recruitment, but I am not sure if the numbers agree with me. Also, I understand NHLA has a significant amount of money saved. Is it being spent as it should be? Are we ignoring any needs?

Any additional comments?

Communication is everything. I always appreciate receiving reports and updates, even when I cannot read them right away. Conferences are important when they are well-planned and tightly-scheduled. I depend on NHLA in the same way I do the State Library--to keep me informed and connected, but with more opportunities to connect with colleagues and to contribute to the overall library culture of New Hampshire.

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IFC

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Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Staff retention and recruitment, Adapting to expectations of patrons since COVID, Staff Development and Continuing Education Opportunities

What does NHLA do well?

Communication with members, Sections are strong, Good leadership

What does NHLA do poorly?

This year with the website down, it created a lot of issues

Is there anything NHLA should stop doing?

.....

Is there anything NHLA should start doing?

More roundtables throughout the year on certain topics, especially with Zoom making it easier to connect.

Any additional comments?

.....

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Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Pandemic censorship budget _____

What does NHLA do well?

Conference and section offerings also covid resources _____

What does NHLA do poorly?

It can be a bit cliquey

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Cost of electronic materials (databases, ebooks, and streaming media) _____

What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Hiring or retraining staff to keep up with 21st century community needs - outreach, technology, social work; small libraries increasingly impacted by digital divide; retaining institutional knowledge with staff changes

What does NHLA do well?

Sections have addressed rapidly changing conditions with updates and programs.

What does NHLA do poorly?

Communication has seemed to me to be last-minute this year.

Is there anything NHLA should stop doing?

Stop relying on volunteers to manage website.

Is there anything NHLA should start doing?

Encourage development of ad hoc interest groups among members

Any additional comments?

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- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

advocacy; increased needs with decreased funding; misinformation management

What does NHLA do well?

not sure

What does NHLA do poorly?

outreach to library staff not MLS or MILS

Is there anything NHLA should stop doing?

not sure

Is there anything NHLA should start doing?

increased advocacy of organization. What are benefits of joining? How does NHLA membership benefit librarian/library staff? What do you offer that NELA does not?

Any additional comments?

I don't currently feel NHLA offers much as an organization. I joined so that I could pursue paralibrarian/certified library professional status.

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How many years have you worked in the library profession? *

- 1 year or less
- 2-5 years
- 6-10 years
- 10-20 years
- 20+ years

Using the data located at <https://www.nh.gov/osi/data-center/population-estimates.htm>, what * is the population of your library's service area?

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- 1,000-1,999
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How many employees are at the library where you work (both full-time and part-time)? *

- 0-3
- 4-12
- 12-20
- 20-30
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What made you decide to join NHLA? (Check all that apply) *

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*

- CLNH
- ULAC
- ITS
- READS
- URBANS
- YALS
- Paralibrarians
- IFC
- Sustainability
- Equity Diversity and Inclusion
- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Staffing, Budget cuts, and visibility in the community.

What does NHLA do well?

Respond to issues affecting NH libraries fairly quickly. Advocating for NH libraries in general. Also, the EDI committee was a great addition to NHLA and I think they are doing amazing work. Sustainability and Tech Services are also great additions.

What does NHLA do poorly?

Well, unfortunately the website being down for so long has had a negative impact on the NH library community.

Is there anything NHLA should stop doing?

No.

Is there anything NHLA should start doing?

Maybe reaching out to the membership more? I think a lot of the important work is done at the Board level, but I don't know if the greater membership really knows about it. I think its fantastic to send the minutes out to members, but I do wonder if people take the time to read them.

Any additional comments?

I'm so glad a strategic plan is being developed. I think this will be an important guide post for the organization.

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ULAC

ITS

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Equity Diversity and Inclusion

Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

National, state, and local political climate; funding; relevance in an age of technology , including access to said technology by people with limited means.

What does NHLA do well?

Continually stays current with resources for all of NH libraries and communicates effectively.

What does NHLA do poorly?

