

MSL Certification Committee



September 30, 2026

3:00 – 4:30pm

Online via Zoom

Agenda

- Discuss LiFT courses
 - Public comment
- [Move to adopt proposed meeting calendar and schedule for FY27](#) – **Action Item**
 - Public comment
 - Proposed motion language – I move to accept the recommended calendar for FY27 meetings.
- [Review proposals \(includes proposals referred back to committee\)](#) – **Action Item**
 - [Course proposal tracking sheet](#)
 - Public comment
 - Proposed language for motions
 - I move to have the Committee recommend the State Library Commission approve (insert topic and proposal numbers) for continuing education credit.
 - I move to have the Committee recommend the State Library Commission deny continuing education credit for (insert topic and proposal numbers).
- [Review Commissioner Burnett's proposed courses](#) – **Action**
 - Public comment
 - Proposed language for motions
 - I move to request MSL staff work with subject matter experts to suggest course proposals for content from Heterodoxy in the Stacks.
- Any other questions, comments, concerns regarding certification and continuing educations
- Public Comment on any matter not included in this agenda and that is within the jurisdiction of the Certification Committee.
- Review of action items and next steps

Zoom meeting information

Join Zoom Meeting

<https://mt-gov.zoom.us/j/87991198411?pwd=K682ZHrns4dQ267GqvrQc1iGbNF1Rf.1>

Meeting ID: 879 9119 8411

Password: 368815

Dial by Telephone

+1 646 558 8656



Meeting ID: 879 9119 8411

Password: 368815

Find your local number: <https://mt-gov.zoom.us/j/87991198411>

Join by SIP

87991198411@zoomcrc.com

Join by H.323

144.195.19.161##87991198411

FY27 Proposed Schedule for Certification Committee

2026

October

- New proposals on Commission Agenda

November 17, 2026 from 1:00 – 2:30pm

- Certification committee meets to review 50 - 100 proposals

December 8, 2026 from 1:00 – 2:30pm

- Certification committee meets to review 50 - 100 proposals
- Certification committee discusses what should appear on dashboard. What do they want to measure?

2027

January 12, 2027 from 1:00 – 2:30pm

- Certification committee reviews 50 - 100 proposals
- Certification committee reviews process, data requests, and evaluation.

February

- Certification committee recommendations are presented to Commission
- No certification committee meetings

March 9, 2027 from 1:00 – 2:30pm

- Certification committee reviews course of study and makes recommendation to Commission.
- Certification committee reviews any CE proposals

April

- Commission reviews Certification committee recommendations

May 11, 2027 from 1:00 – 2:30pm

- Certification committee reviews proposals
- Certification committee discusses any suggestions for the course of study.

June

- Commission takes action on course of study.



FY27 Proposed Schedule for Certification Committee

- Staff implement any changes.

Course Catalog

Proposals for MSL Commission Approval

- Certification Committee Meeting
- September 30, 2026



Basic Laws: Understand state and federal laws that apply to libraries	Yes/No	Notes
Doing an Accessibility Audit of Your Library (312)		

Board, Government, and Community Relations: Work with boards, local government officials, community members, and the Montana State Library	Yes/No	Notes
Board Dynamics (182)		
Connecting with Local Government Officials: How Libraries Add Value (233)		
Connecting with Local Government Officials - Libraries and Literacy (234)		
Connecting with Local Government Officials - Better Libraries, Better Achievement, Better Futures (235)		
Connecting with Local Government Officials - Do public libraries help mitigate crime?(236)		
We should probably write this down: agreements (317)		
Working with Library Support Groups (318)		

Data and Reporting: Data management and reporting	Yes/No	Notes
Count Week (319)		

Course Catalog

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- Certification Committee Meeting
- September 30, 2026



Facility Management: Manage the library facility and ensure community members can safely access and use the building	Yes/No	Notes
Universal Design at Your Library (271)		
Accidental Facilities Manager (272)		
Crisis Communications Planning for Libraries, Archives, and Museums (273)		
De-Escalation (299)		
De-Escalation and Safety (300)		
Homelessness – Peripherals (303)		
Mental Health - Addictions, Dependencies, PTSD (305)		

Financial Management: Understand the budget, library finances, and financial reports	Yes/No	Notes
Navigating the Elective Roadmap to Excellence: Improve Library Funding and Structure (215)		
Grantseeking for Libraries: Strategies and Tips (283)		

Course Catalog

Proposals for MSL Commission Approval

- Certification Committee Meeting
- September 30, 2026



Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology	Yes/No	Notes
InterGen at the Library: Programming and Engagement Across Ages (187)		
Readers' Advisory Services for Genre Fiction (189)		
LiFT: The Reference Interview (253)		
LiFT: Classification and Call Numbers (255)		
LiFT: Subject Headings (256)		
LiFT: Copy Cataloging 9258)		
LiFT: Introduction to Collection Policies (261)		
LiFT: Selection and Acquisitions (262)		
LiFT: Collection Assessment (265)		
Homelessness - Core Training (301)		
Homelessness - Deeper Understanding (302)		
Mental Health - Four Part Series (304)		
Mental Health and Mental Illness (306)		
Montana Shared Catalog WorkFlows Circulation Basics (321)		
Strengthening early literacy through practical, research-informed strategies (323)		

Course Catalog

Proposals for MSL Commission Approval

- Certification Committee Meeting
- September 30, 2026



Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology	Yes/No	Notes
MSC Quarterly Webinar: Utilizing Item Fields to Optimize Reports in BCA and the Enterprise OPAC (324)		
MSC Fall Workshop: Where's Your Cat Map? Update Your Item Processing and Patrons Will Thank You! (325)		
MSC WorkFlows Introduction to the Catalog and Adding Items (326)		
MSC WorkFlows Circulation - Intermediate Skills (327)		

Course Catalog

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Personnel Management: Supervise library staff and volunteers	Yes/No	Notes
Navigating the Elective Roadmap to Excellence - Staff Development (212)		
Hiring Well and Getting Your New Employee Off to a Good Start (277)		
Providing Constructive Employee Feedback (278)		
Successful Supervising in Libraries of All Sizes Part 1 (279)		
Successful Supervising in Libraries of All Sizes Part 2 (280)		
Proactive Planning for Library Staff Transitions (281)		
Public Library Directors 101 (282)		

Planning: Work with the board to create a plan for the library	Yes/No	Notes
Navigating the Elective Roadmap to Excellence – Overview (209)		
Navigating the Elective Roadmap to Library Excellence: Better Access to Materials (210)		
Navigating the Elective Roadmap to Library Excellence: Board Development (211)		
Navigating the Elective Roadmap to Excellence: Planning and Evaluation (216)		

Policy: Assist the board with policy development and adoption	Yes/No	Notes
Policy development for small libraries (320)		

Course Catalog

Proposals for MSL Commission Approval



Basic Laws: Understand state and federal laws that apply to libraries

- Doing an Accessibility Audit of Your Library (312)

Course Catalog

Proposal for MSL Commission Approval
Proposal #312



Doing an Accessibility Audit of Your Library

Course Description

This session will focus on doing a basic physical accessibility audit of your library space. This session will not make you an expert but it will give you a lot of things to think about and resources to help you to do an audit. While the focus will be on physical accessibility, we will also briefly touch on electronic accessibility to raise awareness of it. The session is applicable to not just libraries but to a variety of work settings.

Topic

Basic Laws: Understand state and federal laws that apply to libraries

Presenter Name

JJ Pionke

Presenter Credentials

JJ Pionke has been an Instructor of Information at Syracuse University since 2019. He teaches the disability and librarianship course. His award winning research focuses on disability and accessibility in libraries for employees and patrons. Named a Library Journal Mover and Shaker in 2020 in the Advocacy category, JJ is an advocate for improving accessibility in libraries as well as for improving the treatment of library employees with disabilities.

Presenter Association

Webinar presented by Network of the National Library of Medicine.

Cost

None

Course Catalog

Proposals for MSL Commission Approval



Board, Government, and Community Relations: Work with boards, local government officials, community members, and the Montana State Library

- Board Dynamics (182)
- Connecting with Local Government Officials: How Libraries Add Value (233)
- Connecting with Local Government Officials - Libraries and Literacy (234)
- Connecting with Local Government Officials - Better Libraries, Better Achievement, Better Futures (235)
- Connecting with Local Government Officials - Do public libraries help mitigate crime? (236)
- We should probably write this down: agreements (317)
- Working with Library Support Groups (318)

Course Catalog

Proposal for MSL Commission Approval
Proposal # 182



Board Dynamics

Course Description

This course will cover board basics, effective board meetings, board culture, and board/staff relationships.

Topic

Board, Government, and Community Relations: Work with boards, local government officials, community members, and the Montana State Library

Presenter Name

Shelby Rogala or Adam Jespersen

Presenter Credentials

Shelby Rogala has a background in adult education and community development. She is passionate about connecting community and nonprofit leaders to resources, people, and training that can help make their work easier, more effective, and even a little more joyful. Adam Jespersen is the Executive Director of the Montana Nonprofit Association. With a steady demeanor, acute attention to detail, and some serious Excel skills, Adam comes to MNA after more than a decade of progressive experience in nonprofit leadership, fundraising, grant writing, and performance management, most recently serving as Chief Operating Officer for Intermountain. Adam grew up in rural Montana, has a Bachelor of Arts from Carroll College, and a Master of Business Administration from the University of Montana. He also comes to MNA with both formal training and hands-on experience leading Lean Management and performance improvement initiatives. A fervent lover of hiking, skiing, and all things Montana, Adam lives in Helena with his wife and two daughters.

