

# **HANDBOOK**

## **Delaware Library Association**

2001 (draft)

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Send correspondence to DLA, P.O. Box 816, Dover, DE 19903-0816

### **2008 Draft Handbook**

This is a working copy of the Delaware Library Association Handbook, containing Bylaws. This is only a draft.

Spacing has been changed for this draft 2008. Page numbers are the same as on the version on the DLA Website.

To submit comments to the Handbook & Bylaws Committee, use the version on the DLA Website.

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## GOAL AND OBJECTIVES

The goal of the Delaware Library Association is to promote the profession of librarianship and provide library information and media services to the people of Delaware by developing a unified library association. The following objectives are integral to the achievement of the goal of the Association:

1. Provision of library information\* and media services and resources for all the people of Delaware in order to increase their opportunity to participate in society, to learn, to achieve self-fulfillment, to pursue careers, and to obtain information needed for research.
2. Provision of leadership for interlibrary cooperation leading to a state-wide information delivery
3. system which equalizes access to information resources.
4. Cooperation to achieve increased access to library information and media resources throughout the region and the nation.
5. Support of intellectual freedom as expressed in the Library Bill of Rights and the Freedom to Read statement and support of librarians, trustees, or libraries whose defense of these principles is challenged.
6. Development and support of library personnel and trustees through affirmative action, education,
7. personal welfare, and training.

(\* ) Information as used here includes ideas, the product of man's creative endeavors, facts, and data.

Adapted from ALA Handbook of Organization 1976-1977. p. 1

# **Delaware Library Association, Inc.**

## **BY-LAWS**

### **ARTICLE I. GENERAL DESCRIPTION**

#### **Part A. Name**

Sec. 1. The name of this non-profit organization shall be the Delaware Library Association Incorporated, herein referred to as the Association.

#### **Part B. Purpose**

Sec. 1. The purpose of the Association shall be to promote library information and media services to the people of Delaware.

#### **Part C. Chapter Status**

Sec. 1. The Delaware Library Association shall be a chapter of the American Library Association.

Sec. 2. The ALA councilor shall be nominated and elected in accord with the By-Laws of the American Library Association at the same time and place as the annual elections of the Association.

Sec. 3. The ALA councilor shall represent the Association and the ALA members working in Delaware to the American Library Association as provided in its By-Laws, represent the ALA to the Association as a member of the Executive Board, and submit all amendments of the By-Laws of the Association to the Constitution and By-Laws Committee of the American Library Association.

### **ARTICLE II. MEMBERSHIP AND UNITS**

#### **Part A. Membership**

Sec. 1. Any person, library or other organization interested in the purpose of the Association may become a member upon payment of dues and under the terms specified in the Association Handbook.

Sec. 2. The Association shall provide for two categories of membership, Personal and Organizational, as described in the Handbook.

Sec. 3. Dues, rights and privileges for each category of membership shall be outlined in the Handbook.

#### **Part B. Divisions**

Sec. 1. A division of not less than twenty members of the Association may be authorized by the membership of the Association upon petition and recommendation of such a group by the Executive Board. The Executive Board shall certify to the

membership that the by-laws of the proposed division are in conformity with the By-Laws of the Association. Members of a division share a common interest in a type of library or type of library activity.

Sec. 2. The division shall have full authority to act on all matters within its jurisdiction, if not in conflict with the policy of the Association.

Sec. 3. Payment of Association dues entitles member to join one Division.

Sec. 4. Association shall allot to each division an amount from the general fund in proportion to the number of the division members.

Sec. 5. The presiding officer of each division shall serve as its division representative to the Executive Board.

#### Part C. Consensus Groups

Sec. 1. A group of not less than five members of the Association having as its purpose the pursuit of a common objective, i.e., discussion, advocacy, or action, may seek recognition by the Executive Board by presenting a petition and a statement of purpose.

Sec. 2. The purpose of such a group shall be to promote library information or media services to the people of Delaware by discussion, advocacy of activities within the Association as indicated by its statement of purpose.

Sec. 3. Recognition entitles the consensus group to identify itself as a group within the Association, participate in its programs and publications, and petition the Executive Board for a budget, but not to speak for the Association on any matters.

#### Part D. Meetings

Sec. 1. All meetings of the Association shall be at times and places determined by the Executive Board.

Sec. 2. General meetings. The annual business meeting of the Association shall be held in the spring, at which meeting officers are elected and reports given. A second general meeting may be held in the fall. Notice of all general meetings shall be sent to members not later than three weeks prior to the meeting.

Sec. 3. Special Meetings. Special meetings may be called by the Executive Board for the purpose of transacting extraordinary business of the Association, such meetings to be open to all members of the Association only. Notice of all special meetings shall be sent to members not later than three weeks prior to the date of the meeting.

Sec. 4. At all meetings of the Association for the transaction of business, one quarter of the total membership shall constitute a quorum.

Sec. 5. Mail votes on statements of policy may be authorized by the Executive Board between meetings when in its opinion such action is warranted. For such votes, fifty percent of the voting membership shall constitute a quorum and a two-thirds majority of those voting shall be required to carry. The Executive board shall have the authority to set

periods during which such votes will be accepted and to determine the mechanics of balloting.

Sec. 6. The Association year shall begin with the adjournment of the spring annual meeting and shall end with the adjournment of the next succeeding spring meeting.

Sec. 7. The fiscal year of the Association shall run from July 1 to June 30.

### ARTICLE III. GOVERNANCE

#### Part A. Officers

Sec. 1. Only personal members of the Association shall have the right to hold office. The officers of the Association shall be: a president, a president-elect who shall serve as vice-president, a secretary, and a treasurer.

Sec. 2. The president-elect shall serve the first year as vice-president, the second year as president, and the third year as immediate past president. The secretary shall serve a two-year term beginning in each odd-numbered year. The treasurer shall serve a two-year term beginning in each even-numbered year.

Sec. 3. The officers shall assume the usual duties of their respective offices and such other duties as outlined in the Association Handbook or as may be assigned by the Executive Board.

#### Part B. Executive Board

Sec. 1. Only personal members of the Association shall have the right to hold membership, either voting or non-voting, on the Executive Board. The Executive Board shall consist of the officers of the Association, the immediate past president, the division representatives, and the ALA councilor. The chairpersons of standing committees shall be non-voting members of the Executive Board.

