

CAL 2010 Membership Survey Results

Annual Conference suggestions in blue

Outreach, virtual and rural in green

Better communication in orange

Dues, fees, etc. in lavender

1. In what type of library do you work?

Academic	49
Public	156
School	46
Special	28
Retired	5
Not Employed	9
Student	6
Other	30
Total	329

Other:	Board Member, Consortium, Consortium office, consultant, government, government agency, have never worked in a library, hospital, library agency, LIS education, Medical (2), prison, provide planning/design services, public&school laid off APL, retired but catalog in public library for special projects, self-employed, state (3), support a business unit-no longer in the corporate library, teacher, unemployed-seeking employment!!, vendor, volunteer in a special library
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2. How long have you been a member of CAL (including the former CLA & CEMA)?

Less than 1 Year	36
1-5 Years	120
6-20 Years	109
Over 20 Years	23
I am not a member	41
Total	329

CAL Members

1. What was your primary reason for joining CAL?

Networking	61
Professional Development	122
CAL Conference	75
Lobbying and legislative support	12
Other	18
Total	288

Other:	All the above (2), Because you should join your state library association. It's just the right thing to do, Collaboration on key issues/opportunities, director recommendation, encouraged by my director to join, grad school, grad school expectation, I participated in the author signings held at the conferences-I also had one of my books reviews by CAL. I sell a lot of books to libraries and joined o show my support. I have also learned from my support, it's the Colorado professional association of librarians, our library supports CAL by extending memberships to trustees, power library requirement, sense of obligation, support for the profession, support for the organization, supporting the profession, trustee
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2. Which of the following events have you attended?

Division or Association Spring Workshop	112/288
CAL Annual Conference	251/288
Continuing Education Workshop	98/288
Other	24/288

Other:	Paralibrarian Workshop (2), None (9), I have been a member for one week, Durango Days, CALC, CASL Spring Unconference, various committee meetings (4), CAL's Summer Tea event (2009) (3), Leadership conference topic, colleague connection, STELLA, association meetings, regional meetings (SW Colorado), leadership program (4), library legislative day, business interest group, adult services interest group (2), interest group meetings (2),
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3. What suggestions do you have to help improve CAL?

<p>I think your organization does a GREAT job.</p> <p>None at this time.</p> <p>More connections between school libraries and public libraries, workshops, examples of how others have done this.</p> <p>none</p> <p>None.</p> <p>Annual conference - have poster sessions up all day instead of in the early morning hours or during other presentations.</p> <p>-Be more of a presence on the Colorado Libraries blog. It could be more robust, sharing more library stories from around the state, and CAL could help to do this. -Record and post keynote speakers for future reference and learning. -During the CAL awards ceremony, it would be nice to hear more specifically why the award recipients were selected.</p> <p>I don't have any suggestions -- I've always been impressed with what the association has done and the quality of the conferneces.</p> <p>none</p> <p>-</p> <p>It seems to me that CAL, Clic, and the State Library have several duties that overlap. Maybe the organizations could consolidate and create some new efficiencies. Perhaps a publicity campaign that would explain to the library community what the different organizations do and what their mission statements are.</p> <p>I don't really understand what CAL does other than legislative work and lobbying. The whole thing seems out of reach for a small rural library.</p> <p>Have professional development and networking more available as outreach, so that members can do both remotely.</p> <p>-</p> <p>Keep doing what you're doing. The annual conference is great...maybe have some smaller workshops at various locations throughout the rest of the year. It's nice to see familiar faces and share ideas.</p> <p>School libraries are underrepresented. The last CAL conference did not have much to offer for Teacher Librarians.</p> <p>More school library based sessions</p> <p>Have more available for School librarians. We seem to be a minority in teh organization.</p> <p>I have appreciated all I have experienced w/CAL.</p> <p>A greater focus on school libraries at the conference would be helpful; maybe even a focus on independent schools?</p> <p>Not sure</p> <p>Do more regional events, like CLiC does with their spring workshops. It works great for people who have no travel budget. Webinars are a good choice, too.</p> <p>none</p> <p>employment page</p> <p>what I "hear" fairly often is "there's not enough for academic librarians" (especially "ever since</p>
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they added the school libraries"). I'm not sure how valid that is, but it's something I now have in my head as I am consider attending the conference and other things. (Sorry that that's not a suggestion - to reword as a suggestion: "do what you can to change this perception if it's just a perception. If it's true, then change that".

Schedule exclusive vendor time during CAL with no other workshops/events scheduled at least two hours per exhibit day; providing breakfast and happy hour in exhibit hall is a great idea

Actually, i can barely remember last year's conference at this moment.

I like the paper newsletter. I don't receive much information from CAL like I used to. I know it is too costly, but I just appreciate it and would read it.

I can't think of anything -- I think CAL does a great job

I may not be sure just what CAL considers is it's core value or reason for being. Perhaps sharing that with the members. And/or deciding within the governing organization what it is reasonably able to do and sharing that.

Provide more support for job seeking librarians.

You need to have more school library offerings at the CAL conference, and cater more to the school library group, since we are such a large part of the CAL membership as a whole.

I wanted info on presenting a program this year for CAL. I thought there would be info in the CAL newsletter - but this was incorrect. SO I would suggest you make this info more available, especially if you are wanting more programs offered.

I don't have any.

None. I've appreciated it as a vendor, and now as a librarian/CAL member.

none at the time

More "school library" sessions at the CAL conference.

none

Reducing the cost of membership

May need to clarify a maximum of 3 priorities for the organization and excel in those areas - those priorities should be high priorities for all types of libraries. Need to find a communication vehicle that actively catches passive people. A way to provide easy access to "just in time" information is key. And, of course, it would have to be quick and easy for the content providers to use.

Figure out how to cope with the radical changes in progress in the economic model of a professional association. Historic reliance on registration and vendor revenue streams from a face-to-face event may or may not have a bright future. To what extent will this model survive, or be supplemented by another model? What does that mean for CAL's viability? One thing is for sure: doing online stuff in a zero-revenue mode is not sustainable.

I found it to be too oriented towards public libraries and I've dropped my membership to participate in CALC instead. If it's meant to be representative of all libraries in CO the focus of programming needs some adjustment

Find a way to include people outside of the Denver metro area in committee meetings via skype, adobe connect or go to meetings.

A new website with easier ways for associations, divisions, and other sub-groups to contribute content. This would help keep people involved with the larger organization.

Better networked groups utilizing web chats, etc.

You might be overlooking the assistance of your corporate members. From my vantage point, you only need us to help subsidize the conference. We would really like to be of much more help than just that; we would like to participate as a team member. We believe in libraries, too!

none

Maybe more mini-sessions around the state for training, etc.

More workshops throughout colorado; regular newsletter and journal delivery (either email or print); better organized sub-groups.

There are things CAL does that I'd love to participate in, but I can't afford the fees on my own (including membership dues - unfortunately, I'm no longer a CAL member).

Broaden the workshop/conference offerings (as I know you are planning of this year) to reach

as many levels of employees at the various types of libraries Take into account travel time and weather conditions when planning an event.

Offer continuing ed workshops throughout colorado and online

None

Go back to having the conferences in the mountains. Re-institute the PAC movie night. Have more social events at the conference (receptions, etc.)

Smaller more focused events through the year

more virtual interaction to help bring the community -- in whatever slices -- together. Perhaps additional or more interaction with neighboring geographically challenged associations would beef up the potential for this kind of online value-added. I'd like to see webinars, any kind of prof dev or cont ed in a virtual setting, particularly with an eye to our more budget-challenged colleagues who can't get travel funds. Repurposing/repackaging existing conference content too, as appropriate.

CAL has been a great organization. The only issue I have had is the annual conference is held in the Winter. Traveling in the snow in the mountain area has been the only real issue we have all had. I notice this year it is held earlier than years past. Wonderful! I can send more staff when the traveling isn't so dangerous. So, Please continue to have the conference earlier before it starts snowing.

more k-12 focused activites

Publish Colorado Libraries monthly.

More mentoring opportunities.

The bureaucratic nature of planning and approvals are dragging down the energy and enthusiasm of members, especially younger ones. Can the processes be streamlined?

Discontinue newsletters. These were a great tool for pre-computer, snail-mail days for people to keep in touch, but CAL needs to get more 2.0. We don't need more articles starting with, "Oh, I can't believe Spring is here already..." then a re-cap of committee meeting minutes.

none

Be more clear on what CAL does (other than an annual conference).

I have no suggestions, obviously. I am out of my element on this question. I sit at my author's table and try to look engaged. (Or maybe engaging is the word.)

More workshops on utilizing volunteers in the public library

Try to bring the costs down for membership, I may not be able to afford it this year if my new school won't pay for it. Consider changing the conference from every year to every other year.

I am not sure

CAL should focus on the annual conference, periodic topical or regional workshops, and legislative matters.

Conference does not have offerings relevant to small public libraries - it looks like you're changing that this year - kudos

I don't have any suggestions at this time.

I'm too new to know, sorry.

Offer more resources online.

I don't have any at this time.

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I don't have any at this time.

I'm not sure yet.

Maybe more opportunities for networking, outside of the conference?

none at the moment

Somehow allow for online conference attendance at a cheaper rate.

The cost on top of ALA dues is prohibitive for many potential enthusiastic members.

Severely scale back the requirements to change anything-- right now to change the subject area or name of even an interest group is not worth doing.