Presenter Association

Montana Nonprofit Association

Cost

Varies depending on whether we are hosting; \$1000-\$2000

Course Catalog

Proposal for MSL Commission Approval
Proposal #233



Connecting with Local Government Officials: How Libraries Add Value

Course Description

Join Tracy Cook, MSL Lead Consulting Librarian, and Dr. Gregory Gilpin, Montana State University Economist to learn about an economist's view of how libraries add value to their communities.

Topic

Board, Government, and Community Relations: Work with boards, local government officials, community members, and the Montana State Library

Presenter Name

Dr. Greg Gilpin

Presenter Credentials

MSU Department Head and Professor of Economics

Presenter Association

Montana State University-Bozeman

Cost

None



Course Catalog

Proposal for MSL Commission Approval
Proposal #234



Connecting with Local Government Officials - Libraries and Literacy

Course Description

This session centered on libraries and literacy, with a conversational format between Jennie Stapp (Montana State Librarian) and Crosby Kemper III (former IMLS Director and Kansas City Public Library Director).

Topic

Board, Government, and Community Relations: Work with boards, local government officials, community members, and the Montana State Library

Presenter Name

Crosby Kemper

Presenter Credentials

Former IMLS Director and Kansas City Public Library Director

Presenter Association

Former IMLS Director

Cost

None



Course Catalog

Proposal for MSL Commission Approval
Proposal #235



Connecting with Local Government Officials - Better Libraries, Better Achievement, Better Futures

Course Description

Tracy Cook hosts Dr. Ezra Karger for conversation about how investment in libraries contributes to educational outcomes in communities. Learn about continuing research that connects academic achievement to the quality and quantity of investment in library programs for kids.

Topic

Board, Government, and Community Relations: Work with boards, local government officials, community members, and the Montana State Library

Presenter Name

Dr. Ezra Karger

Presenter Credentials

Ezra Karger is a senior economist in the economic research department at the Federal Reserve Bank of Chicago. He conducts research in the areas of labor economics, public economics, economic history, and forecasting. Prior to joining the Chicago Fed in 2021, he received a B.A. in mathematics, statistics, and economics and a Ph.D. in economics from the University of Chicago.

Presenter Association

Federal Reserve Bank of Chicago

Cost

None



Course Catalog

Proposal for MSL Commission Approval
Proposal #236



Connecting with Local Government Officials - Do public libraries help mitigate crime?

Course Description

Libraries provide physical and digital spaces where community members connect with one another, information, and ideas. The library's role in helping with literacy and success in school has been shared in previous webinars. In this installment of our webinar series, we will explore the idea of whether libraries help with public safety.

Topic

Board, Government, and Community Relations: Work with boards, local government officials, community members, and the Montana State Library

Presenter Name

Dr. Amir B. Ferreira Neto

Presenter Credentials

Dr. Amir B. Ferreira Neto (Net-o) serves as Director of the Regional Economic Research Institute (RERI) and Associate Professor of Economics at Florida Gulf Coast University's Lutgert College of Business. An award-winning scholar, he received the 2023 Early Career Award from the Mid-Continent Regional Science Association. Dr. Neto is a prolific researcher with over 30 peer-reviewed publications in leading journals, and serves as Co-Editor of the Journal of Regional Analysis and Policy and on the editorial board of Reaching Regions. As Principal Investigator, he helped secure a \$22.8 million Department of Commerce grant. His work bridges the gap between rigorous economic analysis and real-world application, helping business and community leaders make informed decisions in an evolving economic landscape.

Presenter Association

Florida Gulf Coast University

Cost

None



Course Catalog

Proposal for MSL Commission Approval
Proposal #317



We should probably write this down: agreements

Course Description

Libraries are multifaceted organizations, and with that comes collaborations and partnerships between different local governments, friends and foundation groups, outside stakeholders and organizations, and the library itself. Libraries exist within these nuanced structures, and there are often many complexities. It's essential to get details in writing, and something more reliable than an email exchange. It's time for a written agreement, but what kind? This session will explore interlocal agreements and memorandums of understanding/agreement. We'll explore each of these types of agreements and the roles of the board, director, local government, and library support groups in their creation.

Topic

Board, Government, and Community Relations: Work with boards, local government officials, community members, and the Montana State Library

Presenter Name

Tracy Cook, Cara Orban, or Corey Sloan

Presenter Credentials

Cara, Corey, and Tracy are the Statewide Consulting Librarians for the Montana State Library. They provide support for public and tribal college libraries in Montana.

Presenter Association

Montana State Library

Cost

None



Course Catalog

Proposal for MSL Commission Approval
Proposal #318



Working with Library Support Groups

Course Description

A Friends of the Library or a Library Foundation can expand what a library offers its community. This session will explore the function of these groups, how they relate to library work, the pros and cons of library support groups, the importance of agreements, and what to do when things aren't working well. This session is available face-to-face or online. Hours may vary depending upon the needs of the library.

Topic

Board, Government, and Community Relations: Work with boards, local government officials, community members, and the Montana State Library

Presenter Name

Tracy Cook, Cara Orban, and Corey Sloan

Presenter Credentials

Cara, Corey, and Tracy are the statewide consulting librarians for the Montana State Library. They provide support for public and tribal college libraries in Montana.

Presenter Association

Montana State Library

Cost

None



Course Catalog

Proposals for MSL Commission Approval



Data and Reporting: Data management and reporting

- Count Week (319)

Course Catalog

Proposal for MSL Commission Approval
Proposal #319



Count Week

Course Description

Public libraries will receive training from the State Library and Counting Opinions on how to enter data for Count Week, a statewide data collection effort. Count Week is a one week period where libraries will be asked to collect quantitative and qualitative data about library use. Libraries can use data from Count Week to simplify their data reporting for the Public Libraries Survey (PLS - the annual statistical report). Libraries will also have access to this data to help them understand and communicate about how the library is used by the public.

Topic

Data and Reporting: Data management and reporting

Presenter Name

Rebekah Kamp, Tracy Cook, Lindsay Thompson

Presenter Credentials

Montana State Library staff; Counting Opinions staff

Presenter Association

Montana State Library

Cost

None



Course Catalog

Proposals for MSL Commission Approval



Facility Management: Manage the library facility and ensure community members can safely access and use the building

- Universal Design at Your Library (271)
- Accidental Facilities Manager (272)
- Crisis Communications Planning for Libraries, Archives, and Museums (273)
- De-Escalation (299)
- De-Escalation and Safety (300)
- Homelessness – Peripherals (303)
- Mental Health - Addictions, Dependencies, PTSD (305)

Course Catalog

Proposal for MSL Commission Approval
Proposal #271



Universal Design at Your Library

Course Description

As we work to ensure that our library spaces, services, and programs are welcoming to all members of the community, it is important to know how to design for inclusion. The principles of Universal Design offer guidance on how to design in ways that prioritize usability and accessibility for all. This presentation will introduce the concept of Universal Design, explain how it contrasts with accessibility, and offer concrete advice for how to apply each of the principles of Universal Design at any library. The examples and ideas provided will focus on high-impact changes that can be done within a range of budgets from low (or even no) cost ideas to advice for planning for large-scale renovation projects.

Topic

Facility Management: Manage the library facility and ensure community members can safely access and use the building

Presenter Name

Carli Spina

Presenter Credentials

Associate Professor and Head of Research & Instructional Services, Fashion Institute of Technology, and Author, *Creating Inclusive Libraries by Applying Universal Design*

Presenter Association

WebJunction

Cost

None

Course Catalog

Proposal for MSL Commission Approval
Proposal #272



Accidental Facilities Manager

Course Description

Now more than ever, the care and feeding of library buildings, from historic to new, demands greater attention. With occupant health and safety in mind, common issues, such as cleaning, plumbing, or HVAC systems, take on new urgency. Many library directors and staff become facilities managers by default, with no formal training. This webinar offers a primer on building systems and issues, along with tools for preventive maintenance, energy assessments, optimizing ventilation and filtration, and more. Presenters share what they learned the hard way, in large and small libraries, so that you can be more prepared and self-assured.

Topic

Facility Management: Manage the library facility and ensure community members can safely access and use the building

Presenter Name

Lauren Stara and Andrea Bunker

Presenter Credentials

Lauren Stara, Library Building Specialist, Massachusetts Board of Library Commissioners
Andrea Bunker, Library Building Specialist, Massachusetts Board of Library Commissioners

Presenter Association

WebJunction

Cost

None

Course Catalog

Proposal for MSL Commission Approval
Proposal #273



Crisis Communications Planning for Libraries, Archives, and Museums

Course Description

In a crisis, you must be prepared to communicate clearly and quickly. This course for leaders of libraries, archives, and museums will guide you in preparing to communicate in the event of a crisis. You will identify stakeholders and potential responses, create a roster for your crisis communications team, and use a template to build your own customized Crisis Communications Plan.