Sec. 2. The Executive Board shall be the managing board of the Association. It shall have the authority to carry out the policies of the Association as determined by the membership in assembly or by ballot, and to conduct the business of the Association. Custody of all Association property shall be vested in the Executive Board.

Sec. 3. Any vacancy occurring on the Executive Board shall be filled in the following manner:

- a. The President.  
The president-elect shall automatically assume the duties but not the office of the president.
- b. The Vice President/President-Elect.  
A successor is chosen by a special election conducted in accordance with the rules governing general elections, unless the vacancy occurs within the two months immediately preceding distribution of ballots for the annual election, in which case the election of the successor shall be part of the annual elections. Nominees will be those designated as candidates for the office of president.
- c. The Secretary, Treasurer, or ALA Councilor.  
These vacancies shall be filled until completion of the annual election through

appointment by the president subject to the approval of the Executive Board. If more than one year remains in the term of office, the election of a successor to complete the term shall be part of the annual elections.

d. The Immediate Past President.

A person who has held an elected position on the Executive Board in the past shall be appointed by the president subject to the approval of the Executive Board to fill this vacancy.

e. Division representatives.

Any vacancy shall be filled in accordance with the by-laws of the division.

f. Members of the Executive Board filling vacancies as described above shall assume their duties immediately upon selection.

Sec. 4. No person shall hold more than one position, either voting or non-voting, on the Executive Board at one time.

Sec. 5. There shall be at least four meetings of the Executive Board during the year. The first meeting shall be called as soon as possible after the election of officers but in any case, not later than one month after the annual business meeting. Executive Board meetings are normally called by the president. Under extraordinary circumstances, Executive Board meetings may be called by any two other officers of the Association.

Sec. 6. A majority of the members of the Executive Board shall constitute a quorum.

#### Part C. Elections

Sec. 1. The president, with the approval of the Executive Board, shall appoint a nominating committee composed of three members in good standing who are not voting members of the Executive Board. This committee, appointed at the fall general meeting, shall nominate candidates for president-elect every year, secretary and treasurer in alternate years, and ALA councilor every three years.

Sec. 2. The nominating committee shall select candidate(s) for each office and present their names to the Executive Board together with the candidates' written acceptance at least two months before the annual business meeting of the Association. The personal members of the Association shall be mailed notice of the proposed candidates not less than six weeks before the annual business meeting.

Sec. 3. The election shall take place prior to the annual business meeting. It shall be done by mail ballot in order that every personal member may have a vote.

Sec. 4. In addition to candidates proposed by the nominating committee, any other member(s) of the Association may be nominated by petition of no less than 10% of the personal membership, provided that written consent of the nominee is provided with the petition. Any petition and written consent must be received by the nominating committee no later than four weeks before the annual business meeting.

#### Part D. Committees and Appointments

Sec. 1. Standing Committees. The president, subject to the approval of the Executive Board, shall appoint the chairpersons and members of all standing committees. The president-elect shall select chairpersons and members of standing committees to serve

during the coming year, in time for these selections to be reviewed by the Executive Board at its first meeting following the annual business meeting of the Association. Appointments to standing committees shall be for one-year terms, and shall end with the adjournment of the meeting naming their successors. Standing committees shall perform those duties outlined in the Association Handbook and other duties as may be assigned by the Executive Board.

Sec. 2. Special Committees. The president, subject to the approval of the Executive Board, shall appoint such special committees as may be deemed necessary to perform such duties as may be assigned by the Executive Board. A special committee shall normally be dissolved at the completion of its assignment or at the pleasure of the president.

Sec. 3. Special Appointments. The president, subject to the approval of the Executive Board, shall make such special appointments as are deemed necessary for the performance of specific duties as determined by the Executive Board. Such appointments shall terminate with the completion of assignments or at the adjournment of the first Executive Board meeting following the next annual business meeting.

Sec. 4. Special committee chairpersons and special appointees shall report to the president and Executive Board in writing, and report orally to the Executive Board upon invitation of the president or a majority of the Executive Board.

Sec. 5. Members of the Association may serve more than one term as a committee chairperson or committee member if they are reappointed by the president of the Association.

#### ARTICLE IV. SCHOLARSHIP FUND

Sec. 1. Funds in the scholarship accounts may be used solely for awards to DLA scholarship recipients.

#### ARTICLE V. AFFILIATIONS

Sec. 1. The Association upon recommendation of the Executive Board may affiliate the Association with any state or regional organization having purposes similar to the Association.

Sec. 2. The financial relationship of the Association and its affiliates shall be determined by the Executive Board and the governing body of the affiliate.

#### ARTICLE VI. PROCEDURAL MATTERS

##### Part A. Rules of Procedure

Sec. 1. The rules of procedure at meetings of the Association and of the Executive Board shall be according to the latest edition of Robert's Rules of Order when not inconsistent with the By-Laws.

##### Part B. Association Handbook

Sec. 1. There shall be a Handbook of the Delaware Library Association.

Sec. 2. Those portions of the Handbook mandated by these By-Laws may be amended by an affirmative vote of a majority of the members present at a general meeting of the Association, or a special meeting called for this purpose, provided that a three week notice of any proposed change has been given the membership in the call of the meeting.

#### Part C. Amendments

Sec. 1. All proposals for amending the By-Laws shall originate at general or special meetings. The By-Laws may be amended by an affirmative vote of the members present at two consecutive meetings, the second of which must be a general meeting. Three weeks notice of any special or general meeting at which By-Laws amendments are to be considered must be mailed to the membership with all proposed changes.

## MEMBERSHIP CATEGORIES AND DUES

### I. MEMBERSHIP CATEGORIES

#### A. Personal Membership

1. Student - persons involved in a program of Library and Information Science.
2. Trustee and Lay - library trustees, Library Advisory Commission members, persons belonging to Friends of the Library organizations and other interested persons.
3. Paraprofessional - persons employed in a paraprofessional capacity in library information and media services.
4. Retired – persons who have retired from active library work.
5. Professional - persons employed in library and media services.
6. Sustaining - persons willing to support the Association to a larger extent than the regular membership.
7. Honorary Life Members - members who have retired from active library work and are selected by the Executive Board of the Association.

#### B. Organizational Membership

1. Regular - libraries, library schools, and other non-profit library-related organizations.
2. Sustaining - organizations willing to support the Association to a larger extent than regular membership.

### II. DUES

A. Membership dues become due in January of each year. Persons rendering dues after November 1 of each year will be added to the membership list of the following year.

