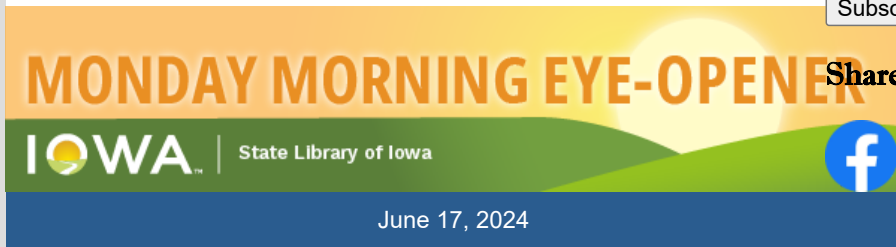


Monday Morning Eye-Opener June 17, 2024

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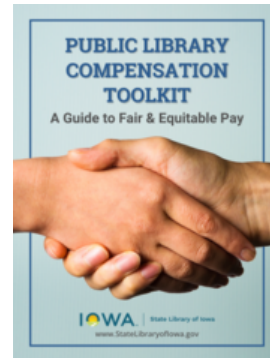
Share Bulletin

Public Library Compensation Toolkit

New Resource From The State Library

A new resource just made its way to the State Library website: **The Public Library Compensation Toolkit**. Intended for library managers and library boards, this **Toolkit** provides guidelines for evaluating, planning, and arriving at equitable pay for library employees in Iowa.

The Public Library Compensation Toolkit provides library boards, directors, and staff a resource to understand the value that library employees provide to the local community and establish a basis for determining the fair market value of library staff positions. The need for such a toolkit addressing library compensation was developed as part of the State Library's 5-year strategic plan. Project goals are to help reduce staff turnover in libraries, encourage fair and competitive compensation, and provide a go-to resource for directors and library boards when evaluating staff positions.



The Public Library Compensation Toolkit is available on the State Library website linked below, where you'll find the main document, as well as supporting documents including a **Job Analysis Questionnaire** and **Job Description** templates. Our webpage also includes links to library management books on personnel topics available from the State Library Science Collection; those books can be borrowed via interlibrary loan. Additional resources from the State Library, other Iowa agencies, and the federal government, are also included on the **Toolkit** page.

The **Toolkit** was developed in partnership with Segal, a benefits and HR consulting firm. Paula Segal prepared the toolkit documents and also provided orientation for State Library District Consultants on presenting the components and ideas in the **Toolkit** to library directors and library trustees. Our District Consultants are now developing webinars targeted for August to help raise awareness of library pay equity issues, further explain the pieces of this **Toolkit**, and encourage library management and boards to take advantage of this new resource.

Development of **The Public Library Compensation Toolkit** was paid for by federal funding that the State Library receives from the **Institute of Museum and Library Services**. Access the **Toolkit** at the link below.

[Explore the Public Library Compensation Toolkit](#)

Last Chance Sign-Up



For The Foundation Directory

Today, an important sign-up reminder: **June 28** will be the last opportunity for libraries that have not yet signed up for the **Foundation Directory** to do so, the last chance to provide this valuable product to your patrons.

The Foundation Directory (FD) is provided to all Iowa public libraries from the State Library at no cost. Again, if your library has not yet signed up for access, then **June 28** is

the last opportunity. While the State Library will continue our contract with **FD**, the difference is **we will no longer add new libraries to the group after June 28**.

It's pretty easy to enroll: submit your library's IP information on a form linked on our webpage at the button below. Once you've done that, **FD** will contact library managers to provide further instructions on setting up access. **FD** authenticates through the library's IP address and because of that, it's available for in-library use only.

What's Included in the Foundation Directory?

The **Foundation Directory** is a research tool designed to help libraries and nonprofits find the grant-makers most likely to fund their projects. This tool includes grant-maker profiles with a summary of their work, along with all the pertinent details that fundraisers need to find and approach prospective grant agencies. It can be used by library staff themselves and also offered as a resource to patrons and local nonprofits. Iowa's public libraries have access to the "Essential Plan" which includes

- 100,000+ grant-maker profiles
- 500,000+ key decision makers and leaders
- Keyword search IRS 990-PF Forms
- Online workspace

Learn More

Become more familiar with the **Foundation Directory** by watching any of 3 recordings: **Find Grant Money For Your Library and Community Using Foundation Directory** (webinar) **Get That Grant** (webinar) and **Practical Grant-Seeking** (kernels) These recordings are all available on the State Library's Continuing Education YouTube Channel, as well as accessible inside IALearns.