Topic

Facility Management: Manage the library facility and ensure community members can safely access and use the building

Presenter Name

WebJunction

Presenter Credentials

WebJunction equips library staff with the knowledge, skills, and confidence to power strong libraries that are the heart of vibrant communities. A program of OCLC Research, WebJunction is free and open for all libraries to use, regardless of size, type, or location. Since our launch in 2003, WebJunction has helped more than 215,000 learners to grow their expertise and deliver meaningful, transformative services to the people they serve, building a stronger, more connected library field along the way.

Presenter Association

WebJunction

Cost

None

Course Catalog



Proposal for MSL Commission Approval
Proposal #299

De-Escalation

Course Description

Mistake #1: Saying the wrong thing...with your body - First of four Mistake videos that share how to avoid saying the wrong thing with your body. Mistake #2: Violating "The 5 Second Rule" - Second of four Mistake videos that shares how to use the five second rule. Mistake #3: Ignoring "The Bully Trap" - Third of four Mistake videos that shares how to ignore the bully trap. Mistake #4: Having an "Audience" - Fourth of four Mistake videos that shares how to avoid having an audience. How to Backup Your Coworkers - Teaches you how to back up your coworkers and builds on the four Mistake videos. Backup: How coworkers SHOULD provide backup during a conflict - You will learn: How most people do backup (and why it is wrong!), The three things a coworker providing backup should do (and one they should NOT do!), How and when to switch roles (e.g., the situation is escalating) How to Get Someone to Leave Safely - video provides a three step approach to asking someone to leave How to Handle Someone Who Is Intoxicated - Video that will show how to handle someone who is intoxicated - builds on Mistakes #1-4, How to Backup Your Coworkers, and How to Get Someone to Leave Safely Drunk or High: How to De-Escalate Someone Who Is Under The Influence - Which substances are linked to aggressive behavior (and which is the worst!), What you should ALWAYS do when dealing with someone under the influence., The two types of drunk/high persons and how to handle each. Mental Illness Part 1 - How do deal with GOOD days and BAD days, What to do when someone is disruptive or potentially dangerous, How to respond to someone with delusions (and the two types of delusions you should be concerned about) Mental Illness Part 2 - Basic overview of the major mental health conditions, Special focus on schizophrenia, bipolar disorder and personality disorders Advanced Body Language - Why nonverbal matters more than word choice, Advice for "reading" body language, Advice for "speaking" body language These trainings range in length from 15 minutes to more than one hour. They are available via Montana Library Association annual membership at no additional cost to the MLA member. This grouping is meant to be part of a discussion forum for July 2026. Membership to the Homeless Training Academy through the MLA membership will remain active until the end of March 2027. After that time, these trainings will no longer be available via standard MLA membership.

Topic

Facility Management: Manage the library facility and ensure community members can safely access and use the building

Presenter Name

Ryan Dowd

Course Catalog

Proposal for MSL Commission Approval



Proposal #299 (continued)

Presenter Credentials

Ryan Dowd has spent most of his career as executive director of a large homeless shelter near Chicago. In addition, he trains organizations around the globe (libraries, homeless shelters, security guards, hospitals, police departments, businesses, etc.) on how to use empathy-driven enforcement with homeless individuals. He is a licensed attorney and has a master's degree in public administration. He is the author of The Librarian's Guide to Homelessness.

Presenter Association

Homeless Training

Cost

None* - No cost to MLA Members.

Course Catalog

Proposal for MSL Commission Approval
Proposal #300



De-Escalation and Safety

Course Description

How to De-Escalate Someone Who Is Angry Pt. 1 Basic De-Escalation - In Part 1, we cover the basic de-escalation steps that will calm down most people (and keep you safe!). How to De-Escalate Someone Who Is Angry Pt. 2 The Biggest Mistake - In Part 2, we cover the "biggest mistake" which is making conflict personal and tools you can use to avoid that mistake. How to De-Escalate Someone Who Is Angry Pt. 3 Advanced Techniques - In Part 3, we cover three advanced techniques you should use when de-escalating an angry customer. Police Talk: A Conversation with Chief Kristen Ziman - What it is like to be police chief of a city during a mass shooting., The future of law enforcement after #BLM., Her new book, "Reimagining Blue.", Practical tips for how your organization can utilize law enforcement better. Police: How to reduce police calls and keep everyone safe in your organization - The two times you should call the police (and the two times you should never call the police), How to place a police call safely, How to work with the police when there isn't a crisis so that everything goes smoother Repeat Offenders - teaches you how deal with repeat offenders (individuals who continue to break your rules after being asked not to). How to Coach Your Staff on De-Escalation - This training will teach you how to coach your staff on de-escalation. It references these shorter, "Essentials" trainings that are also available in your academy: Mistake #1: Saying the wrong things...with your body, Mistake #2: Violating "the 5-second rule", Mistake #3: Ignoring "the bully trap", Mistake #4: Having an audience, How to backup your coworkers, How to get someone to leave safely, Mental Illness 1: High risk situations, Mental Illness 2: Low risk situations, How to handle someone who is intoxicated These trainings range in length from 15 minutes to more than one hour. They are available via Montana Library Association annual membership at no additional cost to the MLA member. This grouping is meant to be part of a discussion forum for August 2026. Membership to the Homeless Training Academy through the MLA membership will remain active until the end of March 2027. After that time, these trainings will no longer be available via standard MLA membership.

Topic

Facility Management: Manage the library facility and ensure community members can safely access and use the building

Presenter Name

Ryan Dowd

Course Catalog

Proposal for MSL Commission Approval



Proposal #300 (continued)

Presenter Credentials

Ryan Dowd has spent most of his career as executive director of a large homeless shelter near Chicago. In addition, he trains organizations around the globe (libraries, homeless shelters, security guards, hospitals, police departments, businesses, etc.) on how to use empathy-driven enforcement with homeless individuals. He is a licensed attorney and has a master's degree in public administration. He is the author of The Librarian's Guide to Homelessness.

Presenter Association

Homeless Training

Cost

None* - No cost to MLA Members.

Course Catalog

Proposal for MSL Commission Approval
Proposal #303



Homelessness - Peripherals

Course Description

Too Many Bags: How to address someone bringing in too much stuff- In this training we will discuss: Determining whether items are "trash" or "treasure", Considering if an accommodation is needed, Enforcing your policy, Reviewing/drafting policies Bed Bugs: How to Prevent and Handle Outbreaks - In this training we will discuss: How to do a complete visual inspection., The 6 steps for eradication (including when to steam, freeze, vacuum, or use the dryer)., Special tips for libraries, inspecting beds, receiving donations and how to not bring them home from work., A special bonus section on how to inspect your hotel rooms! Service Animals: Your Obligations Under the ADA - In this training we will discuss: Which types of animals are covered by the Americans with Disabilities Act (ADA), Which two questions you can legally ask (Yes, there are only two!), Whether you can legally exclude a service animal if it growls, poops, sets off someone's allergies, or scares someone with a phobia Encampments: Community-wide responses with Iain De Jong - In this training we will discuss: How to build a community-wide strategy for addressing encampments, Why direct engagement with people living in encampments leads to better solutions, The most common mistakes communities make in encampment responses and practical steps to avoid them. About the Guest: Iain De Jong is the President & CEO of OrgCode with over 20 years of experience in the housing and homelessness industry having held positions in the public, non-profit, and private sectors. Iain is a renowned international expert in ending homelessness as a consultant, author, researcher, and keynote speaker. Iain also spent 10 years teaching Community Planning in the Graduate Planning Program at York University. When not travelling, Iain calls Oakville, ON home. Fights: How to prevent and stop them (safely!) - In this training we will discuss: The four stages of a fight (and why "Stage 2" is the best place to stop it), How two staff (or one staff) should break up a fight, What the research says about bystanders and fights These trainings range in length from 45 minutes to one hour and 23 minutes. They are available via Montana Library Association annual membership at no additional cost to the MLA member. This grouping is meant to be part of a discussion forum for November 2026. Membership to the Homeless Training Academy through the MLA membership will remain active until the end of March 2027. After that time, these trainings will no longer be available via standard MLA membership.

Topic

Facility Management: Manage the library facility and ensure community members can safely access and use the building

Course Catalog

Proposal for MSL Commission Approval



Proposal #303 (continued)

Presenter Name

Ryan Dowd

Presenter Credentials

Ryan Dowd has spent most of his career as executive director of a large homeless shelter near Chicago. In addition, he trains organizations around the globe (libraries, homeless shelters, security guards, hospitals, police departments, businesses, etc.) on how to use empathy-driven enforcement with homeless individuals. He is a licensed attorney and has a master's degree in public administration. He is the author of The Librarian's Guide to Homelessness.

Presenter Association

Homeless Training

Cost

None* - No cost to MLA Members.