B. Members who have not paid dues for the current year are no longer members of the Association. Their names will be retained on the mailing list for six months.

C. The Association shall allocate to each division a minimum of \$5.00 per member for operating expenses.

D. Any proposed changes to the dues amounts may be amended by an affirmative majority of the members present at a general meeting of the Association, or a special meeting called for this purpose, provided that a three week notice of any proposed change has been given to the membership in the call of the meeting.

### III. RIGHTS AND PRIVILEGES OF MEMBERS

#### A. Personal Members

1. Personal members shall have the right to vote and hold office. They shall be eligible for any special membership rates at Association conferences, workshops, and meetings.
2. Membership in one division is included in the general membership dues. Additional divisional memberships can be obtained by payment of \$5.00 per division to the
3. Association.
4. Each person shall receive a membership card as confirmation of dues payment.
5. Each personal member shall receive DLA bulletins and copies of all general mailings.

#### B. Organizational Members

1. Organizations paying membership dues shall receive a membership card as confirmation of payment.
2. Organizational members shall receive DLA bulletins, and copies of all general mailings to the Association membership.

## DUTIES OF OFFICERS OF THE ASSOCIATION

### PRESIDENT

Serves as president for one year. Serves on the Executive Board as immediate past president for one year and may be chairperson of the Legislative Action Committee. The person must be a member of both DLA and ALA.

#### Duties:

1. To preside at the annual business meeting of the Association and such other general meetings as requested by the Program Committee.
2. To represent the Association.
3. To call and preside at all meetings of the Executive Board.
4. To appoint, with approval of the Executive Board, the standing committees.
5. To appoint, subject to approval of the Executive Board, the special committees.
6. To serve, ex officio, on all committees.
7. To submit to the membership those policies formulated and proposed by the Executive Board.
8. To call for and receive written annual reports of all committee and division representatives prior to the annual meeting.
9. To report at the next Executive Board meeting any telephone or mail votes of the Executive Board taken between meetings.
10. To countersign checks or drafts of the Association.

### VICE PRESIDENT/PRESIDENT-ELECT

Serves as vice president for one year. May be the chairperson of the Program Committee. Must be a member of both DLA and ALA upon election to office of president-elect.

#### Duties:

1. To serve on the Executive Board.
2. In the absence of the president to assume his/her duties.
3. To serve, ex officio, on all standing committees in the absence of the president.
4. To perform duties as assigned by the president.

### SECRETARY

Elected for a two-year term beginning in each odd-numbered year.

#### Duties:

1. To serve on the Executive Board.
2. To keep the minutes of the Executive Board meetings and of the business meetings of the Association and to send a copy of the minutes to each member of the Board as soon as practical.
3. To conduct necessary correspondence and to assume responsibility for the proper distribution of mail received by the Association.
4. To weed the files of the Association with due consideration for those materials of historical value to be sent to the archivist.
5. To countersign checks in the absence of the president or the treasurer.

6. To arrange for the distribution of the committee and division annual reports for the annual business meeting.
7. To notify Executive Board members of their meetings.
8. To notify Association membership of the slate of officers and date of meeting of the annual business meeting at least three weeks prior to the business meeting.
9. To keep an official copy of the By-Laws and Handbook of the Association.
10. To keep minutes for the current and past year. Any prior year's minutes should be transferred to the archives.

## TREASURER

Elected for a two-year term beginning in each even-numbered year.

Duties:

1. To serve on the Executive Board.
2. To receive, record, and deposit the funds of the Association and to disburse them as authorized by the Executive Board. For these purposes, the Association will maintain appropriate accounts at such financial institutions as approved by the Executive Board.
3. To present a written financial statement to the Executive Board at each meeting and to provide an annual written report to the Association at its annual business meeting.
4. To countersign all checks and drafts of the Association.
5. To arrange for an annual audit after the Executive Board selects the auditor; and this shall be a part of the annual written report.
6. To assure prompt payment of fees due for: State franchise tax, ALA Chapter dues, safe deposit box, post office box, post office bulk mail permit, etc.

## ALA COUNCILOR

Each chapter of ALA is entitled to one councilor to be elected by members of the chapter for a term of three years.

The chapter councilor provides representation at the national level by voicing the position of the chapter on ALA affairs, reporting to the chapter on the business conducted at meetings of the ALA Council, and establishing liaison between the chapter and the national Association on issues related to the purposes of each Association.

## COMMITTEE GUIDELINES

1. All committee chairpersons are appointed for one year by the president with the approval of the Executive Board, at the first meeting of the Executive Board.
2. Each committee must have at least three members, preferably representing the three counties.
3. Members may be reappointed.
4. The president is an ex-officio member of all committees.
5. All standing committee chairpersons are non-voting members of the Executive Board.
6. Chairpersons are required to submit an annual report in writing to the president prior to the annual meeting. A copy must be given to the archivist.
7. As soon as possible after organization, each committee should submit to the president an estimate of its projected expenses for the year.
8. Each chairperson should approve the bills for expenses incurred by the committee before submitting the bills to the treasurer.
9. Each chairperson must keep the publicity committee and Bulletin editor informed of its activities.
10. Committee chair vacancies shall be filled by the president with the approval of the Executive Board.

## MEMBERSHIP COMMITTEE (STANDING)

Should consist of a minimum of one representative from each division and one representative from each county and others as needed. Some members may be reappointed to assure continuity.

### Duties:

1. To prepare membership brochures to interest persons in joining the Association.
2. To recruit and make contact with potential members, to reinstate old memberships, and contact newly elected trustees, friends, and boards.
3. To provide for the acceptance of dues and memberships at the general and divisional meetings.
4. To send bills for dues in December and reminders in February. To forward dues received to the treasurer for deposit. The records of this committee constitute the official membership file of the Association.
5. To prepare membership cards for members and be responsible for sending lists of divisional members to respective division heads.
6. To record all changes of address, new memberships, renewals in the official records.
7. To prepare instructions for the Association's mailing.
8. To include in membership brochures the fact that the vice president and the president of DLA must be personal members of both DLA and ALA.

## PROGRAM COMMITTEE (STANDING)

The president-elect may serve as the chairperson of this committee until the end of the annual conference. This committee should be composed of at least seven members with representatives from each division. Some members may be reappointed to assure continuity.