I would love if it there were some sort of mentoring program. As someone finishing school, that would be really helpful to me in starting my professional career.

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None

I think CAL needs to be much more involved in keeping libraries relevant to the public, open and librarians in service to the public that needs us. The economic downturn is severely hurting libraries and as a profession we seem stuck on old mantras and justifications to remain funded. I think we are OUT OF TOUCH with the public and are only NOW seeing how little they care and value us. Are we TRULY meeting their new needs and realities, or merely continuing the status quo as we see and value it?? In the past even city councils have denied systems a chance to vote in mil levies for libraries (Denver, Jeffco, Aurora to name but a few), and now face severe shortages that mean severe cuts to libraries. We need leadership in advocacy, marketing and self preservation. We also need drastic change to confront a new approach, something we librarian types seem to meek to speak up.

Allow it to move to different venues or change the time of year. It can be very difficult to get over the mountains in November.

I'm fairly new to libraries & CAL & still trying to figure out how to best utilize my membership.

N/A

No response

Publish publications as promised, lower membership fee, somehow create greater enthusiasm and involvement among leaders and members.

In my experience you are doing a great job! The CAL annual conference last year was wonderful! I won't miss it in the future for anything. I guess my suggestion would be to keep the bar high, and don't let it slip.

None

More of a national scope of programming in addition to the local aspect.

I think CAL needs to do a better job in supporting the professional librarians in the state. I haven't attended the conference in a number of years because I feel it is primarily aimed at paraprofessionals with little for training of value for professional librarians.

None at this point

I have felt that many of the workshops do not apply to me - over the years I have attended so many. I think it is wonderful that many workshops are helpful for new librarians and/or small library folks. So, perhaps adding a few 'advanced' workshops - especially focusing on community partnerships - would be good.

none

can't think of anything - sorry

I believe you are doing a great job.

Try to keep member costs low!

I'm a new member and can't seem to find an easy point of entry into CAL activity- perhaps hosting a new member orientation, or somehow making your organization more accessible would be good.

My membership is too recent.

Too new to have suggestions.

More training for School Library Programs

I don't feel I've been a member long enough to have valuable suggestions for CAL

Provide a Directory of members and prompt responses to membership information questions.

More opportunities for continuing education especially for Youth Services

No suggestions

For small libraries: Allow libraries to buy a institutional membership that allows any of their staff/Board people to attend one day or preconference without buying individual memberships.

I would increase the support for interest groups -- perhaps formalize the structure and expectations.

None.

Conference has become disappointing. Not enough sessions that are relevant to public

libraries. Last year I didn't go.

At conference--variety of workshops, but maybe offer some twice. Could people let you know ahead of time which workshops interest them? To help you get an idea of what will be most popular? Don't forget that some of us are high school librarians!

More programs for small, rural libraries, especially at the CAL Conference.

Not sure.

set up a division/round table for Children's Services in public libraries
encourage more participation by taking advantage of teleconferencing and video conferencing so that people don't have to travel to meetings

none

idk. In a time of economic woe for so many - and the overall meeting time/people needed in order to help make CAL be what it is, along with the requirement from organizations to give to support CAL...is it all necessary?

Have all members present a workshop during conference. increase membership.

I enjoyed some of the past single day workshops, but then the focus became less interesting. I also had less time.

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Figure out a way to send "tickets" and most other registration material to conference attendees electronically so that people (volunteers?) aren't doing all the work at the desk and so that attendees breeze through the process. Make attendees responsible for bringing the material and provide a laptop or 2 to print on demand. Also allows the attendee to note in advance if there's been an error (not that you've ever made one with me!). ALA sends everything in advance and it's marvelous. Registration is a breeze because the only thing to do is add late registrations and pick up the bag loaded with final conference guide and vendor's promo material. Oh, and I love the no-bag that you implemented in 2009!

More opportunities for involvement or professional development all throughout the year and not just at the annual conference.

It's hard to describe, but CAL can come across as being more about fun than professional devpt. I know it's not really that way and that having fun is important too, but I've found that people here don't seem to take professional devpt and networking as seriously as I've experienced on other non-library places. I don't know how to change that, but don't mind brainstorming - Joanna McNeal joannam@cityoflafayette.com

Dine-around type events, similar to what Rocky Mountain SLA, does - helps in networking and keeping current with library trends - on an informal basis. Too long in-between CAL conference events. I enjoyed having the CAL conference up in the mountains - more a destination conference, but I understand there may be monetary constraints.

More workshops for departments of the library besides Reference -- administration or volunteer services would be helpful.

n/a

Offer more programs at the annual conference that would appeal to academics.

have more for mid-career/high level professionals; networking events all around the metro area - similar to RMSLA

I don't know.

um... get professional! This is a great organization for the paraprofessionals however it really doesn't meet the needs of professionals.

I wish I had some helpful suggestions. In fact, I think CAL does a good job of balancing education about the political scene and helping us with professional development. I always learn a lot from the conferences. For more further or more specific guidance about, say, legalities of running a district or standard practices for selection of databases, I turn to CLIC, and I don't think there needs to be duplication of specialties.

More programming for youth and children's services folks.

I know that you do a lot of things that are relevant now, but I feel like CAL's image (not necessarily the reality) is that it is locked in the past. Also, this has been annoying me for years (not a lot, just every now and then). In the newsletter and other communications there are a lot of names of groups that are represented in acronyms and nowhere is there an

explanation of what those mean. If you haven't been around forever, you could read the newsletter for years and never discover what the groups are actually called.

More workshops in regard to Technical Services role in the new world of information. Perhaps co-sponsor things more. If CAL and CLiC for example did workshops together perhaps it would allow you to do more with less funds and make it easier for libraries to send folks to things.

make professional development opportunities plentiful by making them easy to plan/setup and attend

Make it easier to track membership dates.

Provide more contact with the MLIS students in the state. Provide members with more information on how to publish book reviews and articles to our professional publications.

Keep publishing Colorado Libraries hard-copy ...

Add workshops during the year. Add networking events. If the dues were less, you might gain more members.

Encourage active committee participation and a statewide focus on building the future and longevity of libraries; ongoing membership drives; more unconference sessions at conference. none at this time

At this point in my career, I am looking for low-cost educational events that will help me meet people who might hire me or help me become more connected in the library world. Once I am employed, those goals will probably change a little.

insist that all committees and divisions enable equal "access" to meetings for outliers who need/want to attend meetings electronically.

Actually, I think CAL is doing a good job. The annual conference last year had great speakers, and sessions. The conversations and networking were great.

Keeping the cost as low as possible

I work on the CAL Marketing committee and joined CAL as being part of that committee. I get a lot from that group, but have never found the overall CAL to be beneficial to my job.

I don't know!

Keep up the good work.

You just did it! I am delighted that CAL 2010 is being held in October. Living in SW Colorado makes travel anytime later than October a little uncertain. Thank you!

Continue your professional development training/classes. Push for fund raising to help meet some of our ongoing expenses.

Offering as many workshops as possible as webinars with the ability to replay the workshop at a later time. I find it very difficult to get away from work and sometimes even to tune in at a specific time. It would be great to offer attendance at the annual conference via the web, too.

Have someone by the phone more of the time. Better lunches.

Not at this time

I am very happy with CAL.

Cost is usually a prohibiting factor in my membership - though I know that the funds are needed.

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Convene a meeting of all like-minded organizations - SRMA, RMSLA, the division heads, etc. to agree upon a schedule for meetings so that we don't have our workshops and meetings on the same day. This year SRMA was the same day as CoASL.

Update the website. Allow for more Web 2.0 networking via the website. Find ways to get members together for free.

Broader appeal in divisions. Spring TSAD was pretty limited in size and scope, perhaps shutting out people who might have been interested in attending.

More accessible programs in my area of the state (southwest).

none.

Create a website with an organized bunch of tips on running a library: cataloging, book repair, budgeting, good groups to join, helpful blogs, etc. Let people add to it--maybe I'm describing a

wiki? Offer workshops on the above topics at the spring conference.

More visible to staff not just admin

I have not been a CAL member long enough to answer this question.

None at this time.

None, I think it functions quite well as it is.

None

More diversity of programming at CAL to include more on Tweens, Diverse populations and professional skills (such as time management, goal setting, ect.)

I really like what I've participated in so far!

I've really enjoyed the workshops you've brought to Durango, they have been full of great information and useful ideas.

more opportunities for special libraries

Conference with Academic, School, Public offerings tracked

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At the conference schedule YA programs so their times do not conflict.

Please don't hold the conference in Denver ever again (at least at the Tech Center location).

The parking is difficult, the hotel conference rooms are too small, and the traffic getting to the Tech Center is HORRENDUS. After one bad experience the first time, I skipped the rest of the conferences that were held there.

Focus a lot on the conference-- that's why I joined-- but also keep up those little one-day professional development opportunities throughout the year. Also, do we have an official PR committee? It seems like someone should be getting libraries in the press (school libraries especially) as much as possible in these trying times of budget cuts.

Don't hold the conference at the Tech Center.

Please talk about the lobbying & legislative support more. I think this is a critical reason to belong to CAL and its hardly ever talked about.

Leadership needs to fully understand time commitment and focus required, as well as responsibility to membership to make the right decisions. CAL is important to all but its future is in the hands of CAL leadership. Keep providing info on how the various libraries can reach out and inform their legislators. Informing their local populace would be helpful, as well.