Course Catalog

Proposal for MSL Commission Approval
Proposal #305



Mental Health - Addictions, Dependencies, PTSD

Course Description

Understanding Addiction: A Conversation with Dr. Nicholas Christian - Nick is an internal medicine and addiction medicine clinician and researcher for the Office of Clinical Director for the NIDA Intramural Research Program. He completed his addiction medicine fellowship at the Yale Program in Addiction Medicine as well as postdoctoral research training through the Veterans Affairs Health Services Research and Development program. He completed internal medicine residency training at Dell Medical School at the University of Texas at Austin where he helped start the “B-Team,” a national model for expanding access to buprenorphine for hospitalized patients with opioid use disorder. Throughout residency he lived as a “missional” resident at Community First! Village, a master-planned community that provides affordable, permanent housing and a supportive community for people transitioning out of chronic homelessness where he has helped spearhead a community-based participatory research project to elevate the voice of his neighbors who use substances or are in recovery. His current clinical and research interests include improving care for people who use substances that are on the continuum of experiencing homelessness to being stably housed. Understanding Post-Traumatic Stress in Veterans: A Conversation with Dr. Kathy Platoni - Dr. Kathy Platoni has been a practicing clinical psychologist for more than 40 years and maintains a private practice in Centerville, Ohio. In service of her country and as an Army Reserve clinical psychologist, she has deployed on four occasions in time of war. She specializes in the treatment of PTSD, behavioral medicine and the treatment of chronic pain and chronic, debilitating, and terminal illnesses. Naloxone (“Narcan”): When and how to use it - How to identify an overdose, What Naloxone is, how it works in the body, and how to administer a dose, Protocols and best practices for storage and post-event support, Data and trends on the current opioid and fentanyl epidemic Substance Abuse 101: An overview of the effects and risks of common drugs. - In this training we will discuss: Substances covered: crack/cocaine, methamphetamine, opioids/heroin/fentanyl, inhalants, alcohol and marijuana. For each substance: Warning signs someone is under the influence or in withdrawal, Drug paraphernalia to look for at your organization, Risk someone will overdose or become aggressive Body Odor: How to Address Body Odor Without Awkwardness (Libraries and Other Public Organizations) - In this training we will discuss: When to have the “body odor” conversation, Two tools that make the conversation easier, Lawsuits around body odor and libraries (what the courts say!) **These trainings range in length from 45 minutes to more than one hour and twenty minutes. They are available via Montana Library Association annual membership at no additional cost to the MLA member. This grouping is meant to be part of a discussion forum for January 2027. Membership to the Homeless Training Academy through the MLA membership will remain active until the end of**

Course Catalog



Proposal for MSL Commission Approval
Proposal #305 (continued)

March 2027. After that time, these trainings will no longer be available via standard MLA membership.

Topic

Facility Management: Manage the library facility and ensure community members can safely access and use the building

Presenter Name

Ryan Dowd

Presenter Credentials

Ryan Dowd has spent most of his career as executive director of a large homeless shelter near Chicago. In addition, he trains organizations around the globe (libraries, homeless shelters, security guards, hospitals, police departments, businesses, etc.) on how to use empathy-driven enforcement with homeless individuals. He is a licensed attorney and has a master's degree in public administration. He is the author of The Librarian's Guide to Homelessness.

Presenter Association

Homeless Trainings

Cost

None* - No cost to MLA Members.

Course Catalog

Proposals for MSL Commission Approval



Financial Management: Understand the budget, library finances, and financial reports

- Navigating the Elective Roadmap to Excellence: Improve Library Funding and Structure (215)
- Grantseeking for Libraries: Strategies and Tips (283)

Course Catalog

Proposal for MSL Commission Approval
Proposal #215



Navigating the Elective Roadmap to Excellence: Improve Library Funding and Structure

Course Description

Join the MSL Consultants and Montana Librarians to learn more about the Elective Roadmap to Excellence and strategies to improve library funding and structure.

Topic

Financial Management: Understand the budget, library finances, and financial reports

Presenter Name

MSL Statewide Consultants

Presenter Credentials

MSL Statewide Consultants

Presenter Association

Montana State Library

Cost

None



Course Catalog

Proposal for MSL Commission Approval
Proposal #283



Grantseeking for Libraries: Strategies and Tips

Course Description

Grant funding provides libraries with the opportunity to offer programs and services to the community which may not fit into the library's regular budget. If the process of evaluating opportunities and applying for a grant feels overwhelming, join us for this webinar to discuss strategies for success that can benefit libraries of all sizes. We'll look at aspects of grant development including mission alignment, how to build organizational support, and submitting a strong application. Funders are often interested in a diverse set of applicants and communities to distribute their funding to, and this session will help you feel more confident and empowered to pursue these opportunities for your library.

Topic

Financial Management: Understand the budget, library finances, and financial reports

Presenter Name

Kendra Morgan and Steph Harmon

Presenter Credentials

Kendra Morgan, Senior Program Manager, WebJunction Steph Harmon, Program Design and Development Manager, WebJunction

Presenter Association

WebJunction

Cost

None

Course Catalog

Proposals for MSL Commission Approval



Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

- InterGen at the Library: Programming and Engagement Across Ages (187)
- Readers' Advisory Services for Genre Fiction (189)
- LiFT: The Reference Interview (253)
- LiFT: Classification and Call Numbers (255)
- LiFT: Subject Headings (256)
- LiFT: Copy Cataloging 9258)
- LiFT: Introduction to Collection Policies (261)
- LiFT: Selection and Acquisitions (262)
- LiFT: Collection Assessment (265)
- Homelessness - Core Training (301)
- Homelessness - Deeper Understanding (302)
- Mental Health - Four Part Series (304)
- Mental Health and Mental Illness (306)
- Montana Shared Catalog WorkFlows Circulation Basics (321)
- Strengthening early literacy through practical, research-informed strategies (323)
- MSC Quarterly Webinar: Utilizing Item Fields to Optimize Reports in BCA and the Enterprise OPAC (324)
- MSC Fall Workshop: Where's Your Cat Map? Update Your Item Processing and Patrons Will Thank You! (325)
- MSC WorkFlows Introduction to the Catalog and Adding Items (326)
- MSC WorkFlows Circulation - Intermediate Skills (327)

Course Catalog

Proposal for MSL Commission Approval
Proposal #187



Intergen at the Library: Programming and Engagement Across Ages

Course Description

Generational divides are some of the steepest, defined not just by age, but by differences in experiences, cultures, and perspectives. Through intergenerational programming, libraries foster design opportunities for people to interact with, learn from, and share with people of different ages, interests, and cultural backgrounds.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

Cristy Moran, Library Consultant

Presenter Credentials

Cristy Moran is a librarian and facilitator who has worked in libraries and education for over 15 years. She is a "librarian for librarians" and a library evangelist, bringing the critical often overlooked role libraries play as social and civic infrastructure to every room she's in. Currently, Cristy works as branch manager in a mid-sized suburban library in a highly diverse community in north metro Denver. Prior to this role, she was the Adult Library Services Senior Consultant at the Colorado State Library, served as a faculty librarian at Broward College based out of the joint-use North Campus which served as the Broward County Public Library's North Regional Library, and worked as the Director of Education at Sylvan Learning Centers in Miami. Cristy's professional library interests are wide-ranging and varied, but always centered on the users, patrons, and communities who we serve.

Presenter Association

Webjunction

Cost

None

Course Catalog

Proposal for MSL Commission Approval
Proposal #189



Readers' Advisory Services for Genre Fiction

Course Description

This introduction to public library readers' advisory services to adults includes the readers' advisory interview, marketing readers' advisory services, promoting fiction, and using finding aids. In this course you will learn how to identify what it is in genre fiction that appeals to a reader, how best to get them to articulate that appeal, what books to suggest to the reader, and how to promote the different kinds of genre fiction in a public library.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

Terri Lyons, MLIS

Presenter Credentials

Course author: Terri Lyons, MLIS Instructional design: Linda Vanderbaan (original course), WebJunction (updated course) Original creators: Illinois State Library and the regional library systems throughout Illinois Updated March 2024

Presenter Association

Webjunction

Cost

None

Course Catalog

Proposal for MSL Commission Approval
Proposal #253



LiFT: The Reference Interview

Course Description

In this course, you'll learn about the reference interview and some of the skills needed to conduct one effectively. You'll also learn how to create a welcoming environment for library users, identify their information needs, and practice conducting reference interviews through real-world examples and scenarios.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

WebJunction

Presenter Credentials

The LiFT courses were created to address the training needs of predominantly non-degreed library staff who are new to their current position, or new to working in libraries. These courses were designed to introduce learners to various aspects of the practice, values, and mission of library work, with a special focus on small and medium sized public libraries. These courses do not, and cannot replace specific, detailed task and workflow training on the particular systems, policies, and procedures of individual libraries. IMLS project: RE-256627-OLS-24

Presenter Association

WebJunction, ICfL, OCLC, IMLS

Cost

license fee TBD

Course Catalog

Proposal for MSL Commission Approval
Proposal #255



LiFT: Classification and Call Numbers

Course Description

In this course, you'll learn about a variety of library classification systems and how they organize library materials to make it easier for library users and staff to locate and browse the physical collection. You'll also learn about the importance of call numbers in library classification.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

WebJunction

Presenter Credentials

The LiFT courses were created to address the training needs of predominantly non-degreed library staff who are new to their current position, or new to working in libraries. These courses were designed to introduce learners to various aspects of the practice, values, and mission of library work, with a special focus on small and medium sized public libraries. These courses do not, and cannot replace specific, detailed task and workflow training on the particular systems, policies, and procedures of individual libraries. IMLS project: RE-256627-OLS-24