### Duties:

1. To arrange for the time, location, and programs for conferences/meetings of the Association subject to the approval of the Executive Board and to appoint such

subcommittees as: Registration, Awards, Exhibits, Transportation, Hospitality, Evaluation and others deemed necessary.

2. To submit the budget for any conferences/meetings to the Executive Board.
3. To keep the public relations committee informed of conference dates and locations so that notice may be sent to the public press, professional journals, and the Delaware Library Association Bulletin.
4. To arrange for exhibits at conferences/meetings.
5. To coordinate such meetings and assume the duties of registration.
6. To supervise the printing and mailing of conference information. Notice to membership should be sent at least six weeks prior to the date of the meeting.

#### PUBLICATIONS COMMITTEE (STANDING)

Should have three members, preferably representing the three counties, and others as needed. The chairperson shall be editor of the official publication of DLA for at least two years. The editor may select an advertising manager.

Duties:

1. To edit and publish the Bulletin of the Delaware Library Association at least three times a year.
2. To recommend the editorial policy to the Executive Board and keep a manual of policies.

#### CONTINUING EDUCATION COMMITTEE (STANDING)

Shall be composed of at least four persons, preferably representing each county and different types of libraries.

Duties:

1. To consider suggestions and need for continuing education programs from the general membership.
2. To cooperate with other committees in publicizing available programs, as well as proposing
3. additional needed programs to the Executive Board.
4. With Executive Board approval, to organize and offer continuing education opportunities
5. each year. These opportunities may be offered as part of the fall and spring conference
6. programs or independently.
7. To coordinate its activities with the program committee.

#### PUBLIC RELATIONS COMMITTEE (STANDING)

Should consist of one representative from each division and one representative from each county, and others as needed. Some members may be reappointed to assure continuity.

Duties:

1. To publicize, to the general public, the value and importance of libraries and the various events and activities of DLA and to disseminate appropriate communications to the media.
2. To establish and maintain contact with all committees and divisions for information about newsworthy events.

3. To publicize the date and location of all Association and divisional meetings. To send notice of newsworthy events of the Association to the press and professional journals.
4. To make arrangements for professional news coverage at these events if possible, and arrange for photographic coverage.
5. To send copies of publicity to the publications committee and the archivist.
6. To publicize National Library Week.

#### LEGISLATIVE ACTION COMMITTEE (STANDING)

The past president may serve as chairperson of this committee. Other committee members should include the president of DLA, State Librarian, County Library Directors, and others who are needed for a coordinated legislative effort. Some members should be reappointed to assure continuity.

##### Duties:

1. To maintain an active and responsive legislative network and originate or participate in coalitions which attempt to achieve DLA's goals.
2. To conduct programs to educate the Delaware Library Association membership and committees as to what the library issues are and how they can be effective in the political process. These may include: a) holding workshops, conducting programs; b) publishing a newsletter or fact sheet.
3. To alert the citizenry when important legislation, regulations, or ordinances affecting library services are being considered by Federal, State, or local governments.
4. To keep civic and educational organizations in Delaware informed of DLA's legislative interest and urge them to give their active support.
5. interest and urge them to give their active support.
6. To submit articles to the Bulletin when appropriate.

#### INTELLECTUAL FREEDOM AND OPEN ACCESS COMMITTEE (STANDING)

Should be composed of at least five members. All types of libraries should be represented.

##### Duties:

1. To keep the Executive Board and Association informed of all matters relating to intellectual freedom or open access that have implication for Delaware libraries.
2. To recommend policy and appropriate action in these areas.
3. To keep abreast of national developments and maintain contact with the ALA Office of Intellectual Freedom.
4. To represent the Association when authorized by the Executive Board, at meetings and hearings on these subjects.
5. To set up procedures to handle the reporting of intellectual freedom problems to the committee and the passing of this information to the Executive Board.
6. To provide for the continuing education of library personnel on all aspects of intellectual freedom and open access. Methods may include workshops and a regular column in the Bulletin.

#### SCHOLARSHIP, AWARDS, AND CITATIONS COMMITTEE (STANDING)

Composed of at least four members, to include at least one person from each county.

Duties:

1. To publicize and solicit recommendations for available scholarships, awards and Citations through the publicity committee.
2. To review recommendations for nominees and submit the committee's decisions to the Executive Board three months before the annual conference.
3. To serve as the sole channel for recommendations to the Executive Board of names and supporting criteria for persons to be considered for the DLA, DLA division, or ALA scholarship, award or citation.
4. To prepare the awards and citations.
5. To consider ways to increase the scholarship fund.
6. To determine criteria for scholarships, awards and citations, subject to the approval of the Executive Board.
7. To receive applications for scholarships.
8. To maintain in the archives the history of the scholarships, awards and citations and names of recipients, and business records of scholarships.

BUDGET COMMITTEE (SPECIAL)

Shall consist of the elected treasurer of the Association and those treasurers elected by the divisions of the Association.

Duties:

1. To prepare a balanced budget for the next calendar year which reflects a realistic measure of anticipated revenues and expenditures.
2. To present a budget for the Executive Board of the Association to review and approve at its June meeting.

DLA WEBSITE COMMITTEE (SPECIAL)

Shall have at least 2 members.

Duties: 1.To maintain and update the DLA Website.

HANDBOOK COMMITTEE (SPECIAL)

Should have at least three members. This committee should be appointed every three years.

Duties:

1. To consider and recommend needed changes in the Handbook.
2. To secure ALA approval of any revision or amendments of the By-Laws through the ALA councilor.

JOB PLACEMENT COMMITTEE (SPECIAL)

The committee should be composed of at least four members - one from each type of library academic, school, public and special. It is desirable to have representation from all three counties.

Duties:

1. To act as a clearing house for available library positions, professional and non-professional, full-time and part-time, in the Delaware area.
2. The members representing each type of library to act as contact people (within the type of library) for the purpose of listing available positions.
3. The chair gathers job listing information from the members and from general media. He or she forwards it to the State Library's telephone line and/or webmaster.

NOMINATING COMMITTEE (SPECIAL)

At least three members representing the various sections of the state and/or types of libraries and who are conversant with the Association's efforts should be appointed. Voting members of the

Executive Board may not serve.