Unsure

Is there anything NHLA should stop doing?

Unsure

Is there anything NHLA should start doing?

Unsure

Any additional comments?

n/a

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What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Staff retention, community engagement, funding

What does NHLA do well?

I haven't been a member long enough to know

What does NHLA do poorly?

I haven't been a member long enough to know

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Move to rolling enrollment or prorated dues

Any additional comments?

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- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Retention, lack of funding, lack of diversity in staffing and collections

What does NHLA do well?

Annual Conferences

What does NHLA do poorly?

Small Library Summit and other small library events (libraries smaller than 3,000 population)

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Research on our state's library staff: demographic info to make hiring trends transparent.

Any additional comments?

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- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Diversity & Inclusion, Censorship, Budget constraints

What does NHLA do well?

What does NHLA do poorly?

Your website is terrible.

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Staffing, adapting and changing policies and workflows in response to post-pandemic, and maybe budgets.

What does NHLA do well?

Monitoring relevant bills and getting support when needed. Offering help to any library/librarian even if they are not a member. Conferences, including section events...

What does NHLA do poorly?

Letting members know how much NHLA does. Advocating the benefits of membership.

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

I appreciate all the work that NHLA does on behalf of and for libraries, and think this strategic plan is a step in the right direction. Thank you!

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Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Legislation and public perception. I know it's only two, but I think these are by far the most important. _____

What does NHLA do well?

I think NHLA is aware of the issues facing libraries and library staff and works to keep ahead of them. _____

What does NHLA do poorly?

Is there anything NHLA should stop doing?

I can't think of anything. I believe NHLA uses its time and resources wisely.

Is there anything NHLA should start doing?

Any additional comments?

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- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Continuing to champion library relevance in our communities. Changing our offerings and services to suit the changing landscape. Reminding everyone in the community why we are here.

What does NHLA do well?

I'm new so no comment yet :)

What does NHLA do poorly?

I'm new so no comment yet :)

Is there anything NHLA should stop doing?

I'm new so no comment yet :)

Is there anything NHLA should start doing?

I'm new so no comment yet :)

Any additional comments?

<3

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

recruiting staff, financial support, advocacy _____

What does NHLA do well?

Represents NH libraries and staff. _____

What does NHLA do poorly?

Is there anything NHLA should stop doing?

N/A

Is there anything NHLA should start doing?

Any additional comments?

Thank you for the work that you do for NH libraries

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Do you belong to any NHLA sections or committees, ad hoc or otherwise? (check all that apply)

*

CLNH

ULAC

ITS

READS

URBANS

YALS

Paralibrarians

IFC

Sustainability

Equity Diversity and Inclusion

Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Public health, censorship, pay _____

What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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- 2-5 years
- 6-10 years
- 10-20 years
- 20+ years

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- Less than 1,000
- 1,000-1,999
- 2,000-4,999
- 5,000-9,999
- 10,000-19,999
- 20,000 or more

How many employees are at the library where you work (both full-time and part-time)? *

- 0-3
- 4-12
- 12-20
- 20-30
- 30+

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- Other: _____

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- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

1. Outreach: library services are changing, but people don't know; 2. Teaching digital literacy to young and old: privacy and identifying disinformation, misinformation, and valid sources; 3. Libraries and librarians need to be intimately connected to other community organizations so they can identify the resources their patrons need.

What does NHLA do well?

Connect librarians to each other.

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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- I wanted to apply for a scholarship
- Other: Meet other NH librarians and compare notes

Do you belong to any NHLA sections or committees, ad hoc or otherwise? (check all that apply)

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Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Pay, staffing, budget _____

What does NHLA do well?

Great conferences _____

What does NHLA do poorly?

I don't see anything that is not done well - could perhaps engage more.

Is there anything NHLA should stop doing?

No

Is there anything NHLA should start doing?

More short term seminars/classes

Any additional comments?

