Finding the Magic in Small Town Library Management

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Today’s Outline

- What are small town libraries?
- What is the job of small-town library manager?
- Identify the various faces of management
- Discuss some of the lovely (and dreaded) other duties as assigned
- Provide wise words for resilience
- Share advice and resources
Today’s Goals

- You’ll have an understanding of small town library management
- We’ll share some of the biggest takeaways from 18 months of managing in rural areas
- We’ll give you some pieces of advice to help you manage management
- We’ll all make some magic!
When the library is one of the hottest places in town...

Silt Branch Library
4 reviews
#2 of 2 things to do in Silt Libraries

New Castle Branch Library
7 reviews
#2 of 6 things to do in New Castle Libraries

Glenwood Springs Branch Library
23 reviews
#23 of 45 things to do in Glenwood Springs Libraries

Rifle Branch Library
11 reviews
#5 of 12 things to do in Rifle Libraries

Thanks Travel Advisor!
What is your job?
What is your job?

- Budgeter
- Tech Guru
- Partner
- Librarian
- Mentor
- Politician
- Bartender

It’s my job
The Faces of Management

- Mom (But don’t say “because I said so”)
- Cheerleader (your staff need to know you’re behind them and you celebrate them)
- Custodian (you do the work no one wants to do)
- Advocate (for staff and for patrons)
- All the jobs
Other Duties As Assigned
Other Duties as Assigned

- Head of Security
Other Duties as Assigned

- **Head of Security**
  - Get to Know Your Code of Conduct
    - Best tool
    - If you don’t have one, get one!
  - Show you care
    - Enforce the code of conduct
    - Walkthroughs
    - Respect the place
  - Provide training for staff
    - We’re not in this alone
    - Practice, practice, practice
  - Compassion is good
Other Duties as Assigned

- Defending the Principles of Librarianship
Other Duties as Assigned

- **Librarianship 101**
  - May or may not have basic training in everything from privacy policy to collection management

- **Ethical discussions with public AND staff**
  - Open To All
  - Come to my lightning talk!

- **Recognizing that some things are not understood**
  - You will continue to fight the good fight forever, it will never go away
Resilience
Is it a 4-letter word?
Resilience, Grit, and Other Lies
Academic Libraries and the Myth of Resiliency

Angela Galvan | @dropvase
Jacob Berg | @jacobsberg
Eamon Tewell | @eamontewell
ACRL 2017 #ResistingResilience Slides: tinyurl.com/ACRLresilience

“Resilience is click-bait”
Resilience:
1. the power or ability to return to the original form, position, etc., after being bent, compressed, or stretched; elasticity.
2. ability to recover readily from illness, depression, adversity, or the like; buoyancy.

Stamina:
1. strength of physical constitution; power to endure disease, fatigue, privation, etc.

What defines me and my experience?
Resilience Is About How You Recharge, Not How You Endure.


https://hbr.org/2016/06/resilience-is-about-how-you-recharge-not-how-you-endure
Resources

- Askamanager.org: even if it's just to know you’re not alone in weird stuff.
- LLAMA, CAL, and Webjunction: great leadership webinars
- CALLI
- Facebook groups: Library Employee Support Network, Library Management
Final Advice

- Make a decision and stick to it. Don’t second-guess it.
- Take your time answering someone. Library science isn’t usually life or death.
- We’ve talked about self-care. Keep talking about it.
- Have a network of support: with other library people and with non-library people, like other leaders in the community.
- Admit when you don’t know something.
- Stay updated in the field.

Remember: my work matters and I matter to my work.
Questions & Thank You!