Presenter Association

WebJunction, IDfL, OCLC, IMLS

Cost

license fee TBD

Course Catalog

Proposal for MSL Commission Approval
Proposal #256



LiFT: Subject Headings

Course Description

In this course, you'll learn about the purpose of library subject headings and why librarians choose to assign certain types of headings to materials. You'll learn about different subject heading systems and why libraries may choose one kind over another. You'll also learn how subject headings developed and how they change.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

WebJunction

Presenter Credentials

The LiFT courses were created to address the training needs of predominantly non-degreed library staff who are new to their current position, or new to working in libraries. These courses were designed to introduce learners to various aspects of the practice, values, and mission of library work, with a special focus on small and medium sized public libraries. These courses do not, and cannot replace specific, detailed task and workflow training on the particular systems, policies, and procedures of individual libraries. IMLS project: RE-256627-OLS-24

Presenter Association

WebJunction, ICfL, OCLC, IMLS

Cost

license fee TBD

Course Catalog

Proposal for MSL Commission Approval
Proposal #258



LiFT: Copy Cataloging

Course Description

In this course, you'll learn about MARC records and what makes a quality bibliographic record. This knowledge will build the foundation for your copy cataloging skills. It is strongly encouraged to download the handouts before beginning this course because they contain essential information for learning this content.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

WebJunction

Presenter Credentials

The LiFT courses were created to address the training needs of predominantly non-degreed library staff who are new to their current position, or new to working in libraries. These courses were designed to introduce learners to various aspects of the practice, values, and mission of library work, with a special focus on small and medium sized public libraries. These courses do not, and cannot replace specific, detailed task and workflow training on the particular systems, policies, and procedures of individual libraries. IMLS project: RE-256627-OLS-24

Presenter Association

WebJunction, ICfL, OCLC, IMLS

Cost

license fee TBD

Course Catalog

Proposal for MSL Commission Approval
Proposal #261



LiFT: Introduction to Collection Policies

Course Description

In the second course of the LiFT Collection Management series, you'll learn how policies support a library in achieving its vision, mission, and values. You'll also learn how collection policies, objectives, and benchmarks guide the collection lifecycle and support staff in making decisions and managing day-to-day-operations.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

WebJunction

Presenter Credentials

The LiFT courses were created to address the training needs of predominantly non-degreed library staff who are new to their current position, or new to working in libraries. These courses were designed to introduce learners to various aspects of the practice, values, and mission of library work, with a special focus on small and medium sized public libraries. These courses do not, and cannot replace specific, detailed task and workflow training on the particular systems, policies, and procedures of individual libraries. IMLS project: RE-256627-OLS-24

Presenter Association

WebJunction, ICfL, OCLC, IMLS

Cost

license fee TBD

Course Catalog

Proposal for MSL Commission Approval
Proposal #262



LiFT: Selection and Acquisitions

Course Description

In the third course of the LiFT Collection Management series, you'll learn how libraries select and acquire materials that reflect their foundational statements and collection policies. You'll also learn how libraries consider community needs when building a collection to ensure it's balanced and well-developed.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

WebJunction

Presenter Credentials

The LiFT courses were created to address the training needs of predominantly non-degreed library staff who are new to their current position, or new to working in libraries. These courses were designed to introduce learners to various aspects of the practice, values, and mission of library work, with a special focus on small and medium sized public libraries. These courses do not, and cannot replace specific, detailed task and workflow training on the particular systems, policies, and procedures of individual libraries. IMLS project: RE-256627-OLS-24

Presenter Association

WebJunction, ICfL, OCLC, IMLS

Cost

license fee TBD

Course Catalog

Proposal for MSL Commission Approval
Proposal #265



LiFT: Collection Assessment

Course Description

In the fifth course of the LiFT Collection Management series, you'll learn how libraries conduct ongoing collection assessments to extract useful data for evaluating their collections. You'll also learn about the types of community assessments libraries conduct to better serve their patrons.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

WebJunction

Presenter Credentials

The LiFT courses were created to address the training needs of predominantly non-degreed library staff who are new to their current position, or new to working in libraries. These courses were designed to introduce learners to various aspects of the practice, values, and mission of library work, with a special focus on small and medium sized public libraries. These courses do not, and cannot replace specific, detailed task and workflow training on the particular systems, policies, and procedures of individual libraries. IMLS project: RE-256627-OLS-24

Presenter Association

WebJunction, ICfL, OCLC, IMLS

Cost

license fee TBD

Course Catalog

Proposal for MSL Commission Approval
Proposal #301



Homelessness - Core Training

Course Description

In this training you will learn how to effectively—and compassionately—work with individuals experiencing homelessness. Specifically, you will learn how to use empathy, instead of punishment, to get people to follow your rules. The training has FIVE parts: 1 - TRAUMA & THE 5 MOST IMPORTANT SECONDS OF CONFLICT Did you know that most people struggling with homelessness suffer from trauma (and 60% have been diagnosed with C-PTSD). Learn exactly what to do in the first 5 seconds of conflict so everything goes smoother. 2 - NONVERBAL TOOLS TO ELIMINATE CONFLICT Your nonverbal communication is WAY more important than what you say, especially to vulnerable individuals. Learn exactly what to do and why showing “sadness” is key. 3 - PREVENTING CONFLICT The best way to deal with problematic behavior? PREVENT problematic behavior! You’ll learn a simple prevention strategy that will have a HUGE impact on your organization. 4 - MANAGING YOUR OWN EMOTIONS DURING CONFLICT De-escalation can be tough. Learn tools you can use during conflict to manage your own emotions. Plus take steps before (to prepare) and after (to reflect). 5 - VERBAL TOOLS FOR CONFLICT Want to know what to say in a certain situation? Here are 5 basic verbal tools & 5 advanced verbal tools you’ll want to learn. This training is 5 hours and 9 minutes in length. It is available via Montana Library Association annual membership at no additional cost to the MLA member. This training is meant to be part of a discussion forum for September 2026. Membership to the Homeless Training Academy through the MLA membership will remain active until the end of March 2027. After that time, these trainings will no longer be available via standard MLA membership.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

Ryan Dowd

Presenter Credentials

Ryan Dowd has spent most of his career as executive director of a large homeless shelter near Chicago. In addition, he trains organizations around the globe (libraries, homeless shelters, security guards, hospitals, police departments, businesses, etc.) on how to use empathy-driven

Course Catalog



Proposal for MSL Commission Approval
Proposal #301 (continued)

enforcement with homeless individuals. He is a licensed attorney and has a master's degree in public administration. He is the author of The Librarian's Guide to Homelessness.

Presenter Association

Homeless Training

Cost

None* - No cost to MLA Members.

Course Catalog



Proposal for MSL Commission Approval
Proposal #302

Homelessness - Deeper Understanding

Course Description

Homelessness Is a Housing Problem: A conversation with Gregg Colburn - Gregg Colburn is an Associate Professor in the Runstad Department of Real Estate in the College of Built Environments at the University of Washington. He publishes research on topics related to housing and homelessness and is co-author of the book, Homelessness is a Housing Problem: How Structural Factors Explain U.S. Patterns (University of California Press). Jerks with Homes: : How to Deal with Members of the Public Who are Being Jerks About Homeless Folks. - What the research shows about empathy, dehumanization, and outgroup contact, Tools for preventing problems, Tools for resolving problems Human Trafficking: A Conversation with Karen Romero - Karen is the Director of Training for Freedom Network USA, the nation's largest alliance of organizations and individual advocates working with survivors of all forms of human trafficking., Karen is a native Spanish speaker who worked with survivors of sexual assault as a bilingual therapist at Utah's Rape Recovery Center, where she was trained in EMDR. She went on to direct the YWCA Utah domestic violence shelter and oversaw a team of case managers as well as provided therapy to survivors of domestic violence. Later, she served as the Social Services Director for Ayuda, an NGO based in DC, serving survivors of trafficking, domestic violence, and unaccompanied minors. Most recently, Karen worked at Polaris as the Training and Survivor Services Manager. Karen received her Master's Degree in Psychology from the University of Utah. Homelessness 201: A Deeper Understanding This training supplements our Homeless De-Escalation Core Training. In this Homelessness 201: A Deeper Understanding training we will discuss: Homelessness is not (just) poverty, Poverty and the brain, Homelessness and autism These trainings are between one hour and five minutes to one hour and twenty-five minutes in length. They are available via Montana Library Association annual membership at no additional cost to the MLA member. This grouping is meant to be part of a discussion forum for October 2026. Membership to the Homeless Training Academy through the MLA membership will remain active until the end of March 2027. After that time, these trainings will no longer be available via standard MLA membership.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

Ryan Dowd

Course Catalog

Proposal for MSL Commission Approval



Proposal #302 (continued)

Presenter Credentials

Ryan Dowd has spent most of his career as executive director of a large homeless shelter near Chicago. In addition, he trains organizations around the globe (libraries, homeless shelters, security guards, hospitals, police departments, businesses, etc.) on how to use empathy-driven enforcement with homeless individuals. He is a licensed attorney and has a master's degree in public administration. He is the author of The Librarian's Guide to Homelessness.