You guys are doing a great job but seem remote at times

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

funding; workforce; _____

What does NHLA do well?

conferences _____

What does NHLA do poorly?

its own website; publicity

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Lack of funding, impact of pandemic on services, difficulty recruiting diverse staff

What does NHLA do well?

Offering staff professional development opportunities, programming resources, support for librarians.

What does NHLA do poorly?

I think the website could be more robust. It is better then it was when I first moved here over a year ago, but I was looking to get involved with one of the Ad Hoc Committees and there was not much information to be found. I tried reaching out to someone on the committee and did not get much response. I say this with the understanding that Covid has made committee work (and everything else) a lot more challenging.

Is there anything NHLA should stop doing?

Can't think of anything.

Is there anything NHLA should start doing?

Do more to reach out to new librarians in the state. Offer more programs specifically for new librarians, new library directors. Make it easier for new people to find out about different committees, what they do, and to become involved. Publicize meeting dates on website.

Any additional comments?

Thank you for all that you do. I think overall NHLA does a great job.

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- I am pursuing a paralibrarian certification
- I wanted to apply for a scholarship
- Other:
I think supporting NHLA is good for the profession and overall benefits all NH librarians

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- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Fair pay, building upgrades, censorship _____

What does NHLA do well?

What does NHLA do poorly?

Recruit and involve more of the community.

Is there anything NHLA should stop doing?

I think we should be careful not to be reactive to trending issues. We should focus on core values and protecting access to information.

Is there anything NHLA should start doing?

Mentorship programs

Any additional comments?

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- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Livable wages and better benefits, communicating to stakeholders relevancy of field and how to prevent/balance burnout due to pandemic

What does NHLA do well?

Amazing librarian membership

What does NHLA do poorly?

Communication especially between sections

Is there anything NHLA should stop doing?

Making new committees- focus on strengthening an already weakened organization

Is there anything NHLA should start doing?

Bring back the school librarians into NHLA

Any additional comments?

Seems to be a bit of an old vs new struggle between generations of librarians in workforce and NHLA. Work on strengthening this divide

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Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Professional recognition in small libraries, Technology, _____

What does NHLA do well?

Conferences offer valuable information and support _____

What does NHLA do poorly?

.....

Is there anything NHLA should stop doing?

No

.....

Is there anything NHLA should start doing?

Offer policy writing workshops

.....

Any additional comments?

.....

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Competitive salary, budget, reaching all sectors of the community _____

What does NHLA do well?

Communicate _____

What does NHLA do poorly?

Have not seen any negative issues

Is there anything NHLA should stop doing?

No

Is there anything NHLA should start doing?

Having more informative sessions

Any additional comments?

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- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Wages, Budget, Staff/Library Advocacy _____

What does NHLA do well?

What does NHLA do poorly?

...a lot. The boards all operate separately. There's not a lot of clear and transparent messaging going on from the executive board to the membership.

Is there anything NHLA should stop doing?

i would stop adding ad hoc committees and strengthen the boards they already have. It feels like NHLA is all over the place in terms of goals.

Is there anything NHLA should start doing?

Invite new and incoming librarians and library workers to join NHLA committees and boards personally and directly. NHLA struggles to get new board members and I think there needs to be a concerted effort to onboard more people.

Any additional comments?

There's already a huge disconnect between the executive board and the committees/boards that it personally doesn't make sense to put in all this work for a strategic plan without the boards having buy in.

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None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Rising tensions in the politicization of human rights, _____

What does NHLA do well?

Encourage comroderie among the librarians in New Hampshire. _____

What does NHLA do poorly?

I feel like there's a lot of disconnect between the committees and the board, and it seems like several of the committees go in waves of rallying, and dying off. Not that the board can really stop that, but it is something I've noticed as an outsider.

Is there anything NHLA should stop doing?

I don't feel like I've been engaged enough in NHLA to answer this question

Is there anything NHLA should start doing?

Any additional comments?