The State Library posts **Foundation Directory** usage statistics for all libraries, find those stats and more at the button below. Access to **Foundation Directory** is supported by the Institute of Museum and Library Services under the provisions of the Library Services and Technology Act as administered by the State Library of Iowa. The **Foundation Directory** is provided by the State Library to Iowa public libraries at no cost.

[Sign Up To Access The Foundation Directory](#)

Iowa Public Library Statistics



Just Published For FY2023

State Library Consultant [Scott Derrmont](#) and Communications Specialist [Emily Bainter](#) recently announced that the newest compilation of **Iowa Public Library Statistics** has just been published. Every summer, the State Library provides this annual publication, taken from the data contributed to the **Public Library Annual Survey**. FY2023's compilation is now available at the link below.

The **"Big Stats Book,"** as it's come to be known, contains data on library income and expenditures, director salaries, library collection size, circulation numbers, program attendance, and much more. Each section of the document is first arranged by population size code, then alphabetically by city name. Totals for population group comparisons, as well as statewide averages, are shown immediately following the alphabetical listings.

Of the 544 public libraries in Iowa, 514 submitted an annual survey for FY23. Only those public libraries that submitted a verified annual survey are included in the report. The data from all of the verified surveys are then compiled for a statewide look at the vitality of library service in Iowa, and is useful for comparison purposes as well.

Public library statistics are used at the local, regional, state, and national levels. They are used to compare library performance, justify budget requests, track library data over time, assist in planning and evaluation, and provide valuable information for grants and other library programs. All 50 states collect information according to guidelines and definitions established by the Public Library Statistics Cooperative (PLSC)

Notable FY23 Statistics From The Report

- Iowa has **542 public libraries** and is ranked **4th in the nation** behind New York, Illinois, and Texas for the number of independent public libraries
- **Public library cardholders totaled 1,821,707** that's about 73 percent of Iowa's population
- People made nearly **12 million visits** to Iowa public libraries during FY23
- Iowa public libraries hold more than **6 million physical and digital items**, including books, magazines, physical audio and video materials, eBooks, audiobooks, digital videos, and more
- Iowa libraries **circulated more than 16 million physical items and more than 4 million digital items**. Physical items were shared between libraries via interlibrary loan over 400,000 times
- More than 107,000 library programs were offered and attended by nearly 2 million people

In a LibraryTalk post on June 7, [Emily Bainter](#) provided social media graphics for you to use. Emily writes *"feel free to use these graphics if you'd like to post them natively from your library's social accounts or use them for other purposes like reports to your board, city council, or county supervisors. Let me know if questions!"*

Iowa Public Library Statistics is an important compilation and a very useful resource when tackling a comparison of like-size libraries. The PDF version of the FY23 document, as well as older statistics going back to FY19, can be found on the page linked below.

[Iowa Public Library Statistics](#)

This Week ... Wait, Next Week 😊



Our continuing ed classes are beached this week while we sit lakeside 😊 But catch more webinars next week including

Check it Out! Online. June 25. 11:00AM-12:00PM

Check it Out! is a monthly webinar series from the State Library of Iowa spotlighting the best new books for ages 0-18. Youth Services Consultant Janeé Jackson-Doering shares collection development tips, programming ideas, the best books to use for storytimes, and new titles galore for kids and teens.

FinTech?! Today's Best Practices to Help Older Patrons Stay Safe. Online. June 26. 1:00-2:30PM

FinTech (Financial Technology) may leave even the techiest among us with spinning heads as it changes almost daily. Your patrons are likely experiencing this as well, especially older patrons. Presented by financial educator Joanne Kuster, she'll cover three areas of interest to older adults: (1) financial activities that are safe to do on a public computer or public wifi (2) how to simplify and declutter your financial life and (3) staying safe when AI-generated scams are more clever than ever. Time allowed for Q&A.

Lunch with the State Library. Get Support and Stay Connected. Online. June 27. 12:15-12:45PM

This last "Lunch & Learn" with State Library staff wraps up a one-year series. This time, we'll feature the work of our outstanding **Library Resource Technicians**. These staff work hard, and often behind the scenes, making sure the technology resources the State Library offers run as smoothly as possible. You'll hear about the work they do and how they can help you best use these statewide resources. We'll close with a message from Communications Specialist Emily Bainter about how to stay connected to the State Library and well-informed about all of our goings-on.

[Register For The Above In IAlearns](#)

Monday Morning Eye-Opener

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