Boards and trustees need continued encouragement to attend sessions at the conference. It is critical for them to be informed and it is so difficult to get them to conferences where they will be informed. Really appreciate the BHAG (sorry, don't know real name of group) efforts ... they aren't as inclusive as they ultimately need to be but this is a great start and much needed and helpful to unify library efforts across the state. Do more! Keep this up! Fiscal transparency is very popular for government entities ... might consider a version of this for CAL so members know basically where the money is going. Perhaps a split out for the conference costs since that has been a source of much discussion.

Diversify range and depth of topics at annual conference. Offer up open web/video broadcasts (and rebroadcasts) of selected sessions for members unable to attend due to financial, travel or other constraints. This would not have to be done with full-blown production values--there are low-budget means that would still be effective... Make the CAL President a two-year term appointment. One year is hardly effective to bring about anything other than superficial change or to create sustainable initiatives unless the outgoing and new president are REALLY on the same wavelength.

Reduce and refocus the number of divisions, sections, associations, etc., and make sure that restructuring reflects the changes that have taken place in librarianship. For example, the division name "Technical Services and Automation" is showing its age. This type of reorganization is taking place to some extent on the national level in ALA, i.e. the ALCTS division. Focus on active, involved groups--and how they're staying active and involved--and disband groups that have low membership or activity.

Strengthen the relationships between the associations within CAL so that all types of libraries feel that CAL is truly representing them. Make sure that all meetings are available at times where all types of librarians can attend (within reason, of course... but making the effort to offer

choice is important and sends a strong message). Keep the memberships cost DOWN and don't require that all conferences/workshops have a registration fee... some workshops should be for free!!

None.

I do not have any suggestions.

The conference is really excellent, but it's pretty much the only thing I do with CAL. I'd like to see even more variety in the sessions at the Annual Meeting. I'd also like to be able to do more networking events.

Focus on 21st cent learning and leadership

- More visibility of libraries/benefits to public & potential library supporters. - More organizational presence/awareness of CAL by related organizations, local policy makers (e.g. school boards, to name one), and communications with members--we hear so little unless you are asking for membership or conference registration

Keep up the good work by modeling the success of the last conference.

remember those who have retired but might still have talents to bring to the association.

More events north of Denver

Become more visible to members. Reach out more to members.

I hope it's not too late, but there needs to be a strong voice for school libraries from CAL - a really strong voice from the state level - right to the governor and legislature's ears, faces, etc.

I like that CAL now includes a peer-reviewed presentation section at the conference and is better meeting the needs of academic librarians. I hope that will continue :)

Add a management and administration division to CAL programs.

I found the fall conference to be full of useful information. I am excited to continue to attend meetings and keep learning! No real suggestions at this time.

Mentoring, whether a formal program or an informal network. I realize in some ways we all do some of this. A place for potential mentors to make themselves available to students, or even mid-career librarians looking for a peer-mentor to work with, to facilitate this connection.

Another thought, a session at the annual conference on mentoring and making the most of those "mentoring moments" from both sides.

None.

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more flexibility in offering programs -- too hard to stay within the current CE system, especially the fixed fees for workshops.

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I do not have any suggestions. I think the association and its divisions do a very good job. I am happy to see that Colorado Libraries now has a mechanism for some peer-reviewed articles.

continue to strive for inclusive/cross-type activities. I am an academic librarian, and I appreciate the efforts that have been made to satisfy academic needs, but I also find value in presentations and activities that help us remember that librarianship is not rocket science - that what I do in my library is VERY like what you do in yours, even if they're different "types."

Better communication with members on membership benefits, learning opportunities, volunteer opportunities, board meetings/decisions....

It seems the annual conference topics are all school library related one year and all public the next.

Stronger outreach to libraries outside of Denver

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If CAL is a statewide organization they need to demonstrate that in no uncertain terms. Over the last several years it's come to feel like a club that only meets on the front range, is there for the front range and the rest of the state is the proverbial chopped liver. It's disconcerting at best and outright alienates the members at the worst. A prime example of this is an e-mail that went out some time ago that said 'we're meeting at so-and-sos pub to celebrate St. Patrick's Day, please come join us if you can. There have been other examples, that's the one that comes to mind at the moment. If you could unite all of the librarians in Colorado - not just

the ones in Denver, etc. - you would be a much more powerful and successful organization.

-An easy-to-find, easy-to-use directory of members that includes professional e-mail addresses and photos; -More workshops that offer hands-on experience instead of just workshops that are mini-lectures/demonstrations; -More social networking exposure and activity; -Different sorts of promotion. For instance, does everyone know who their library CAL members are? Do LIS students get CAL pencils or anything? Is there a CAL rep on hand at big library functions? More programs for the technical aspects of librarianship including digitization

Get more support for attending Annual Conference.

Require registration for popular CAL sessions. It is very disappointing to be turned away from a session because the seating has filled up 30 minutes before the session even starts.

More trainings and workshops for Paraprofessionals! Trends are leading towards more of us working the front lines at Reference desks and Children's desks. The focus at the annual conference always tends to be towards Administration and a lot of Tech stuff....how about remembering all the rest of us! :)

Increase distance or electronic participation in workshops, meetings and conferences.

none at this time

Work toward establishing a financial position that allows the organization to meet all of its programmatic goals and hire an executive director.

Continue to work to include all divisions in the work.

Affordable professional development, online professional development, meetings at times when school librarians can attend, more social opportunities, a permanent executive director that has a background and a passion for libraries (paid position), more visible evidence of work that our lobbyists are doing (wiki?)

Try to keep focused on the needs of all libraries rather than the fragmentation into Round Tables.

Have a stronger leadership development component. Look at examples from states like Texas, Idaho etc.

All four associations need to receive equal respect and have their needs met. Currently, the feeling is that we are a public library association. That does not do justice to the academic, special, and school library members.

More outreach to those seeking employment. I've applied to about 200 jobs in the last 2 years. Also advice on how to keep your job. (I went to the "Value Added" talk at Jones Univ. in Feb or March.) It was great.

Quicker action taken to respond to librarian needs.

Require that the leadership submit reports prior to Board meetings so that every person didn't need to speak and only items that needed to be voted on were heard at the meetings. Might make the meetings a bit shorter and more productive **Create a more streamlined and defined communication structure that oversaw all communications by all groups and associations within CAL to help it be more cohesive.** **Re-branding. New logo, new website, and create an even more professional look.**

It's hard to fix this in a volunteer organization - but loss of organizational memory year to year is a real problem.

Host more social events like the teas. Develop 1 to 2 yr. certificate programs for all staffing levels in libraries. For the public library world have certificate programs for management levels. And hold a job fair for all the unemployed librarians. What is the future of librarianship in CO????

Just keep on and don't do anything drastic. These are tough times and sometimes just surviving is the goal.

I would try to recruit more non-librarians (circulation clerks, library aides).

I love CAL and think it totally meets my needs

Continue with programs such as the Leadership Institute, and find ways to be relevant to members from a broad range of library types and positions.

I'm pretty happy with it the way it is

I have stopped attending spring conferences because there is so much going on elsewhere and on listservs. I guess I would cutback and do more virtually.

Offer continuing education, as in the past

Get rid of the mighty CAL Board and their personal agendas. Let each of the Association's Presidents have the power to make their own decisions using alternating leadership by the cooperative. We've had too much of people being driven by their status and not what is good for librarians.

Talk more about the benefits (what's in it for me) of being a member of CAL, which I see that you did in your last newsletter. :)

Many times it seems the programs are the same ones from the Spring Workshops or are of particular focus. I would like to see a broader scope of programming that would cover administrators, board members, staff, ie time management; new technology (FB, Twitter, etc.). Good job last year in these areas.

Move the location of the annual conference every year (I think you have already started to do this as this year it is in Loveland).

Have a better way to notify members that it is time to renew.

I think this is a hard question to answer, since there are so many types of libraries involved....maybe working toward collaboration with all libraries...school to public, school to academic, academic to public, etc.

I just rejoined about two weeks ago because I saw two CE events I wanted to attend (CALC & a day at DU yesterday for music reference & art reference). It might be nice if there were more online CE events.

I found a great change in CAL when all the state library associations were merged. CAL and the annual conference have become very large. I find fewer and fewer events that relate directly to my current position. However, I'm not sure what to suggest at this point.

More and newer volunteers being involved.

Move the conference around the state again. When it's in Denver I hardly get to go since I also have to work at my library. Loveland isn't an overnight trip. Expand exhibits at conference -- know this is hard but since many of us can't go to ALA any more this is important. Even if they only send a table and not staff I'd volunteer to put up their exhibit.

Explore the possibilities of having continuing education and/or meeting events via webinar. That would allow participation by a much larger geographic area of your constituents.

More communications to members about committee work, especially legislative committee.

More advocacy for libraries via PSAs or press releases from the organization.

CAL is perceived by librarians and library staff on the western slope to be an organization for the libraries on the Front Range. That perception needs to change in order to increase membership from this geographic area. I was involved in CEMA and CLA when I lived in the Springs and I've stayed involved in CAL (and CASL for a couple years) after moving to Junction. It has been hard at times to justify my continued involvement. Perhaps something could be done to make it clearer how the CAL organization helps represent libraries from the entire state when it comes to legislative issues and government concerns.

Include more programs at CAL for experienced administrators. It's getting harder to find anything to attend.