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- 0-3
- 4-12
- 12-20
- 20-30
- 30+

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- Other: _____

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- ULAC
- ITS
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- Sustainability
- Equity Diversity and Inclusion
- Technical Services
- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Budgets, Municipal & Town politics, technology

What does NHLA do well?

What does NHLA do poorly?

Communicating what their role is in the NH Library community. What is the purpose for the NHLA? How is the NHLA important to NH libraries? What is our annual membership paying for?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

More relevant networking support

Any additional comments?

There is a sense that NHLA has gone quiet, beginning about 5+ years ago. It may just be that the programming or the way that the programming for meetings was organized has changed. Perhaps it is that the time required of the volunteer organizers has become too much and too expensive to pull together programs and meetings while they have to do their regular library jobs.

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Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

What does NHLA do well?

Educational materials and support

What does NHLA do poorly?

NA

Is there anything NHLA should stop doing?

NA

Is there anything NHLA should start doing?

NA

Any additional comments?

Thank you for all that you do!

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- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

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IFC

Sustainability

Equity Diversity and Inclusion

Technical Services

Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Maintaining funding streams, division and polarization within community, messaging _____

What does NHLA do well?

Good opportunities for networking. _____

What does NHLA do poorly?

Maybe better communication? I might have missed them, but I haven't seen NHLA minutes on the listserv for quite some time.

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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- I wanted to apply for a scholarship
- Other: It's another way to stay current on librarianship in NH

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- Advocacy
- None
- Other: We divide membership in the sections between our 3 staff with memberships.

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Budgets too small, communities unaware of benefits of having library cards, confusing to follow and trust the varying policies for staff regarding Covid

What does NHLA do well?

The annual conferences that I've attended have always been great!

What does NHLA do poorly?

I don't see as much communication or professional development/networking opportunities as I would like to see. Not sure if my ideals for NHLA are just different from NHLA's actual priorities, or if it's just a matter of volunteer availability and interest.

Is there anything NHLA should stop doing?

Sometimes it seems that all NHLA cares about is political advocacy and scholarships. I know this isn't the case, and that NHLA provides other opportunities and information for librarians, but sometimes it feels like the former.

Is there anything NHLA should start doing?

Would it be possible to have groups that meet virtually to discuss or form a community around common librarianship values? Kind of like how Deb Dutcher at the State Library has had groups focused on resilience & wellness. I feel like other opportunities to interact are either just for children's librarians, just for teen librarians, or just for IT librarians (beyond the simple tech questions or familiarity of the average librarian). Maybe groups that get together to learn the basics of social media together (one week about Instagram, one week about Facebook, one week about convincing managers about minimal posting recommendations for each platform, one week on using Canva or PowerPoint or another program to create images, etc.) or to refresh on good customer service skills, etc.

Any additional comments?

Thank you for your survey! I really appreciate that you are seeking input & giving us an easy opportunity to speak up!

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- Advocacy
- None
- Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

COVID-19, lack of reliable wifi, aging population

What does NHLA do well?

Conferences

What does NHLA do poorly?

NA

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

retention of staff and good hiring of people, mental health of people in our communities, ability to sustain new initiatives (like offering Zoom programs)

What does NHLA do well?

Communicate with members through email; Sections are amazing!

What does NHLA do poorly?

More active involvement in legislative issues - bringing constituents together with their legislators and discuss library impact; recently the website issue

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Mentioned above - maybe legislative breakfasts around the state

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Advocacy

None

Other: _____

What are the top three issues facing New Hampshire Librarians and Library Staff today?

Covid (protocol, decreased foot traffic), diversity in collection, higher pay to retain staff

What does NHLA do well?

I am always impressed by the conferences. Networking is the greatest strength of the organization.

What does NHLA do poorly?

Can't think of anything.

Is there anything NHLA should stop doing?

no

Is there anything NHLA should start doing?

Any additional comments?

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What does NHLA do well?

What does NHLA do poorly?

Is there anything NHLA should stop doing?

Is there anything NHLA should start doing?

Any additional comments?

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