Duties:

1. To prepare a slate for election of the necessary officers of the Association as described in the By-Laws. Consideration should be given to having nominees from various sections of the state and types of libraries.
2. To report to the Executive Board two months prior to the annual business meeting of the Association.
3. To inform the Association membership of the proposed candidates not less than six weeks before the annual business meeting.
4. To announce the results at the last business session of the annual conference.
5. Continuous use of the same individuals or of an undue number of persons from the same library should be avoided.

#### LONG RANGE PLANNING COMMITTEE (SPECIAL)

Shall be composed of all past presidents of the Delaware Library Association. The immediate past president of the Association will serve as chair of the committee.

Duties:

1. To develop and propose for consideration by the Executive Board, a five year plan for the direction of the Association. The plan should state the mission, goals and objectives of the Association and propose strategies for achieving the goals and objectives.
2. To identify and review current directions and trends of librarianship in the nation and to identify the Association's role in relation to those trends.
3. To review the structure by which DLA currently operates and to recommend changes, if necessary.
4. To act as an information resource for the Executive Board in its effort to maintain continuity and resolution of purpose for DLA's long range planning.

#### ARCHIVIST

The archivist is appointed by the president. The archives of the Association will be housed in a library selected by the archivist.

Duties:

1. To acquire, maintain and preserve all Association records.
2. To keep a historical record of the Association.
3. To make the archives accessible to members of the Association.

#### AWARDS AND CITATIONS

Recommendations for the following awards and citations may be submitted by members of DLA or by any citizen of the State of Delaware. The recommended names with supporting criteria should be presented to the awards committee. They are then submitted to the DLA Executive Board for approval.

Life Member: Members who have retired from active library work and are elected by the Executive Board. Names of DLA members, who have retired from active library work, may be submitted to the Executive Board of the Association for consideration for the appointment of LIFE MEMBER in DLA. These individuals must have contributed to librarianship or a closely related field in the state of Delaware. Their contribution or achievement in the field should be significant.

Distinguished Librarians Citation: This award is to be given for extraordinary library information or media services in a given year.

Trustee Citation: This citation to be given to a library trustee who has contributed significantly to the development, support, and appreciation of a local library, regardless of the size of the institution.

Distinguished Service Citation: This citation is given to any person, except staff and trustees currently employed in any library in the state of Delaware. This individual must have been active in supporting library development and services in the state. This citation would be intended for the individual who, over a period of years, has shown strong support of libraries but who is not professionally engaged in library work.

Delaware Library Association Citation: This award is open to any library staff member in Delaware, who is active in supporting library activities and interests by service to the Delaware Library Association in any capacity. This individual should be singled out because of continued service in elected or appointed positions on the Executive Board, advisory committees, standing committees, and ad hoc committees which serve the Delaware Library Association.

Library or Institutional Award: This award is to be given to the library or institution which has shown outstanding merit in serving its patrons and community by unusual programs or activities.

## Scholarship Awards

The Delaware Library Association awards two scholarships: The Grace Estelle Wheelless Award and the Helen H. Bennett Award. Grace Estelle Wheelless died while president of DLA in January of 1950. A fund was established in her honor, "...to aid Delaware students in library schools, or those who have completed college study but need assistance in earning their Master's Degree."

The Helen H. Bennett scholarship was originated in 1970 by the Delaware School Library Association, "...for the registration and/or tuition to a person working for library certification or a Master's Degree in Library Science. This person will agree to work in a school-oriented library in Delaware."

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## DIVISIONS

Members of a division share a common interest in a "type of library" or "type of library activity." At present the Delaware Library Association has six divisions:

1. Public Libraries
2. College and Research Libraries
3. School Library Media
4. Children's Services
5. Paraprofessionals and Library Staff
6. Trustees

Other divisions may be formed whenever twenty members of the Association petition the Executive Board and receive approval of the Association membership.

The annual election of division officers will be held at each division's business meeting at the DLA annual business meeting.

Division funds are to be held by the Association and shall be paid by the treasurer of the Delaware Library Association upon authorization of the fiscal officer of the division. Accounting for each division shall be the responsibility of the treasurer.

Monies of the division are to be used in accordance with the purposes of the division as provided in its By-Laws.

In conjunction with the Delaware Library Association program committee, divisions shall be responsible for sponsoring or co-sponsoring a program or programs at the annual meeting of the Association. Announcements for general meetings will carry notices to the general membership concerning the time and place of divisional meetings.

CHILDREN'S SERVICES DIVISION OF  
THE DELAWARE LIBRARY ASSOCIATION

BYLAWS

ARTICLE I.

NAME. The name of this organization shall be the Children's Services Division of the Delaware Library Association.

ARTICLE II.

OBJECT. The objects of this Division shall be:

1. To promote library service for children and children's librarianship within and for the public libraries in Delaware.
2. To cooperate in the promotion of general and joint enterprises within the Association and with other library groups, and to represent and interpret library service to children in contacts outside the profession.
3. To have full authority within the Delaware Library Association in respect to all programs and policies which concern only the area of library service to children in Delaware, and to act for the Association in this area.
4. To study, approve, and sponsor standards, laws, and financial support for library service to children in coordination with the State Division of Libraries, the Delaware Library Trustee Association, and all other appropriate organizations.
5. To conduct activities and projects for improvement and extension of library service to children and for stimulation of the development of librarians and staff members engaged in library service to children in Delaware.

ARTICLE III.

MEMBERS. Membership in this Division shall be open to all members of the Delaware Library Association.

The dues paid to the Delaware Library Association shall constitute the dues of this Division, providing that a portion of the annual income from this source be allotted to this Division by the Association. Any additional fees or assessments may only be levied at the vote of the membership of the Division after due and proper notification that such action is pending.

Only personal members of the Delaware Library Association who have been admitted to membership in this Division shall have the right to vote, to hold office, and to serve on committees.

#### ARTICLE IV.

**OFFICERS.** The officers of the Division shall be a President, a Vice President (President-Elect), a Secretary, and a Treasurer. These officers shall perform the duties prescribed by these By-Laws, and such other duties as may be approved by the Executive Board of the Division or by the parliamentary authority adopted by the Division.

At the regular meeting each fall, a Nominating Committee of three members shall be elected by the Division. It shall be the duty of this Committee to nominate candidates for the offices to be filled at the annual meeting in the spring. The Nominating Committee shall report to the Executive Board at its meeting preceding the annual meeting. Notice of the slate shall be mailed to the membership with the call of the meeting at least two weeks in advance of the date of said meeting. Additional nominations may be made from the floor at the annual meeting, and election shall be by written ballot.