Presenter Association

Homeless Training

Cost

None* - No cost to MLA Members.

Course Catalog

Proposal for MSL Commission Approval
Proposal #304



Mental Health - Four Part Series

Course Description

MENTAL ILLNESS - PART 1 How to handle problematic behavior Have a customer who experiences delusions or hallucinations? Want to know how to respond? In this training you'll learn how to assess the situation as (1) Discomforting, (2) Disruptive, or (3) Dangerous. We also cover how to handle each one. For hallucinations and delusions, you'll learn which ones are dangerous (and you should call the police immediately), which ones are concerning (and you should monitor for certain signs), and which are not harmful (which are most of them!). We discuss two things you should NOT do when someone shares a delusion or hallucination with you and give you two tools to use instead. **MENTAL ILLNESS - PART 2** Basic Introduction to Mental Illness If you work with vulnerable people, there are three mental illnesses you need a basic understanding of: schizophrenia, bipolar disorder, and personality disorders. In fact, 40+% of people struggling with schizophrenia or bipolar disorder also suffer from "anosognosia" which is a "lack of insight or awareness into one's own mental condition." In this training, you'll learn symptoms of each illness and specific tools for managing problematic behavior. You'll also hear powerful, first-hand accounts from individuals who are currently living with these illnesses.

MENTAL ILLNESS - PART 3 Live Q&A with Dr. Eric Ward & Ryan Dowd In this training, Dr. Eric Ward joins Ryan to answer tough questions about mental illness. Questions include the following (and more): Is mental illness covered under the Americans with Disabilities Act (ADA)? How does substance abuse effect mental illness? What's the difference between a person's inner dialogue and "hearing voices?" How to respond to someone who is asking for help related to their delusion? **MENTAL ILLNESS - PART 4** In their own words Watch Ryan's interviews with several brave people who are dealing with mental illness (schizophrenia, bipolar, personality disorders, etc.) and are willing to share about their struggles. You'll hear: How they were diagnosed What their "bad days" look like What they wish people knew about their illness **These trainings range in length from 60 to 90 minutes. They are available via Montana Library Association annual membership at no additional cost to the MLA member. This grouping is meant to be part of a discussion forum for December 2026. Membership to the Homeless Training Academy through the MLA membership will remain active until the end of March 2027. After that time, these trainings will no longer be available via standard MLA membership.**

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Course Catalog

Proposal for MSL Commission Approval



Proposal #304 (continued)

Presenter Name

Ryan Dowd

Presenter Credentials

Ryan Dowd has spent most of his career as executive director of a large homeless shelter near Chicago. In addition, he trains organizations around the globe (libraries, homeless shelters, security guards, hospitals, police departments, businesses, etc.) on how to use empathy-driven enforcement with homeless individuals. He is a licensed attorney and has a master's degree in public administration. He is the author of The Librarian's Guide to Homelessness.

Presenter Association

Homeless Trainings

Cost

None* - No cost to MLA Members.

Course Catalog



Proposal for MSL Commission Approval
Proposal #306

Mental Health and Mental Illness

Course Description

Personality Disorders: An Interview with Dr. Gregory Lester, Ph.D. - Gregory W. Lester, Ph.D., is a clinical, consulting, and research psychologist with practices in Colorado and Texas. Dr. Lester has presented over 2,000 personality disorders trainings to over 200,000 professionals in every major city in the United States, Canada, and Australia. In his nearly 40 years of clinical practice, Dr. Lester has treated over 1,000 personality disorder cases and has performed psychological evaluations on over 2,500 individuals. Dr. Lester has served on the graduate faculty of The University of St. Thomas and as a special consultant to The United States Department of Justice. Dr. Lester's office served as one of the original research sites for the DSM-5® revision of the personality disorders section. He is the author of nine books, including *Power with People*, a manual of interpersonal effectiveness, *Shrunk Heads*, an irreverent memoir of his graduate school training, and *Diagnosis, Treatment, and Management of Personality Disorders*, which is the largest-selling front-line clinical manual on diagnosing, treating, and managing personality disorders.

Autism: A Conversation with Carly Danesh-Jones - Carly Danesh-Jones, MBE, is an autistic woman and advocate, shaping policy and practice related to autistic women and girls since 2008. Over the last 15 years, her books, films and advocacy campaigned for greater acceptance, equality of diagnosis, education and safeguarding of autistic women globally. She was the first British autistic woman to address the UN on rights in 2014. Her influential book on safeguarding autistic girls was distributed to all the UK police forces in 2021. Carly was awarded an MBE for her services to the autistic community in 2017 and recognized with a honorary doctorate from Sheffield Hallam University in 2022. Carly shares her experience of how homelessness and autism intersect after previously being homeless as a teenage mother.

Traumatic Brain Injury - In this training you will learn about Traumatic Brain Injury and how it relates to homelessness. In particular, we'll discuss "disinhibition" and how staff should respond.

Schizophrenia: An Interview with Esmé Weijun Wang - Hear the candid and personal experiences of a New York Time bestselling author who struggles with Schizophrenia

Suicide: A Conversation with a Suicidologist Stephanie Weber - Stephanie Weber is an international expert on Suicide: Stephanie's journey with suicide began when her mother took her own life in 1979. She is the Founder and Executive Director of Suicide Prevention Services of America (find out more at <https://www.spsamerica.org/stephanie-weber>). This training supplements our Homeless De-Escalation Core Training. In this Suicide: A Conversation with a Suicidologist Stephanie Weber training we will discuss: Warning signs for suicidal ideation., What staff can do if they suspect someone is having suicidal thoughts., How organizations can begin to heal after a suicide., Stephanie will also take live questions from the Zoom audience.

Hoarding: How to help

Course Catalog



Proposal for MSL Commission Approval Proposal #306 (continued)

someone not get evicted - In this Hoarding: How to help someone not get evicted training we will discuss: Hoarding Disorder, How to plan/prepare to do a cleanup, How to execute a cleanup, Post cleanup steps These trainings range in length from 30 minutes to more than one hour. They are available via Montana Library Association annual membership at no additional cost to the MLA member. This grouping is meant to be part of a discussion forum for February 2027. Membership to the Homeless Training Academy through the MLA membership will remain active until the end of March 2027. After that time, these trainings will no longer be available via standard MLA membership.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

Ryan Dowd

Presenter Credentials

Ryan Dowd has spent most of his career as executive director of a large homeless shelter near Chicago. In addition, he trains organizations around the globe (libraries, homeless shelters, security guards, hospitals, police departments, businesses, etc.) on how to use empathy-driven enforcement with homeless individuals. He is a licensed attorney and has a master's degree in public administration. He is the author of The Librarian's Guide to Homelessness.

Presenter Association

Homeless Trainings

Cost

None* - No cost to MLA Members.

Course Catalog

Proposal for MSL Commission Approval
Proposal #321



Montana Shared Catalog WorkFlows Circulation Basics

Course Description

Montana Shared Catalog WorkFlows Circulation Basics is an asynchronous course designed for librarians and staff new to SirsiDynix WorkFlows software and the MSC consortium. The course instructs learners how to navigate with the WF Circulation module, how to look up patrons, update patron accounts, and add new patrons to the library system. Additionally, lessons and activities for checking library materials in and out, locating items in the system, and handling patron fines and bills in common scenarios are included.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

Lora Poser-Brown

Presenter Credentials

Lora Poser-Brown is the Montana Shared Catalog Trainer. She has experience in public librarianship, school library media arts, and classroom teaching. Lora has an MLIS from San Jose State University, a BA from Carroll College, and possesses multiple teaching field endorsements with the State of Montana. Lora is a lifelong Montanan and makes her home in Central Montana.

Presenter Association

Montana Shared Catalog in the Montana State Library

Cost

None



Course Catalog

Proposal for MSL Commission Approval
Proposal #323



Strengthening early literacy through practical, research-informed strategies

Course Description

Join Dr. Tammy Elser for an insightful session on strengthening early literacy through practical, research-informed strategies. Drawing from more than four decades in K–12 education and 15 years in higher education, Dr. Elser specializes in the development of emergent readers and the powerful role early writing plays in children’s literacy growth. She will demonstrate simple reading instructional strategies for librarians - appealing to home schooling parents and also child care and pre-school or even K-2 teachers or tutors of older struggling readers.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

Dr. Tammy Elser

Presenter Credentials

Dr. Elser specializes in the development of emergent readers and the powerful role early writing plays in children’s literacy growth. She currently directs the Master of Education option at Salish Kootenai College, where she works with both in-service and pre-service educators.

Presenter Association

Salish Kootenai College

Cost

Travel expenses will be paid for out of federation funds



Course Catalog



Proposal for MSL Commission Approval

Proposal #: 324

MSC Quarterly Webinar: Utilizing Item Fields to Optimize Reports in BCA and the Enterprise OPAC

Course Description

The Montana Shared Catalog utilizes SirsiDynix WorkFlows, BLUECloud Analytics, and Enterprise for completing, reviewing, and accessing catalog item records. The WorkFlows cataloging module contains various descriptive and statistical fields for adding items to the catalog. In this hourlong webinar, learn the logic and steps to consistently marking item fields for optimal BLUECloud Analytics reports and for streamlined Enterprise OPAC searches.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

Amy Marchwick and Lora Poser-Brown

Presenter Credentials

Amy Marchwick is the Lead System Administrator for the Montana Shared Catalog and has been on the admin team for over 15 years. Lora Poser-Brown is the Montana Shared Catalog Trainer. She brings experience in public and school librarianship.