I know you had budget reasons for eliminating Kathleen's position, but she provided continuity for CAL. Since the officers are only in positions for one or two years, they don't have the background that she had. Also, it is more difficult to arrange workshops; Kathleen used to handle the registrations, the lunches, all kinds of logistics.

None

?

Make it meaningful. Right now I feel like the only impact CAL has is its annual conference and we can't get school librarians to attend. I can remember the CEMA days when we filled the Broadmoor. The conference was AWESOME, so many choices and great presenters. At the last CAL conference I went to an "unconference" session or walk around the exhibits because the program choices were so weak.

be more responsive to school library needs provide training opportunities for library paraprofessionals consider offering more cataloging workshops

Too much of the time, it appears that the leadership doesn't actively seek new volunteers, or

the leadership can appear to rely on the same people time after time. I would like to see more outreach to the new folks that join CAL, especially if they mark that they are willing to volunteer for committees/interest groups/divisions/associations.

Aggressively court new members from the library school programs across the state. Create a CAL library student interest group or committee. [Host programs or workshops at conference specifically geared toward \(or presented by\) library school students.](#) [Court library schools nationally to host booths in the exhibits hall.](#)

Focus on what CAL can offer its members not what its members can offer to CAL.

I think the current leadership team is doing just what needs to be done: making sure that we're on a solid financial footing, exploring teleconferencing, focusing on advocacy.

none

None

none

[Resume publishing Colorado Libraries.](#) [Have access to your newsletter available by logging into your website instead of having to go through Adobe Photoshop.](#) (See comments below.)

1) [Re-evaluate the membership fees \(does it still make sense to have it structured on salaries?\)](#) 2) [Re-do the website](#) 3) [Have two annual conferences; smaller in time/content, different locations \(i.e., one in April; one in October; one in the Denver area; one on the Western slope\)](#) 4) Provide "something" when you join or renew your CAL membership (i.e., bumper sticker; membership card; or, something that gets the name and logo out there) 5) Send out emails when Board meetings are held; ask for input from members and place on agenda, if needed

Support a calendar, recording events from all branches, divisions, and national library events, so that scheduling will hopefully be more spread out over the year, with less conflicts. There were 3 events in a row, the last 2 in May and 1 the first week of June, pulling me away from my desk too often then I'd like. In addition, this public planning calendar should invite members to post other professional events that they belong to, such as RMSLA, SRMA, ARMA, etc. This service will help all with best time management practices, as well as learn what the other associations are offering their members, helping create CAL as a nearly one-stop shop. It would be a brave step, but needless to say, a service greatly needed by the membership.

Does CAL publish a salary survey at all? I know budgets are short and librarians underpaid, but it would be helpful to know what the prospects are for advancement, esp. of the salary kind. Willingness of members to take part in non-work hour events. In other words off duty day committee meetings and the like.

[Hold more events down in the SW!](#)

Love the scholarships for events/workshops/conferences -- continue to offer them and please add more if possible. [Would love weekly, opt-in email updates with short blurbs about what is going on within CAL.](#) [I feel until I get the newsletter, I have no idea what is going on with CAL and I'd like to know more.](#)

That question assumes improvement is needed. It functions fairly well as a volunteer-driven, member-oriented organization. There could be more focus on the benefits of and critical need for the lobbyists--but given the economy it's hard to point members to tangible results from that arrangement since there hasn't been any for a few years. The move to a management organization was potentially worthwhile, but that in itself didn't change the structure of or dependence on volunteers to do the bulk of the work. Institutional memory is still important, but the management co. is not in a position to help with that, whereas an exec director to oversee divisional and association events and help manage funds (and fundraising) would potentially benefit the members over time through better understanding of the process and procedures of work and events over time. Right now CAL is largely a conference organization with a few committees comprised of some dedicated members who may be uncertain of their role or outcome expectations. It needs to be more of a service not just to libraries/ians/staff, but to the state as THE library spokesperson on library issues. That would mean stronger emphasis on dedicated committee workers, and less focus on the conference as the be-all/end-all for membership. Get the name known beyond the library walls to effect change in business, and other non-profit organizations about what libraries are and do.

n/a

Consider the buddy system. Pair established members with new members for different regions and create sub groups of support. It's easier for members at a distance to travel to conferences, share hotel accommodations, socialize, etc. in small groups. I enjoyed the "venting...sharing" sessions during the Spring Unconference.

I would like to see more programming for new librarians. There aren't a whole lot of librarians who are young and/or new to the profession in this state. It's one thing I really, really miss about my old job. I would like to be able to meet, network, and hold conversations more frequently.

Not sure yet.

None. I have been a member for one week
better website, more updates, modern looking
small local networking events

Just fine

Still learning.... do we create purchasing consortiums to achieve efficiencies? Can they be expanded?

At the conference, have different tracks designed for specific types of libraries. Or, at the very least, focus on one type of library at each conference on a rotating basis -- one year public, one year school, one year academic, one year special.

not so much email.... seems like I get something daily and not sure what is important for me.

Perhaps you could target emails based on the input from this survey

Is there a way, at least for schools - or meetings up north to be broadcast or archived on elluminate or some other conference. I can't really assist or participate because I am so far from Springs and Denver.

?

None at this time since I am such a new member.

Have not been in long enough to know

Include and make it more appealing and relevant to paraprofessionals

4. If you were the president of CAL, what is the one change you would make in the organization?

Sorry, I can't speak to this.

Not sure.

Continue with clear, consistent communication.

Hold an MLS student only event.

Don't have one at the moment

na

Hmm . . .

Since I have not been involved with the association for very long, I can't think of any changes. don't know.

Become proactive in the role and impact that e-readers will have on libraries, with publishers, vendors, etc.

I don't really know. I don't feel that CAL "represents me", but I don't know why I feel this way and I don't have any suggestions for changes to improve it.

Get rid of at least half of the acronyms. Appoint people who get things done rather than committees that talk about what might be done.

not applicable

-

Make it more affordable for members.

Have a separate conference for school librarians.

Lower the membership fees so that more school librarians could afford to join

Show more support for school librarians in the political and community arenas. Librarians are being cut left and right with the economic crisis in schools.

Not sure

A more active newsletter.

Not sure

I don't know enough about the organization to have an opinion.

none

more social gatherings

Not familiar enough to say.

bring a vendor rep onto the CAL board

a more timely request for response, perhaps

Communicate with members more.

Make it cheaper to join -- even the tiered pricing is hard to come up with, especially when some libraries or districts don't help with the fees.

Not sure.

You all are doing a great job.

Put more focus on school librarians.

N/A

I don't know.

I don't think of changing the organization.

none at the time

.

I don't know enough about the organization yet to make a call on that..... Sorry.

none

Only do the annual conference, reduce membership costs and focus on the conference as being the big draw

It would be interesting to see if we could get CAL out of the "continuing ed" business as there is plenty of competition in the state (note: this does not include the Annual Conference as that fills a non-duplicated niche in this state). Instead, see if CAL can make some profit through promoting upcoming programs/classes for a nominal fee.

Provide for CAL's organizational support at a level and in a way that is sustainable given its foreseeable revenues--somewhat conservatively projected, until we are confident of reliable funding.

Try to insure a more balanced program at CAL mtgs

Try to hold more informal networking events

Faster communication with members (as opposed to the paper monthly newsletter)

I'd send a "vision letter" to EVERY MEMBER outlining where CAL & Libraries in general should be moving towards to promote our services and ensure our survival - the vision of 21st century librarian-ship is FAR different now than it ever has been and this should be articulated

Vendor viewpoint: Be more inclusive of your corporate members. We want to participate, not just pay.

not sure

I think we need to increase membership and you are already tackling that one. The more professional diversity we have, the stronger we are.

Less concentration on annual conference and more workshops and seminars, informational meetings throughout the year in different areas. Divide CAL into regions instead of subjects.

I would work with senior managers at various library systems to help them understand how CAL can provide professional development opportunities for their staff.

see above

improve the CAL conference by not focusing so much on public libraries

No idease

na

make more corporate sponsor connections

I am impressed that CAL tries different techniques and hasn't appeared stuck in too much of a rut. Sometimes it feels a bit all things to all people to me, but that's what public and school libraries often have to be.

Would it be beneficial to have a CAL listserv? This might be repetitive because I know the correspondence is on libnet.

no suggestions

Consider partnering with TIE to have a joint conference each year.

Bring back the competitive, dim-light long-rifle shoot.

Service to members (current and potential) is more important than the constant theme of the quest for money. Re-prioritize the mission of the organization.

Not an easy question to answer.

?

better communicate what CAL is doing and it's purpose.

--

no comment

Have a conference every other year.

I am not sure

If I were president, I would make certain the organization is run in a financially prudent and responsible fashion to best benefit of the broad cross-section of membership.

More relevance to small libraries (public)

I don't have any suggestions at this time.

Survey is a good technique for generating more questions about the matters you care about...other techniques may give you the answers you need in the future.

I would help promote online resources, especially the website and tools.

Hold the conference in a hotel that will have enough rooms for everyone to stay at that hotel.

B

I honestly don't know of a need remaining to be met.

Um, I'm too new to it to make a leap like that.

not sure

?

improve institutional memory and documentation

Make it easier to hold CAL sponsored events such as unconferences and meetups that don't require members-only attendance. Get sponsorships rather than charge fees.