The officers shall serve for one year or until their successors are elected and take office, and their term of office shall begin at the close of the annual meeting at which they are elected.

No member shall hold more than one office at a time, and no member shall be eligible to serve more than two consecutive terms in the same office. No one holding office in the Delaware Library Association shall be eligible for office in this Division.

#### ARTICLE V.

**MEETINGS.** The regular meetings of the Division shall be held in the fall and spring of each year, at the same time and place as the meetings of the Delaware Library Association. The spring meeting shall be known as the annual meeting, and shall be for the purpose of electing officers, receiving reports of officers and committees, and for any other business that may arise. The fall meeting shall be a business meeting with such workshops or other programs as the Executive Board of the Division shall arrange.

Special meetings may be called by the President or the Executive Board, and shall be called upon written request of any five members of the Division, provided that at least five days written notice shall be given, and the purpose of the meeting shall be stated in the call.

Fifteen members, or one-third of the membership of the Division, shall constitute a quorum.

#### ARTICLE VI.

**EXECUTIVE BOARD.** The officers of the Division, and the Immediate Past President shall constitute the Executive Board of the Division.

The Executive Board shall have the general supervision of the affairs of the Division between its business meetings, make recommendations to the Division, fix the hour and place of meetings in coordination with the Delaware Library Association, and shall perform such other duties as are specified in these By-Laws. The Board shall be subject to the orders of the Division, and none of its acts shall conflict with action taken by the Division or by the Delaware Library Association.

As provided in the By-Laws of the Delaware Library Association, Article III, Part B, Section 1, the President of the Division or his designated Alternate shall be a member of the Executive Board of the Delaware Library Association.

Regular and special meetings of the Executive Board of the Division shall be set by the Board, and/or shall be called on the written request of at least three members of the Board.

The Executive Board, through its representative on the Delaware Library Association Executive Board, shall submit its budget and program annually to the Executive Board of the Association.

## ARTICLE VII.

### COMMITTEES.

A Finance Committee composed of the Treasurer and two other members shall be appointed by the President promptly after each annual meeting. It shall be the duty of this Committee to prepare a budget for the fiscal year beginning the first day of the month following the annual meeting, and to submit it to the Executive Board of the Division at its next regular meeting. The Finance Committee may from time to time submit supplements to the budget for the current fiscal year.

A Program Committee of three members shall be appointed by the President promptly after the annual meeting, whose duty it shall be to plan the annual program of the Division in consultation with the President. The Chairman of this Committee shall be the Vice-President of the Division, and its report shall be presented to the Executive Board for approval at its next regular meeting.

Such other committees, standing or special, shall be appointed by the President as the Division or the Executive Board shall from time to time deem necessary to carry on the work of the Division. The President shall be ex officio a member of all committees except the Nominating Committee.

## ARTICLE VIII.

PARLIAMENTARY AUTHORITY. The rules contained in the latest edition of Robert's Rules of Order shall govern the Division in all cases to which they are applicable and in which they are not inconsistent with those By-Laws or the

By-Laws of the Delaware Library Association and any special rules of order the Division or Association may adopt.

ARTICLE IX.

AMENDMENT OF BY-LAWS. These By-Laws may be amended at any regular meeting of the Division by a two-thirds vote, provided that the amendment has been submitted in writing with the call of the meeting, or at least ten days prior to the meeting.

COLLEGE AND RESEARCH LIBRARIES DIVISION  
OF THE DELAWARE LIBRARY ASSOCIATION

BY-LAWS

ARTICLE I.

NAME. The name of this organization shall be the College and Research Libraries Division of the Delaware Library Association.

ARTICLE II.

PURPOSE. The purposes of this Division shall be:

1. To promote library service within and for the college and research libraries of Delaware.
2. To promote cooperative efforts which serve to improve the quality and to increase the accessibility of the resources of college and research libraries.
3. To study, approve and promote policies and programs designed to strengthen financial support for institutions of higher education, with particular emphasis on Delaware.
4. To provide activities for the intellectual stimulation and professional development of college and research librarians in Delaware.
5. To assume the authority to act, in conformance with the policies of the Delaware Library Association, with respect to matters which pertain to the college and research libraries.

ARTICLE III.

MEMBERS. Membership in this Division shall be open to all members of the Delaware Library Association.

The dues paid to the Delaware Library Association shall constitute the dues of this Division, providing that a portion of the annual income from this source be allotted to this Division by the Association. Any additional fees or assessments may only be levied at the vote of the membership of the Division after due and proper notification that such action is pending.

Only personal members of the Delaware Library Association who have been admitted to membership in this Division shall have the right to vote, to hold office, and to serve on committees.

ARTICLE IV.

OFFICERS. The officers of this Division shall be a President, a Vice-President (President-Elect), a Secretary and a Treasurer. These officers shall perform the duties prescribed by these By-Laws, and such other duties as may be approved by the Executive Board of the Division or by the parliamentary authority adopted by the Division.

A Nominating Committee of three members shall be appointed by the President and approved by the Executive Board of the Division. It shall be the duty of this Committee to nominate candidates for the offices to be filled at the annual meeting in the spring. The Nominating Committee shall report to the Executive Board at its meeting preceding the annual meeting. Notice of the slate shall be mailed to the membership with the call of the meeting, at least two weeks in advance of the date of the said meeting. Additional nominations may be made from the floor at the annual meeting, and election shall be by written ballot.

The President and the Vice-President/President-Elect shall serve for one year. The Secretary and Treasurer shall serve for staggered, two-year terms. Terms shall begin at the close of the annual meeting at which they are elected and shall end after the designated period or after their successors are elected and take office.

No member shall hold more than one office at a time, and no member shall be eligible to serve more than two consecutive terms in the same office. No one holding office in the Delaware Library Association shall be eligible for office in this Division.

#### ARTICLE V.

MEETINGS. The regular meetings of the Division shall be held in the fall and spring of each year, at the same time and place as the meetings of the Delaware Library Association. The spring meeting shall be known as the annual meeting, and shall be for the purpose of electing officers, receiving reports of officers and committees, and for any other business that may arise. The fall meeting shall be a business meeting, with such workshops or other programs as the Executive Board of the Division shall arrange.

Special meetings may be called by the President or by the Executive Board, and shall be called upon written request of any five members of the Division, provided that at least five days written notice shall be given, and the purpose of the meeting shall be stated in the call.