Presenter Association

Montana Shared Catalog in the Montana State Library

Cost

None



Course Catalog



Proposal for MSL Commission Approval

Proposal #: 325

MSC Fall Workshop: Where's Your Cat Map? Update Your Item Processing and Patrons Will Thank You!

Course Description

Every library benefits from a standardized process for adding new items to its Library Management System (LMS). In this interactive, hour-long workshop, the Montana Shared Catalog (MSC) team will introduce you to cataloging maps and give you a clear look at how your library's current collection appears from this perspective. The WorkFlows cataloging module contains descriptive and statistical fields for adding items to the system. Together we will review the logic and steps to marking item fields for BLUECloud Analytics reports and for Enterprise OPAC searches. Attendees will have the opportunity to evaluate and plan updates for their own library's cataloging map. This class is for library staff who work within the Montana Shared Catalog Consortium.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

Lora Poser-Brown

Presenter Credentials

Lora Poser-Brown is the Montana Shared Catalog Trainer. She has experience in public librarianship, school library media arts, and classroom teaching. Lora has an MLIS from San Jose State University, a BA from Carroll College, and possesses multiple teaching field endorsements with the State of Montana. Lora is a lifelong Montanan and makes her home in Central Montana.

Presenter Association

Montana Shared Catalog in the Montana State Library

Cost

None



Course Catalog



Proposal for MSL Commission Approval

Proposal #: 326

MSC WorkFlows Introduction to the Catalog and Adding Items

Course Description

MSC WorkFlows Introduction to the Catalog and Adding Items is an asynchronous course designed for librarians and staff with some experience in SirsiDynix WorkFlows software and the MSC consortium. The course guides covers rudimentary cataloging knowledge for MARC records with RDA guidelines. Then the fundamentals of adding books to the MSC catalog are explored. As the course progresses, minimum requirements for MSC records are detailed and the methods for adding MARC records are addressed. Furthermore, instruction for transferring items, discarding items, and fixing problematic item records is included. Activities for practicing covered skills are part of the course content.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

Lora Poser-Brown

Presenter Credentials

Lora Poser-Brown is the Montana Shared Catalog Trainer. She has experience in public librarianship, school library media arts, and classroom teaching. Lora has an MLIS from San Jose State University, a BA from Carroll College, and possesses multiple teaching field endorsements with the State of Montana. Lora is a lifelong Montanan and makes her home in Central Montana.

Presenter Association

Montana Shared Catalog in the Montana State Library

Cost

\$0-\$300



Course Catalog

Proposal for MSL Commission Approval

Proposal #: 327



MSC WorkFlows Circulation - Intermediate Skills

Course Description

Montana Shared Catalog WorkFlows Circulation - Intermediate Skills is an asynchronous course designed for librarians and staff with some experience in SirsiDynix WorkFlows software and the MSC consortium. The course guides learners how to perform tasks with the WF Circulation module such as billing and fines, holds, and patron fields.

Topic

Library Services: Understand the basics of library services and oversee collection management, programming, outreach, information services, and technology

Presenter Name

Lora Poser-Brown

Presenter Credentials

Lora Poser-Brown is the Montana Shared Catalog Trainer. She has experience in public librarianship, school library media arts, and classroom teaching. Lora has an MLIS from San Jose State University, a BA from Carroll College, and possesses multiple teaching field endorsements with the State of Montana. Lora is a lifelong Montanan and makes her home in Central Montana.

Presenter Association

Montana Shared Catalog in the Montana State Library

Cost

None



Course Catalog

Proposals for MSL Commission Approval



Personnel Management: Supervise library staff and volunteers

- Navigating the Elective Roadmap to Excellence - Staff Development (212)
- Hiring Well and Getting Your New Employee Off to a Good Start (277)
- Providing Constructive Employee Feedback (278)
- Successful Supervising in Libraries of All Sizes Part 1 (279)
- Successful Supervising in Libraries of All Sizes Part 2 (280)
- Proactive Planning for Library Staff Transitions (281)
- Public Library Directors 101 (282)

Course Catalog

Proposal for MSL Commission Approval
Proposal #212



Navigating the Elective Roadmap to Excellence - Staff Development

Course Description

When it comes to Staff Development, here are some best practices and advice you will learn about it the webinar. Make expectations explicit to avoid confusion and promote collegiality. Celebrate achievements to boost morale and public awareness. Centralize resources for consistency and easy access. Prioritize customer service as a core competency. Adapt training to your library's size and capacity.

Topic

Personnel Management: Supervise library staff and volunteers

Presenter Name

MSL Statewide Consultants

Presenter Credentials

MSL Statewide Consultants

Presenter Association

Montana State Library

Cost

None



Course Catalog

Proposal for MSL Commission Approval
Proposal #277



Hiring Well and Getting Your New Employee Off to a Good Start

Course Description

In this webinar geared specifically toward public libraries, former University of Vermont Extension Community Development Specialist and Society of Human Resources Certified Professional Gary Deziel goes through the steps of advertising job openings, the hiring process, and onboarding best practices. Specific topics covered include job titles and descriptions, posting openings in a compelling and inclusive way, interviews. Orientation and onboarding steps and more.

Topic

Personnel Management: Supervise library staff and volunteers

Presenter Name

Gary Deziel, UVM Extension

Presenter Credentials

University of Vermont Extension Community Development Specialist and Society of Human Resources Certified Professional

Presenter Association

WebJunction

Cost

None

Course Catalog

Proposal for MSL Commission Approval
Proposal #278



Providing Constructive Employee Feedback

Course Description

Giving feedback to staff is one of the most important parts of being a manager or supervisor, yet we often avoid giving feedback, especially to those who need it most. This course will help you improve your skills in providing constructive feedback to your staff.

Topic

Personnel Management: Supervise library staff and volunteers

Presenter Name

Tiffany Hayes, Kelly Woodside, Meredith Lowe, Christine Kreger

Presenter Credentials

State continuing education directors and human resources experts

Presenter Association

WebJunction

Cost

None

Course Catalog

Proposal for MSL Commission Approval
Proposal #279



Successful Supervising in Libraries of All Sizes Part 1

Course Description

Librarians often seem to find themselves in unexpected supervisory roles, sometimes from a promotion or a move to a new library, sometimes because they are new to the field and did not expect to have this responsibility. Or maybe they have a lot of experience managing full-time staff but are now in a position where they supervise part-time staff or volunteers. This webinar offers tips and best practices on how to approach these situations in a positive way that helps staff, the library, and the supervisor thrive! In addition to library directors and managers, trustees are encouraged to attend this webinar in support of their role as supervisors of the library's director.

Topic

Personnel Management: Supervise library staff and volunteers

Presenter Name

Joy Worland, Consultant for Continuing Education and Small and Rural Libraries, and Kevin Unrath, Consultant for Library Operations

Presenter Credentials

Joy Worland, Consultant for Continuing Education and Small and Rural Libraries, and Kevin Unrath, Consultant for Library Operations

Presenter Association

WebJunction

Cost

None

Course Catalog

Proposal for MSL Commission Approval
Proposal #280



Successful Supervising in Libraries of All Sizes Part 2

Course Description

This follow-up to Successful Supervising in Libraries of All Sizes – Part 1 covers managing conflict, job descriptions, hiring and evaluation best practices, and personnel policies. The previous webinar is not a prerequisite to this one. Topics are related, but also stand on their own. This webinar is recommended for library directors, trustees, and any who supervise full or part-time staff or volunteers

Topic

Personnel Management: Supervise library staff and volunteers

Presenter Name

Joy Worland, Consultant for Continuing Education and Small and Rural Libraries, and Kevin Unrath, Consultant for Library Operations

Presenter Credentials

Joy Worland, Consultant for Continuing Education and Small and Rural Libraries, and Kevin Unrath, Consultant for Library Operations

Presenter Association

WebJunction

Cost

None

Course Catalog

Proposal for MSL Commission Approval
Proposal #281



Proactive Planning for Library Staff Transitions

Course Description

Libraries, like all organizations, need to plan for both anticipated and unexpected staff transitions. This webinar will introduce practical approaches to preserve organizational knowledge, clarify processes for current staff and trustees, and ease the learning curve for new employees. With higher turnover rates and the ever-changing nature of our work in libraries, procedures and policies should be updated and adapted proactively, instead of reactively, to ensure that work is accomplished by well-prepared staff, ready to meet changing community and organizational needs. From payroll to password management, and from job evaluations to janitorial, the various facets and functions of the library can be clarified to better support all staff transitions. Learn how both short- and long-term transitions can be navigated effectively and purposefully with a “transition readiness checklist,” moving both library staff and trustees toward a shared understanding of roles and expectations across the organization.