I don't see a need for big organizational changes. I've been very happy with my experience in CAL.

x

-

I would incorporate archives and other special libraries more. There is already a great archival organization in Colorado but it would be nice if the two organizations could play nicely together.

The price of membership, please consider lowering it! Given the new economic reality and the continuation of salary freezes, lay-offs and such, the price of CAL and ALA memberships are almost making me have to choose one, or potentially drop both. I don't think I can continue to justify such a high price during these challenging times.

Move meetings around so that people from all over the state could participate.

None at this time

N/A

No response

I would focus heavily on professional development options and would fold networking into those options, and I would improve the web site content, contacts information, up-to-date information, and ease of use if possible.

I am not familiar enough with the organization and its activities to reply to this question.

None

This is such an unfair question to put forward. I'm a member and not engaged at the operational side of the organization and feel it is inappropriate for me to respond on something upon which I am not familiar.

See above.

Would have to give that some thought

How about more ways to network and just get together to hear what others are doing?

none

can't think of anything

Promote more outreach activities to communities.

can't think of anything

Develop MLS scholarship opportunities for Coloradans.

My membership is too recent.

Too new to have much of an idea on this. I guess I would like to see more about CAL at the individual library level, but that seems less like a CAL issue & more like a library change that's needed.

Some focus on saving School Libraries

I would offer more free workshops, but that is probably because I am a poor graduate student

:) I know this is not necessarily feasible with tight budgets all around.

Place a more obvious emphasis on the benefits of becoming and/or re-newing the individual and institutional memberships. There is so much more to having membership with CAL than just a discount on the conferences and those benefits should be promoted in a positive way; especially when CAL sends direct solicitation via e-mail.

lower membership fees

No changes

Continue to search for alternate locations than Denver for annual conference. Loveland is a nice alternative.

I'd do a conference every other year. It's simply too hard to get there and affordability is an issue.

Do not know.

More professional development through webinars

Can't think of anything.

More focus on small, rural libraries. :)

Not sure.

set up a division/round table for Children's Services in public libraries

raise dues

none

Perhaps CAL should be on a freeze for 2 years with no activities? this would allow libraries to use their staff/resources for their own organization for a bit...rather than trying to help a statewide org? This could also give CAL leaders the time to rethink their strategies and purpose?

Membership tied to registration for conference and cheaper dues...check the price for all libraries and keep it equal.

Programs that incorporate reading and fun activities.. for all ages. How about a destination for seniors!

-----na

?

???

Get more buy in from library management type people to stress the importance of CAL. Find out why people don't value the membership.

More informal events throughout the year.

I would like a database of members where (if people opted in), I could look up other people with similar job titles to mine. I could contact them for brainstorming and networking.

n/a

unsure.

website needs organizational work

I don't know.

Attempt to be a untiting force of all libraries in the state. CAL needs to be the "look to" voice for

all libraries in the state...where is your info on the 2010 Ballot initiatives that could change library service throughout the state? Where are your national speakers at CAL? Where are your professional dev. opportunities (and by that I don't mean looking at who can put together a presentation of their experiences)

I'm not aware enough of the organization to be useful here.

How can we get more involvement by school library media specialists? [The timing of the conference is difficult for them to be away at the beginning of the school year. February was perfect when CEMA had their conferences. I think the attendance would be higher at the annual conference.](#)

Loosen it up. I think it is still a bit of a hierarchy and I think that encourages people to let the "official" officials take all the responsibility for everything. I know there are by-laws and such governing structure, but maybe some more informal groups that have real goals? I think the current President is incredibly awesome and capable.

To promote the future position of the libraries role in the future, by providing more sessions on the electronic feature for the future generation and promote the library as the hub of information in the community, that people go to the library website for all their information needs.

It is not a great thing to have to suggest, but perhaps do the conference every other year until the local economy comes back. It is very expensive to put on and if you don't get enough participants it will be hard to continue at all.

SLA feels more nimble and practical. It would be nice to have meetings, networking opportunities, and professional development that happened like theirs. CAL seems to have lots of red tape... clarify the relationship between CAL CLIC and other library organizations.

Increase the awareness in our profession of the services that CAL offers.

I would do the same as they are doing with the membership drive. And anything else to expand the number of people.

Can't think of anything.

I like the current focus on advocacy- this is a long-term challenge that requires ongoing and active participation by as many as possible. I hope CAL continues to work in this direction, so we can continue to boost library support and funding long-term.

none at this time

I don't know!

[Change the conference to a time of year that doesn't obligate us to dangerous winter travel.](#)

Don't know.

Not sure

[More communication throughout the year - not just at conference time.](#)

I don't know.

Can't think of anything now.

[Have more regional meetings during the year.](#)

Maybe a smaller decision making committee so you can move swiftly to make needed changes.

Not sure.

be sure all workshop locations are on a bus line

None at this time

I am very happy with CAL.

I would try to institute visits by representatives to libraries, at least once a year.

xxxxxxx

I have no idea.

Find more ways to connect members.

.

Help it get richer, so it could sponsor interesting workshops and conferences

I don't have enough information to answer.

none

Don't know.

more smaller conferences

I have only been on board for 6 months. I'll have more suggestions next year!

N/A

nothing

None

More networking opportunities

No suggestions right now...

? That's a big job, thanks for doing it. I'm so busy in my own little library that it is hard for me to think of ideas beyond my busy-ness.

more continuing education because that is paid for by my organization

Better web presence

x

I would make sure members receive e-mails that pertain to them. As a branch manager I would rather not receive e-mails from the paraprofessional group.

?

I wouldn't even begin to know how to run such a large organization, so I guess I would rely a lot on the Divisions and Associations to keep working on the details and coordinate with them.

make sure there is balance between the divisions

See above. I would work more closely with the State Library for the conference.

More detail about what CAL leadership is doing and why without the long, chatty "letters from X CAL officer" that seem on many occasions to be social and not very informative.

Bring new strategic focus. Don't try to do too many things, just do one thing REALLY well, with full excellence.

Improve the web site to facilitate 2.0-style communication and online work. Many groups are forming their own splinter wikis, facebook pages, etc., which makes it difficult to keep track of who's doing what and what official CAL messages are. The current web site has had an editorial bottleneck since I arrived in 2006. Migrating the site into a content management system would undo the bottleneck problem and improve information sharing.

Strengthen the relationship between the associations so that all types of libraries feel that they are truly being represented. Keep membership costs down (especially in light of economic situation). Improve the budget of CAL!!!

Can't think of any.

I do not have any recommendations.

I would try to bring back the local history roundtable.

not sure

Make a voice for libraries in the state through CAL

I would change the venue for the annual conference.

have no idea

Don't know

Make connections with members more often. Share via email (the most reliable form of communicating with members) what CAL is doing for members. Communication should be short and to the point and highlight what the organization is doing for its members.

Strengthen the emphasis on advocacy for library programs at all levels - from towns to the state - with a huge press bombardment about what's been invested in free public libraries and school libraries and what has already been lost and what citizens are going to continue to lose.

Possibly, more networking/educational events.

Offer an all-inclusive insitutional membership based on # of employees. For instance, \$1,000 pays for membership for all staff within a library with 25 employees.

No changes--I think just continuing to build membership and providing great presenters and relevant topics at conferences is key.

Nothing.

Now that you are not publishing a print journal, the savings should be passed onto the members.

Make the offerings of CAL more desirable to academic librarians. Don't ask me how, I've been mulling on this one for years since I am an academic librarian who is very active in CAL. Most are not.

none

-

I do not have any suggestions.

I would encourage regional participation in library associations, both on the part of CAL and for librarians for whom that makes sense. I don't believe that the ULA is truly a competitor for our members, nor is MPLA. Librarians may well choose to join both and should not be made to feel as if they are traitors if they participate in neighboring state or regionally-appropriate associations.

Financial Sustainability - run the association like a business. Officer's terms need to be longer to improve continuity. You can't change over the board every year and expect progress to be made. Stick to the strategic plan and don't allow officer's biases towards their own library type interfere with the mission.

Not base membership dues on salary.

Strengthen divisions

0

Gather as much input from all of the members all over the state. Not just the big public libraries, not just the big academic libraries. Make it a STATEwide organization.

I'd make some identifiable badge of being in the CAL club, like a membership card or a pin or some tangible evidence of belonging.

can't think of anything specific

Have more programming geared more towards paraprofessionals and ideas for some of our daily routines on our jobs i.e., working in tech services - someone to give suggestions on how one can work more efficient. There is always a good idea that may help someone else. Work in ILL - how do they relate or work within other departments ...

I think there should be more smaller workshops (i.e. Spring Workshop) & consider eliminating the annual convention or paring that down. I have gotten more out of the one Spring Workshop I attended than 3 CAL Conferences during the same period of time.

Striving towards more unification of library services when applicable. We duplicate so many things, in particular databases. Check out Wisconsin's Badgerlink where all libraries work together through the state to save money on databases and, still provide the best ones possible for the public. Also, think about how many processes are duplicated with the ILL process. Prospector, Swift and now the new catalog database through CLiC. This is 4 systems doing some similar functions.

Don't know.

none at this time

I would consult with the executive director of a non-profit that has a healthy financial position and ask for advice on how to get beyond the "hand to mouth" operational model that CLA and CAL have had for many years.

It needs to grow.

Improve communications between associations and committee chairs - central place to access this information that all board members can access and post to. (Perhaps a closed wiki)

I would send weekly email telling librarians how to lobby for their library, politically and with patrons. Getting the word out about the value of libraries shouldn't be a one-day or one-month effort.