Fifteen members or one-third of the membership of the Division shall constitute a quorum.

#### ARTICLE VI.

EXECUTIVE BOARD. The officers of the Division, and the Immediate Past President, shall constitute the Executive Board of the Division.

The executive Board shall have general supervision of the affairs of the Division between its business meetings, make recommendations to the Division, fix the hour and place of meetings in coordination with the Delaware Library Association, and shall perform such other duties as are specified in these By-Laws. The Board shall be subject to the orders of the Division, and none of its acts shall conflict with action taken by the Division or by the Delaware Library Association.

As provided in the By-Laws of the Delaware Library Association, Article III, Part B, Section 1, the President of the Division or his designated Alternate shall be a member of the Executive Board of the Delaware Library Association.

Regular and special meetings of the Executive Board of the Division shall be set by the Board, and/or shall be called on the written request of at least three members of the Board.

The Executive Board, through its representative on the Delaware Library Association Executive Board, shall submit its budget and program annually to the Executive Board of the Association.

Any vacancy occurring on the Executive Board shall be filled in the following manner:

a. The President. The President-Elect shall automatically assume the duties but not the office of the president.

b. The President-Elect. A successor is chosen by a special election conducted in accordance with the rules governing general elections, by mail if necessary, unless the vacancy occurs within the two months immediately preceding distribution of ballots for the annual election, in which case the election of the successor shall be part of the annual elections and nominees designated as candidates for the office of President.

c. The Secretary, Treasurer. These vacancies shall be filled until completion of the annual election through appointment by the President subject to the approval of the Executive Board. If more than one year remains in the term of office, the election of a successor to complete the term shall occur at the annual business meeting.

d. The Immediate Past President. A person who has held an elected position on the Executive Board in the past shall be appointed by the president subject to the approval of the Executive Board, to fill this vacancy.

e. Members of the Executive Board filling vacancies as described above shall assume their duties immediately upon selection.

#### ARTICLE VII. COMMITTEES.

A Program Committee, of three members, whose Chairman shall be the Vice-President, shall be appointed by the Vice-President promptly after the annual meeting. Its duty shall be to plan the annual program in consultation with the President. Its report shall be presented to the Executive Board for approval at its next regular meeting.

A Membership Committee of at least three members, whose Chairman shall be

the Treasurer, shall be appointed by the Treasurer promptly after the annual meeting. Its duty shall be to keep a record of the number of members in the Division, and to recruit new members. Its report shall be made to the Executive Board at its next regular meeting.

Such other committees, standing or special, shall be appointed by the President as the Division or the Executive Board shall from time to time deem necessary to carry on the work of the Division. The President shall be ex officio a member of all committees except the Nominating Committee.

**ARTICLE VIII. PARLIAMENTARY AUTHORITY.** The rules contained in the latest edition of Robert's Rules of Order shall govern the Division in all cases to which they are applicable and in which they are not inconsistent with those By-Laws or the By-Laws of the Delaware Library Association and any special rules of order the Division or the Association may adopt.

**ARTICLE IX. AMENDMENT OF BY-LAWS.** These By-Laws may be amended at any regular meeting of the Division by a two-thirds vote, provided that the amendment has been submitted in writing with the call of the meeting, or at least ten days prior to the meeting.

Revised May 1984

PUBLIC LIBRARY DIVISION  
OF THE DELAWARE LIBRARY ASSOCIATION

BY-LAWS

ARTICLE I.

NAME. The name of this organization shall be the Public Library Division of the Delaware Library Association.

ARTICLE II.

OBJECT. The objects of this Division shall be:

1. To promote library service and librarianship within and for the public libraries of Delaware.
2. To cooperate in the promotion of general and joint enterprises within the Association and with other library groups, and to represent and interpret public libraries in contacts outside the profession.
3. To have full authority within the Delaware Library Association in respect to all programs and policies which concern only the area of public libraries in Delaware, and to act for the Association in this area.
4. To study, approve, and sponsor standards, laws and financial support for public libraries in coordination with the State Division of Libraries, the Delaware Library Trustee Association, and all other appropriate organizations.
5. To conduct activities and projects for improvement and extension of service in public libraries and for stimulation of the development of librarians and staff members engaged in public libraries in Delaware.

ARTICLE III.

MEMBERS. Membership in this Division shall be open to all members of the Delaware Library Association.

The dues paid to the Delaware Library Association shall constitute the dues of this Division, providing that a portion of the annual income from this source be allotted to this Division by that Association. Any additional fees or assessments may only be levied at the vote of the membership of the Division after due and proper notification that such action is pending.

Only personal members of the Delaware Library Association, who have been admitted to membership in this Division shall have the right to vote, to hold office, and to serve on committees.

ARTICLE IV.

OFFICERS. The officers of this Division shall be a President, a Vice-President (President-Elect), a Secretary and a Treasurer. These officers shall perform the duties prescribed by these By-Laws, and such other duties as may be approved by the Executive Board of the Division or by the parliamentary authority adopted by the Division.

At the regular meeting held each fall, a Nominating Committee of three members shall be elected by the Division. It shall be the duty of this Committee to nominate candidates for the offices to be filled at the annual meeting in the spring. The Nominating Committee shall report to the Executive Board at its meeting preceding the annual meeting. Notice of the slate shall be mailed to the membership with the call of the meeting, at least two weeks in advance of the date of said meeting. Additional nominations may be made from the floor at the annual meeting, and election shall be by written ballot.

The officers shall serve for one year or until their successors are elected and take office, and their term of office shall begin at the close of the annual meeting at which they are elected.

No member shall hold more than one office at a time, and no member shall be eligible to serve more than two consecutive terms in the same office. No one holding office in the Delaware Library Association shall be eligible for office in this Division.

#### ARTICLE V.

MEETINGS. The regular meetings of the Division shall be held in the fall and spring of each year, at the same time and place as the meetings of the Delaware Library Association. The spring meeting shall be known as the annual meeting, and shall be for the purpose of electing officers, receiving reports of officers and committees, and for any other business that may arise. The fall meeting shall be a business meeting, with such workshops or other programs as the Executive Board of the Division shall arrange.

Special meetings may be called by the President or by the Executive Board, and shall be called upon written request of any five members of the Division, provided that at least five days written notice shall be given, and the purpose of the meeting shall be stated in the call.

Fifteen members or one-third of the membership of the Division shall constitute a quorum.