Topic

Personnel Management: Supervise library staff and volunteers

Presenter Name

Bonnie McKewon, Northwest District Consultant, State Library of Iowa

Presenter Credentials

Bonnie McKewon, Northwest District Consultant, State Library of Iowa

Presenter Association

WebJunction

Cost

None

Course Catalog

Proposal for MSL Commission Approval
Proposal #282



Public Library Directors 101

Course Description

Are you new to the public library director role? Or considering becoming a director in the future? This series will introduce you to the many and unique facets of public library directorship. Each of the four on-demand recordings provide a broad overview that both informs and inspires. Overview Public Library Directors 101 is an introduction to some of the key concepts every new public library director needs to know on the day they start their new job. This four-part video series was designed by state librarians, library development directors, and CE coordinators around the question: “What do public library directors tell us they wish they had known when they started their job?” The videos are under ½ hour each and apply to any library director in any size of library in any state. It is recommended that new library directors view all of the videos within the first month they begin their job.

Topic

Personnel Management: Supervise library staff and volunteers

Presenter Name

Produced through the Chief Officers of State Library Agencies (COSLA) Continuing Education Connector project.

Presenter Credentials

Produced through the Chief Officers of State Library Agencies (COSLA) Continuing Education Connector project.

Presenter Association

COSLA and WebJunction

Cost

None

Course Catalog

Proposals for MSL Commission Approval



Planning: Work with the board to create a plan for the library

- Navigating the Elective Roadmap to Excellence – Overview (209)
- Navigating the Elective Roadmap to Library Excellence: Better Access to Materials (210)
- Navigating the Elective Roadmap to Library Excellence: Board Development (211)
- Navigating the Elective Roadmap to Excellence: Planning and Evaluation (216)

Course Catalog

Proposal for MSL Commission Approval
Proposal #209



Navigating the Elective Roadmap to Excellence - Overview

Course Description

The Montana State Library's Roadmap to Library Excellence is a voluntary tool designed to help libraries go beyond the baseline standards and strive for continuous improvement.

Topic

Planning: Work with the board to create a plan for the library

Presenter Name

MSL Statewide Consultants

Presenter Credentials

MSL Statewide Consultants

Presenter Association

Montana State Library

Cost

None



Course Catalog

Proposal for MSL Commission Approval
Proposal #210



Navigating the Elective Roadmap to Library Excellence: Better Access to Materials

Course Description

Learn from Montana libraries and MSL staff about ideas to increase access to library materials for all library patrons.

Topic

Planning: Work with the board to create a plan for the library

Presenter Name

Cara Orban

Presenter Credentials

MSL Statewide Consultant

Presenter Association

Montana State Library

Cost

None



Course Catalog

Proposal for MSL Commission Approval
Proposal #211



Navigating the Elective Roadmap to Library Excellence: Board Development

Course Description

A strong board leads to a strong library. Educated and informed board members: Better understand the director's role. Make more effective decisions. Provide stronger support for library services.

Topic

Planning: Work with the board to create a plan for the library

Presenter Name

MSL Statewide Consultants

Presenter Credentials

MSL Statewide Consultants

Presenter Association

Montana State Library

Cost

None



Course Catalog

Proposal for MSL Commission Approval
Proposal #216



Navigating the Elective Roadmap to Excellence: Planning and Evaluation

Course Description

Join the MSL Consultants and Montana Librarians to learn more about the Elective Roadmap to Excellence and strategies to improve library planning and evaluation.

Topic

Planning: Work with the board to create a plan for the library

Presenter Name

MSL Statewide Consultants

Presenter Credentials

MSL Statewide Consultants

Presenter Association

Montana State Library

Cost

None



Course Catalog

Proposals for MSL Commission Approval



Policy: Assist the board with policy development and adoption

- Policy development for small libraries (320)

Course Catalog

Proposal for MSL Commission Approval
Proposal #320



Policy development for small libraries

Course Description

Libraries of all sizes and configurations benefit from sound operational, personnel, and patron policies. Effective library policies establish clear guidelines for trustees, patrons, and staff. This session will focus on the important concepts and legal basis for policies that govern all aspects of a library's operations. Attendees will gain information about the following topics: Importance of Library Policies Legal Basis for Library Policies in Montana Library Policy Development and Enforcement Examples of Language in Specific Policy Areas Benefits of Effective Policies Handling Policy Complaints or Concerns There will also be a policy review and revision workshop so attendees are encouraged bring current policies or provisions they may have questions about updating.

Topic

Policy: Assist the board with policy development and adoption

Presenter Name

Kris Goss

Presenter Credentials

Kris Goss is the library director at the Helena College Library. He is also an attorney who practices education law in Helena, Montana. His area of expertise includes legal, operational, and governance support to librarians and library boards.

Presenter Association

Helena College Library

Cost

None





MEMO

To: Certification Subcommittee

From: Tracy Cook, Lead Consulting & Learning Librarian

Subject: Follow-up on recommendations from Commissioner Burnett

Date: September 21, 2026

Recommendation for alternative content

At the August 2026 Commission meeting, Commissioner Burnett recommended creating courses that cover content from Heterodoxy in the Stacks -

<https://hxllibraries.substack.com/p/contributors>. He provided a list of articles he has found interesting with a suggestion they be turned into 3-4 courses.

Staff recommend asking one of the contributors of Heterodoxy in the Stacks to create courses for us. This allows a subject matter expert to create the content which usually results in a richer, deeper learning experience for students, and is consistent with the continuing education policy.

Questions

- As you review the list, what major areas would you like covered? What would you like people to learn?
- Would you like staff to explore working with the contributors of Heterodoxy in the Stacks? This would involve finding out whether the contributors would create and deliver the content, how much that would cost, and then staff would follow the policy which means proposals for the courses would be submitted for committee and Commission review.

Writings recommended by Commissioner Burnett

Resources for Library Trustees and Librarians About Viewpoint Neutrality

From [Heterodoxy in the Stacks \[hxllibraries.substack.com\]](https://hxllibraries.substack.com)

[New Report Condemns Gender Activism Among Children's Librarians in the UK \[hxllibraries.substack.com\]](https://hxllibraries.substack.com)

[Introducing the Association of Library Professionals' Statement on the Academic Freedom of Librarians \[hxllibraries.substack.com\]](https://hxllibraries.substack.com)

[Does DEI Strengthen or Harm Intellectual Freedom? \[hxllibraries.substack.com\]](https://hxllibraries.substack.com)

[Required to Recite the Mainstream Narrative to Graduate \[hxllibraries.substack.com\]](https://hxllibraries.substack.com)

[The "Reimagining" of Libraries \[hxllibraries.substack.com\]](https://hxllibraries.substack.com)

[Live Not by Lies: ICE, Libraries, and the "Dual State" \[hxllibraries.substack.com\]](https://hxllibraries.substack.com)

[One of Those Dead Who Give Us Energy: Edmund Burke's Wisdom for Archivists
Comment on "Seven Theses Against Viewpoint Diversity" \[hxllibraries.substack.com\]](https://hxllibraries.substack.com)

[Reflecting on Reflecting, After Thirty Years \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[One Anti-Censorship Project in Massachusetts: First Year Report \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Neutrality as a Service: Libraries in the Attention Economy \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Incuriosity of Librarians and Media in Non-Traditional Content and Sources: The Twitter Files as a Case Study \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Higher Ground: Truth, Power, and Responsibility \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[How Archival Digitization Fosters Viewpoint Diversity and Enriches Academic Life \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Purple-haired people eaters \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[When is a nothingburger just a nothingburger? \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Better Influencing and Viewpoint Diversity \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[The Controversy Over Gender Identity Ideology in Children's Picture Books, pt. 1 \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[The Controversy Over Gender Identity Ideology in Children's Picture Books, pt. 2 \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[The Controversy Over Gender Identity Ideology in Children's Picture Books, pt. 3 \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Book Bans and Literary Greatness \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[The Shadow Hanging Over "Freedom to Read Week" \[Revised and Corrected\] \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Defending Neutrality and Pluralism in Libraries: Heterodoxy in the Stacks, 2022-2025 \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Librarianship and Political Philosophy: Seven Arguments for Neutrality and Intellectual Freedom \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[The Counterculture of Pluralism \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[The Good Projects \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Wicked Problems and Comprehensive Doctrines: Interventionism and Social License in Librarianship \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Unconscious Bias or Deliberate Censorship at Your Local Public Library? \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[How Big is Libraries' Insider Threat Problem? \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Make Book Bans Boring Again \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[The Culture War, the Library Bill of Rights and the Protection of Minors \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[The Yearly Charade of "Banned Books Week" \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[The West is Worth Saving and So Are Our Libraries \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Battle of the Book Bans \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Philosophical Foundations for a Pluralist Librarianship \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[These Books Are\(n't\) Harmful \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Ministry of Truth to Open Library School \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Library Neutrality and Pluralism: A Manifesto \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

[Toxic Femininity, Surveillance Capitalism, and Libraries \[hxlibraries.substack.com\]](https://hxlibraries.substack.com)



Only You Can Prevent Book Burnings [\[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

Do Libraries Have a Political Orientation? [\[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

Degrees of Disagreement [\[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

Speaker Controversies, Library Spaces and the "Right to the City" [\[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

The New Smut [\[hxlibraries.substack.com\]](https://hxlibraries.substack.com)

New Puritans in the World of Libraries [\[hxlibraries.substack.com\]](https://hxlibraries.substack.com)