An even recognition of the importance of all divisions of the organization.

Make certain that the president works in a collaborative manner and does not have his/her own set agenda. Collaborative leadership is a must.

Perhaps communication forum between the different groups.

Flexible fees for workshops

Create a more cohesive group by having all of the groups, divisions, and associations have the same policies, use the same staff, and work within the larger group structure. Now, how to

make that happen without my head ending up on a platter is a whole other matter. :)

More time teaching library staff in the state how to advocate. It should be our number one goal. Canada has a 'learn how to advocate' program that they try to send 1000 people to a year - we should have something like that.

Bring back Kathleen. When I renewed my membership this year I received no word regarding my status. Kathleen would always send me an email letting me know I was good to go for another year. To hear nothing was very poor customer service!!

Not sure. I do know my changes would be more in the nature of tweaks than big changes at the moment. Just keep my eyes out for opportunities.

I would try to be more visible. Rochelle is doing a great job, but I would like to see her face/name everywhere.

Nothing a this time

I would focus on advocacy training for all types of libraries and people in a variety of types of positions, from front-line staff to supervisors to volunteer supporters.

I'd probably increase the electronic options for electronic publications, etc. even more, although we already do a lot electronically.

More virtual activities.

stress mentoring and the importance of libraries in schools

Restructure

Not sure. I would have to do some research on what other state associations are doing and then see if implementing some of these ideas would be feasible. Sending out the survey is a good step.

I would like to see CAL be more "member friendly". Cover a broader scope for staff, technicians, volunteers, etc. Not just administrators.

I can't think of anything at this time.

Have not really thought about that.

Focus on advocacy for all libraries - academic, public, specialty, school. Use of libraries begin with schools...so I would look at the use of certified librarians with master degrees and promote the importance of hiring qualified staff

Not sure. I don't have any idea of what CAL is about these days except for the conference and CE activities. The one thing I can think of is that is a strong suggestion that you get "Colorado Libraries" up and running and accessible again asap!

Don't know.

less repeating of programs so things feel fresh and people want to be involved.

Develop the divisions more.

Go back to the practice of holding Annual Conference in different parts of the state.

Try and reach more library staff re positions on the board to make people feel more a part of the organization, allow more to get involved and diversify from the same folks being involved.

outreach to libraries outside the Front Range area and recruitment of librarians and staff from those libraries to various CAL committees. **Then I'd have an occasional board meeting away from the metro area.**

Change the venue, which you have finally done.

Don't try to make so much money on workshops. It keeps a lot of people from being able to attend.

None

?

I'd like to go back to multiple organizations. I don't feel that CAL is working effectively.

see above comments

Upgrade the web presence of the organization

Build greater professional community and encourage more active CAL participation among library systems outside the Front Range. Maximize electronic resources to effectively conduct Board and committee meetings in a way that easily allows librarians outside Denver-Metro to regularly participate. Break annual into two smaller bi-annual conferences, one on Front Range and one in Central Mountains or on Western Slope. This would give non-Front Range

librarians more opportunity to attend conference and would give committees two events per year to meet face to face.

I would ensure that all meetings were held when all Division/Interest Group members can attend. School librarians continue to tell us that they cannot attend meetings during the day. For us not to respect that issue gives them a clear message that CAL does not think they are important or vital to the organization.

No suggestions.

Get Kathleen back

None

i am a past president--no further suggestions

Have at least one session in the conference for those of us who are retired but still interested in volunteering, joining "Friends" organizations, or staying connected with libraries in some way.

The website.

Make a focus to create a strong relationship between CAL and ALA, and between CAL and MPLA. This could mean delegates from CAL speaking about CAL to MPLA and ALA, or inviting delegates from these organizations to speak at CAL Conference or other events.

I would start data mining the organizations and members for evidence of "customer service or satisfaction" data. I don't think libraries and librarians in Colorado are doing enough marketing or framing their stories well enough. See the presentation and Initiative that Jamie LaRue made at the most recent CALC Conference.

More support for school based librarians.

They've been doing a great job.

Make it easier for MLS students to be involved at the association levels. I am a current MLS student, and when I have tried to get more involved in my areas of interest within CAL, I found multiple websites with outdated information that sent me on goose chases. I've also received numerous invitations to "join our email group/list-serv/blog and that's how you'll *BE* involved." All of these require proactivity on the part of the student and an increased level of information overload. How powerful would it be if students were *sought out* and personally invited by members to meetings/events? What wonderful impressions (not to mention life-long members) that might generate! On a related note, MLS students are in the unique position of not only offering tons of talent but also a dynamic interest level in librarianship as a profession. The thing they lack is time. CAL could (and should) make it easier for them to understand where and how they can volunteer for a one-day project here or there or support events/project virtually (if they can't be physically present). With two accredited library schools offering LIS programs in our state, students are an untapped resource for new leadership and involvement in CAL.

Improve connections with the big money generators (business, non-profits and granting orgs) in the state, both in and outside of the library community. There are many literacy and education-related organizations out there that should be aware of/involved in CAL, but don't have a clue it exists. Improving the awareness should be followed by a concerted effort to partner with the organizations on common goals, and enlist them as associate members (and the \$\$ that comes with that). As long as the image of the library as a book place is allowed to continue, it will. CAL needs to adopt a position of changing that image and holding up libraries of all types as community builders, not just community buildings.

n/a

I'm a new member and I don't know the organization well. I suppose if I were president of CAL I'd consider adding a employment support team or address economic changes that are affecting librarian positions. Also, information acquisition is moving at such a fast pace. I would consider creating a "CAL Dictionary or glossary" of terms, definitions, concepts that are specific to the librarian experience and post it on the CAL website. Perhaps, ambitious members could expand on the concepts by adding photos or video to the glossary content. I would help academic libraries with advocacy more often. It's very hard for small, isolated academic libraries to find support out here.

Not sure yet.

I don't know. I have been a member for one week

more friendly and accessible, more professional; now it seems cold, impersonal and amateur
?
None
don't know
Strive for better balance between various library types.
Have different types of membership focused on each of the different membership classifications
Don't know.
?
None at this time since I am such a new member.
Do not know
More inclusive of all library employees, not just librarians

5. Other comments?

Keep up the good work. You have no idea how HELPFUL last years conference was to me.
N/A
I appreciate the survey and would mind doing more if there is any specific feedback desired.
none
None.
na
Thanks!
I am still learning about CAL and its workings. It has met my needs and I've always been pleased with the conferences that I've attended.
none
-
none
n/a
no other comments
-
Nothing else right now.
x
I'm considering not renewing my membership. I'm a district library leader and have trouble justifying both the expense for me and justifying to my librarians why they should join. CCIRA membership fees are significantly less, the conference priced similarly, and the value much better.
[More school oriented sessions at CAL conference.](#)
I appreciate the networking, especially w/Power Library TL's
Maybe see about coordinating with ACISL--Association of Colorado Independent School Librarians--for some programs to meet the needs of independent schools.
With the change in location this year I'm not sure I will be able to attend.
none
none
how to put lib skills as desirables in non-lib jobs
thank you
invite vendors to the annual luncheon during CAL Conf.
NA
It is good to have CAL and I do enjoy the conference. Please keep it going! thanks.
none
No other comments.
none
none

N/A

It is good there is a CAL!

Many libraries in Colorado will be wondering about the impact of BCR going out of business. Whether the AIRS database package, or cataloging training, or other BCR services, how might CAL members rally to fill the gap? Do we even need to?

n/a

.

I don't have any other comments

none

These are tough times and CAL is in a tough position. I wish you the best.

A huge challenge is keeping members informed...and providing a route that they can share ownership even if not actively involved. The non-involved are a large component of membership and feel less of a responsibility for the Organization's success.

#1 priority (at all costs): lobbyist #2 priority: protection of dedicated funds such as the Julie Boucher memorial fund (if CAL cannot survive as constituted, move those funds ASAP to where they cannot be taken for other purposes)

none

none

I'm excited about CL going electronic!

hoping to build a better future...

CAL is a great networking opportunity...for both professional members and the corporate members.

none

[I am very pleased the conference is somewhere besides Denver this year!](#)

None

Keep up the good work!

This is an important organization that needs to reach out to various types of libraries and their employees at all levels. Thanks for your hard work

offer more networking opps

None

I appreciate CO-ALA's new emphasis on an academic track at CAL.

should not be "response required"

There are so many outstanding leaders in our state, and yet I am often troubled by the tenor of chat on Libnet, too many who see no future for our profession, who are unable to see beyond the bounds of a building or a room. Our communities are mired in the same conceptual swamp. I'd like to see CAL take more of a lead in promoting more multidimensional thought on the part of our community leaders, beyond the lobbying arena. You asked.

I hope libraries continue to support the CAL organization! It is very important to have.

none

N/A

Good luck with conference.

Despite the number of years since CAL was formed from CLA and CEMA, I do not see that the merger has been successful. There is still a lot of work to be done. **Smaller and rural librarians are not included and CAL has not been creative in changing this situation.**

None at this time.

?

qq.

I wish CAL still reviewed books. Those reviews were a good resource for me.

no other comments

N/A

CAL seems to work very well for the public librarians.

None

none

Thank you.

none, thanks!

None.

Mentoring new librarians, assisting in job interview skills and future job openings.

c

I know it can be discouraging for CAL officers when programs may not be well attended, but I want to say I appreciate all you do for the association. It is a worthwhile endeavor.

Thank you for the past couple years of CAL. I've enjoyed them.

I think the website could have more information and communication. It is a bit stoic.

?

Thank You!

More technology offerings. The outsourcing of office functions was a really good idea.

None

x

-

None

Are there ways to make the CAL conferences less expensive, yet add value?

none

None

N/A

No response

I am not planning on renewing my membership because I have been dissatisfied with the options for professional development including the lack of publications.

See above. I like the subgroups on areas like YA librarianship that you offer.

I usually get very good info at the conference and enjoy the chance to network with others.

There are no additional comments so why have the survey force us to respond.

Thanks for sending this out.

I am still learning more about CAL and I haven't had the time to get as involved as I would like to.

I always enjoy attending CAL and there is always something to learn. Thank you!

Western Slope here. It is extremely difficult to travel so far for the conference every year.

Budget cuts are going to make it even harder.

thanks

I haven't been actively involved, so I can't fairly comment.

none

?

My membership is too recent.

none

Thank you for all you do.

None

I have been trying to find out who among our re-organized staff is a current member of CAL (they don't all remember if they are current or not, and previous director did not save records) as well as whether or not our library has an institutional membership or not. I want to re-new and/or sign up my whole staff, but have sent several emails to various individuals at CAL and searched for this information on CAL's website- with no response. The only thing I can find is a new membership form.

where does the money from the fees go?

I am happy with the way CAL operates now

I appreciate the chance to be heard. A rural library director

Thanks for the survey.

I didn't have any other comments to make but this field is a required response :(

It's a bit discouraging to travel 5 or 6 hours to the Conference and have the focus be on large libraries with 5x our budget...

Keep up the good work!

Don't go back to Holiday Inn for the conference. It was pretty bad.

I am proud to be a member of CAL.

You will not get as many responses as people who start the survey if you require answers in these three boxes. Do you only want responses from people who feel prepared to compose their thoughts into written input? You may be unwittingly limiting input to people already engaged and opinionated about the association.

I'm doing another reading program with prizes for adults, but also interested in ideas that would really turn the old folks out!

Love the new electronic newsletter. Looking forward to seeing if Colorado Libraries will follow suit

I work at a public library, so my opinion is slanted to that area. Please contact me if you want more info/help (I'm on the CALCON Planning Committee and now the membership committee.

Enjoy being in the association.

Great job, enjoying the workshops and annual meetings. Thank you!

Thank you for all your work

CAL provides many services including professional development, legislative support, and networking; and is a link for all library professionals in Colorado.

I really do believe in the power of state library organizations I just feel that ours is very weak.

Thanks for your hard work. Marty Frick

You are doing a wonderful job. The economic challenges we are all experiencing plays a huge roll in participation and attendance.

I am fairly active and I still feel a disconnect. I would love for it to be a given that if you are a librarian in Colorado, you be simply must belong to CAL. Good Luck!

I appreciate CAL's role as a leader in the libraries communities.

None why in the world you would make this one response required??

I do not have any other comments

CAL is a great organization. Maybe it needs more visibility

Thank you for the seamless program application for the 2010 Conference!

Keep up the good work.

No other comments.

I do really like CAL and have enjoyed the events I have attended.

Thanks for asking

Thanks for working so hard with CAL. It is a valuable resource.

ditto above

Always needing help from others

Travel is expensive and with our budget cuts, I think we need to make more use of video and online conferences.

I do appreciate all the work and effort that goes into providing workshop opportunities and the annual conference.

The lunch was hard to eat. The potato chips were very salty and the sandwich was too thick.

Thanks for asking

Might be a good idea to have presenters pay at least a nominal fee, to help beef up the coffers.

Wonderful organization and forward thinking!

I just got a bunch of free shelving through libnet and I'm really thrilled. I love the giveaways at the spring conference too.

smaller conferences in more towns would make more access for many members.

Thanks for all you do!

Thanks for bringing things to our area! Durango.

not sure

Need to find a way to bring back Academic Deans to CAL - away from CALC

Thanks for all you do.

Thanks for asking for feedback!

CAL needs to be a unifying force in the state. Without CAL we have no unified voice and no power and will have no hope of obtaining more money. "United we stand," .. etc., etc.

All this being said, CAL President is a thankless role. I still appreciate every individual who is will to step up and take responsibility, even if I might not agree with philosophy or direction.

It's very important that all CAL committees that have different types of librarians serving on them make the effort to meet at times when ALL librarians can attend.. i.e., afterschool hours, Saturdays, Sundays, etc. It's easy to feel excluded from the organization when you can never come to the meetings... or, you're having to pay for your own substitute in order to attend a volunteer committee meeting.

CAL is great! Keep up the good work!

I love CAL! It's nice to go to the annual meeting.

none

Thanks for asking.

No comment.

keep up the good work

Don't know

Make certain there are plenty of choices of session for all affiliations during the CAL Conference.

CAL needs to more angry.

Can't think of anything at this time. I enjoy being a part of CAL.

We appreciate all your hard work!

Thanks for the important work you do for libraries.

I first attended the annual conference in 2005.

This survey is a good first step in opening the lines of communication. Open the doors and let the membership in.....we can only help resolve the issues if we know what is happening with the organization. It's time to rally the troops!

Every year there seems to be at least one (usually more) pertinent topics. Well done to everyone that has been on planning committee.

I have become so discouraged with CAL over the last several years that if my employeer didnt pay my membership I'm not sure I'd be a member. MPLA seems to be more like what I'm in need of as a professional librarian.

I love CAL. I loved it even before becoming a member. I think it offers a lot of great opportunities in a variety of fields such as networking, professional development, idea-sharing, and the like. However, I never feel like it makes use of its power. It's just there. It doesn't inspire enthusiasm and loyalty amongst its members, in general. It feels very casual and loosely-organized. I wouldn't mind paying slightly higher dues if there were a way to feel more included, involved and like a member of an overall larger cohesive team. Maybe there should also be a secret handshake, as well.

CAL is a great place to meet neat people to network with.

[Consider eliminating the pre-conference sessions at CAL. They are too long.](#)

I am very pleased to belong to this organization.

The organization is too important to let it die.

Having such a rapid turnover rate for members of the association and division leaders, loses the history of the organization and has incoming officers redoing many things that have been accomplished in years past. We need to move forward, and not spend every year redoing what was done before.

Personally I think that CAL is making some good changes that should have been done earlier.

Tighter reigns on the budget and a professional management association for over site is a great start.

Are you going to share your result with the whole membership???

CAL needs to constantly define its niche in regards to the State Library, CLiC and now Lyrasis.

At Conference - more snacks.

I have gotten many of my co-workers to join CAL over the years and they all look forward to the annual conference as well as division, such as Para0Pro's, conferences. My employer is always ready to approve my attending

What is happening with the journal?

remember to keep a balance at conference of all types of libraries

Keep up the good work!

The convention site has often been difficult to reach and I would like to see smaller group meetings. The sessions are often over attended and no one gets much out of them. Very little "easy speak".

Everyone on the the CAL board works hard...thanks for your time and expertise!

Perhaps CAL could work closely with Lyris to make sure that some of the wonderful collaborative purchasing perks from BCR (AIRS) and other good things from BCR will still be available.

I'm no longer active in CAL since my current position really does not require or allow for it.

I may not be a member in the coming years because a change in job responsibilities mean there is little at the Annual Conference for me (I am now in Archives). I hate to drop CAL, but there are only so many organizations I can be affiliated with and money continues to be tight.

Great job in all the transitional work that's been done in the last year.

just an anecdote...when I was chair of the Awards Committee, half the group was from the western slope and Colorado Springs and the other half from Denver. The Denver folks felt it was too far to drive to Frisco for meetings but that is where we met since it is almost exactly half way between GJ and C. Springs. That's just one example of the "attitude" we western slopers observe about the Front Range members of CAL.

I don't think I am going to rejoin CAL. I get the information I need about what's going on through libnet. My library district won't pay for my membership or for me to attend the CAL conference because of budget cuts, and I have other professional groups where I prefer to spend my own money.

Keep trying. Involve all aspects of librarians....but use real librarians not fake ones who operate a upper levels but aren't really working in the trenches!

Thank you for your efforts!

Thanks for asking these questions.

To offer a benefit to join CAL that states it's about supporting CAL - we've missed the boat. It's not about CAL, it's about the members!

CAL works well for me.

The newsletter is very difficult to read online and it takes effort to print out--I have to go back and forth from your website every time I print out a new page.

Thank you for not charging members an added fee to participate with local branches. Being able to attend any CAL function, no matter which branch I am most affiliated with, is a definite benefit of being a member. Thank you for CLIC and its learning opportunities.

No other response

enough said

Thanks!

Regular invoicing of businesses and partners would serve as a reminder of the commitment to contribute to CAL. Having tiered thresholds (and benefits) would encourage higher giving levels (if they exist now, it's well hidden).

Librarians are up against some extreme challenges. At the moment, keeping a job or finding another is paramount to survival. I'm glad to have CAL on my side.

I have been a member for one week

Offerings for public staff have been slim at the conference in the last few years.

I am not aware at this time of any changes that are needed

None at this time since I am such a new member.

The paralibrarian workshop sessions,mostly were not helpful. I would be more interested in innovative ideas of libraries around the country and authors

Non-Members

1. Have you ever been a member of CAL?

Yes, within the last 5 years	17
Yes, more than 5 years ago	10
No, never	14
Total:	41

2. Please indicate the primary reason you are not currently a member of CAL.

CAL does not have a place for the interests of preservation, conservation, rare books, and archives--some of the most important aspects and assets of the state's libraries. I believe there are historical reasons for this, and I am aware of changes in the last couple of years. Perhaps the place would be academic library group, but what about all those public library historical collections, and archives in other libraries; perhaps Technical services...but they have such strong other interests.

I have been in dire financial straits. When I am not, I will probably join.

While I am still interested in libraries and would like to remain current, I do not find they CAL conference program of value. I think the change occurred at the time of the merger with CEMA. Also conference is always in Denver--a long trip for people outside metro area. Go back to alternating locations of congerence. Before I retired I attended a CAL conference planning meeting with the intention of becoming active, but felt like an outsider as the committees were assigned to individuals who knew each other and had always done particular tasks/knew how. It felt like a clique so I did not attend further meetings.

It's not the same without Kathleen

Joined other associations, SAA

Cost of membership and dissatisfaction with the CAL conference. I would like to learn more at the conferences and though I've only attended the last three years, I don't feel that I learn very much at the workshops, especially in terms of technological information. The tech petting stations, etc., have been very disappointing. The same people seem to present every year - perhaps some people from outside of Colorado could present.

Cost. I know this is lame, but my library system does not support or even partially fund membership in CAL - and the past year has been a rough one financially for me and many of my colleagues. My library system does not promote membership (which it should) among its employees, it doesn't seem to value membership in its communications with its staff (and it should.)

Busy with school, wasn't going to attend last CAL's meeting in Nov.

Cost-cutting at the library

I stopped renewing my membership when CAL became more about school libraries and less about any other type of library. The majority of the programming at the CAL conference was directed toward schools for the past two years at least. When our library proposed several programs directed at the public library audience, the proposals were rejected. In addition, there has been very little programming for staff other than those who work in public service. There was little to no programming for automation staff, technical services, or circulation.

Cost and close to retirement. Don't see a great need.

I chose ALA over Cal because it had more relevant information for me.

price

I did not see how it would directly help me professionally. I thought the conference I attended was interesting, but not outstanding. Many of my school librarian friends of long-standing were also not members.

Financial. Probably can't attend CAL anymore.

cost

Tight budgets required me to drop some membership renewals.

Cost.

No support for medical libraries

cost

Am interested in preservation/collections conservation issues only and CAL does not address these issues on a regular basis

don't see value for the amount of money charged also I will retire in 2-3 years

It is difficult to pay dues when your salary is so limited.

I used to attend the annual conference when it was held on the western slope. But since it's always in Denver now, and traveling over the mountains that time of year is unappealing, I have no reason to belong.

I retired, but had to continue working, so got a 32 hour a week position. My library career has ended and I have other interests now; I do not have the money to join CAL or any other library association.

More involved in the professional societies for my specialty

I think CAL focuses more on school and public libraries, which is understandable since there are more school & public libraries than special libraries. I think CAL is a great organization, especially for individuals new to the library/information management profession. I was a member when I first entered the profession, which helped me. As I advanced in my career to become a special librarian, there are other professional organizations that are more appropriate for me.

Membership cost is not comprable with my slary

cost is primary. not only a membership fee but fees for events

I'm already pretty active in a few other library associations.

CoALA takes care of my library needs whereas CAL primarily serves public libraries.

I associate CAL with public libraries. I sometimes read CAL's newsletter and review the CAL conference presentations, and the things I see presented there seem to back up that association.

Limited time and resources.

I don't think our library supports all staff being members of CAL. I am not sure what the cost is.

Don't know much about it and how it would benefit me.

I don't feel it meets my needs.

I belong to three library associations already that fill my needs: MCMLA and MLA and CCML

There isn't a very strong section in medicine.

I have limited funds for membership and it doesn't serve my needs

I didn't really know about it until recently. I just go my first librarian job 3 months ago.

Originally I couldn't afford it. I'm no longer a resident of Colorado, but I still find the information offered on libnet to be interesting and valuable and I have met several of the contributors through my classes.

3. What would it take for you to join CAL?

To remedy the above lack. Society of Rocky Mountain Archivists (SRMA) is the place for Preservation--but it is so heavily "archives." What about the needs of libraries? An easy solution would be to develop some strong tie, maybe a reciprocal membership discount for members of one organization to be members of both. ALA and SAA I think have a formal relationship of some sort. But ALA has a preservation section too.

I would like to really feel like CAL is advocating for the profession.

Not sure -- more substance and variety in programs.

I don't know

Lower membership costs

Better conference and workshops.

I think some buy-in from my library or my library director would make a big impact. Also, if there was more buzz about the CAL conference among my colleagues, I think that would impact more of us to go. People who don't get excited about the conference don't get excited because they think they've seen it all before because they've gone to one or two conferences in years

past. There is a perception that the conference has little innovation from year to year.

I will be joining again.

My library to pay for my membership

CAL would need to re-focus back on ALL types of libraries...academic, public, and special.

The CAL conference programs need to include more technical programs as well as public/academic/special library programs and not just school related programs.

Lower cost.

A remarkably more relevant school library element to the annual conference. More technology elements too.

?

I would need to be convinced that it would help me professionally - what is the immediate benefit?

Budget to improve.

\$50 annual dues

Don't know.

College being able to pay membership fee.

Content that would increase my working knowledge

dues of \$30 or less annually

see above

better programs at conference and lower cost

Attention to the fact that most Reference Librarians cannot live on their salary in Colorado.

I'm not sure. A rotating conference calendar maybe? An easier opportunity for virtual participation so I could be on committees without having to travel. I'm not sure.

I would not join CAL as I am no longer interested in libraries. It's a job now, not a career.

Need for local networking, training

N/A

sliding scale for membership. More content related to academic libraries, conservation.

lower fees for events, ability to pick and choose portions of a conference for a rate

I have not really even looked at what is needed to join CAL. I do like hearing about their events. I might not attend, but I will encourage my staff to attend some of them.

If CoALA would merge with CAL

CAL would need to be less specific to public libraries.

Additional staff.

I need to know the price and also what CAL can help me with in my day-to-day work. I am part of a very busy library and don't have time to attend meetings physically.

What's in it for me?

The annual conference could probably be made more succinct and be held in one day.

Sessions that deal with specific issues and that are held throughout the year would be useful.

(Pre-conference types of topics could be presented this way instead of at the annual conference.) Also, it may be helpful to ask CAL members what topics they would like to see presented.

I just don't have the time to belong to another group.

not sure

More interesting, sophisticated and in-depth programming, cheaper dues

I am looking for recommendations from my colleagues.

I really don't know. A library job in Colorado perhaps?

4. If you were CAL president, what is the one change you would make to the organization?

I'd fix the above. But actually the president is doing a good job by at least sending out this survey.

I would like CAL's main priority to be advocating for libraries and the profession. The pay rates for librarians in Colorado are absolutely horrible, libraries are closing and cutting hours left and right and more and more professional positions are being replaced by either parapro or part-

time positions. This is happening in public, school, academic and special libraries. I love the work, but it is a really difficult time to be a librarian in this state, and things have been getting worse for a long time(pre-economic meltdown). So I think focusing on these issues would be the best use of CAL resources.

Make CAL more visible and relevant statewide to encourage participation by a larger group of libararians and staff.

I don't have a suggestion

Do not know

Great question - unfortunately, I do not have any ideas!

I would do more outreach to libraries in the state - be an ambassador. And an ambassador with a friendly, accessible demeanor. I would speak to the importance of CAL as a powerhouse for our profession, and a vital advocacy group for library staff as individuals.

Not sure.

Since I'm no longer a member, I don't feel I know enough about CAL to give an answer.

I would be sure that all types of libraries were represented, especially at the CAL conference.

No comment.

I have no idea.

?

Improve communication.

Try to improve cross library type communication and cooperation.

I don't know.

Don't know

Don't know.

Don't knon

suggest that the name be changed to COL Colorado Organization of Libraries

know only a limited amount about cal, so don't feel qualified to answer

Some of us are NOT school librarians or children's librarians

Because of the economic downturn, nothing can be done about it. I feel lucky just to have a job.

No idea. I would never want to be CAL president.

I cannot answer this question thoughtfully as I don't know what all the organization is doing and not doing.

Nothing - I think CAL does an amazing job, and I'm glad they let me participate when I can without being a full time member.

N/A

see above

Event kits - formatted by CAL for a local presentation. Similar to an outline - Goal, what is needed to accomplish (such as speakers on this topic, timing, perhaps basic PowerPoint).

Then a local district or group puts on the finishing touches.

Not sure, because I'm not very familiar with the organization.

Is it really possible to serve all types of Libraries or should CAL focus only on public libraries.

CAL can't be all things to all libraries.

I would try to make CAL more inclusive of all types of libraries.

Not up to date with organization.

Talk to people, members and non-members online.

Communicate your message

n/a

I have no idea.

unsure

I do not have a suggestion because i don't have enough knowledge of the organization

no idea

I think that the tone of the organization needs to be more honest and realistic. It tends to veer

from childish "rah rah" enthusiasm to hysteria over any number of issues, funding cutbacks, computers, the Internet and social media. In spite of "rah rah" and hysteria it gets tedious.