Amended May 1980

EXECUTIVE BOARD. The officers of the Division, and the Immediate Past President, shall constitute the Executive Board of the Division. The Executive Board shall have general supervision of the affairs of the Division between its business meetings, make recommendations to the Division, fix the hour and place of meetings in coordination with the Delaware Library Association, and shall perform such other duties as are specified in these By-Laws. The Board shall be subject to the orders of the Division, and none of its acts shall conflict with action taken by the Division or by the Delaware Library Association.

As provided in the By-Laws of the Delaware Library Association, Article III,

Part B, Section 1, the President of the Division or his designated Alternate shall be a member of the Executive Board of the Delaware Library Association.

Regular and special meetings of the Executive Board of the Division shall be set by the Board, and/or shall be called on the written request of at least three members of the Board.

The Executive Board, through its representative on the Delaware Library Association Executive Board, shall submit its budget and program annually to the Executive Board of the Association.

#### COMMITTEES.

The Vice-President may be the Program Chairman and represent the Public Library Division on the Delaware Library Association program committee.

Also, the Program Chairman may appoint a Program Committee within the Division to help with Public Library Division workshops.

Such other committees, standing or special, shall be appointed by the President as the Division or the Executive Board shall from time to time deem necessary to carry on the work of the Division. The President shall be ex officio a member of all committees except the Nominating Committee.

PARLIAMENTARY AUTHORITY. The rules contained in the latest edition of Robert's Rules of Order shall govern the Division in all cases to which they are applicable and in which they are not inconsistent with these By-Laws or the By-Laws of the Delaware Library Association and any special rules of order the Division or the Association may adopt.

AMENDMENT OF BY-LAWS. These By-Laws may be amended at any regular meeting of the Division by a two-thirds vote, provided that the amendment has been submitted in writing with the call of the meeting, or at least ten days prior to the meeting.

DELAWARE SCHOOL LIBRARY MEDIA ASSOCIATION  
A DIVISION OF THE DELAWARE LIBRARY ASSOCIATION

BY-LAWS

ARTICLE I.

NAME. The name of this organization shall be the Delaware School Library Media Association, a Division of the Delaware Library Association.

ARTICLE II.

PURPOSES. The purposes of this Division shall be:

1. To support and improve school library media programs in the state of Delaware.
2. To interpret the value of these programs to school administrators, teachers, and the public.
3. To cooperate with other professional associations concerned with the welfare of children and young adults.
4. To support the right of all individuals to have access to ideas and information.
5. To assume the authority to act, in conformance with the policies of the Delaware Library Association, with respect to matters which pertain to school libraries.

ARTICLE III.

MEMBERS. Membership in this Division shall be open to all members of the Delaware Library Association.

The dues paid to the Delaware Library Association shall constitute the dues of this Division, providing that a portion of the annual income from this source be allotted to this Division by the Association. Any additional fees or assessments may only be levied at the vote of the membership of the Division after due and proper notification that such action is pending.

Only personal members of the Delaware Library Association who have been admitted to membership in this Division shall have the right to vote, to hold office, and to serve on committees.

ARTICLE IV.

OFFICERS. The officers of this Division shall be a President, a Vice-President (President-Elect), a Secretary, and a Treasurer. These officers shall perform the duties prescribed by these By-Laws, and such other duties as may be approved by the Executive Board of the Division or by the parliamentary authority adopted by the Division.

At the regular meeting held each fall, a Nominating Committee of three members shall be appointed by the President and approved by the Executive

Board of the Division. It shall be the duty of this Committee to nominate candidates for the offices to be filled at the annual meeting in the spring. The Nominating Committee shall report to the Executive Board at its meeting preceding the annual meeting. Notice of the slate shall be mailed to the membership with the call of the meeting, at least two weeks in advance of the date of said meeting. Additional nominations may be made from the floor at the annual meeting.

The President-Elect shall serve the first year as Vice-President, the second year as President, and the third year as Immediate Past-President. The Secretary shall serve a two-year term beginning in each odd numbered year. The Treasurer shall serve a two-year term beginning in each even numbered year.

No member shall hold more than one office at a time, and no one holding office in the Delaware Library Association shall be eligible for office in this Division.

#### ARTICLE V.

MEETINGS. The regular meetings of the Division shall be held in the fall and spring of each year, at the same time and place as the meetings of the Delaware Library Association. The spring meeting shall be known as the annual meeting, and shall be for the purpose of electing officers, receiving reports of officers and committees, and for any other business that may arise. The fall meeting shall be a business meeting, with such workshops or other programs as the Executive Board of the Division shall arrange.

Special meetings may be called by the President or by the Executive Board, and shall be called upon written request of any five members of the Division, provided that at least five days written notice shall be given, and the purpose of the meeting shall be stated in the call.

Twenty-five members or one-third of the membership of the Division shall constitute a quorum.

#### ARTICLE VI.

EXECUTIVE BOARD. The Executive Board of this Division shall consist of the President, Vice-President, Secretary, Treasurer, Chairperson of the nominating Committee, Chairperson of the membership Committee, Chairperson of the Legislative Committee, the Immediate Past-President, the State Supervisor of Library/Media Services; three members-at-large, one each to represent New Castle County, Kent County, and Sussex County; two members-at-large, one representing private schools and one representing parochial schools, and additional members-at-large as deemed necessary to represent the membership.

The Executive Board shall have general supervision of the affairs of the Division between its business meetings, make recommendations to the Division, fix the hour and place of meetings in coordination with the Delaware Library Association, and shall perform such other duties as are specified in these By-Laws. The Board shall be subject to the orders of the Division, and none of its

acts shall conflict with action taken by the Division or by the Delaware Library Association.

As provided in the By-Laws of the Delaware Library Association, Article III, Part B, Section 1, the President of the Division or his designated Alternate shall be a member of the Executive Board of the Delaware Library Association.

Regular and special meetings of the Executive Board of the Division shall be set by the Board, and/or shall be called on the written request of at least three members of the Board.

The Executive Board, through its representative on the Delaware Library Association Executive Board, shall submit its budget and program annually to the Executive Board of the Association.

Any vacancy occurring on the Executive Board shall be filled for the remaining term by appointment by the President with the approval of the Executive Board.

#### ARTICLE VII.

COMMITTEES. The standing committees of this Division shall consist of a Program Committee, Nominating Committee, Membership Committee, Legislative Committee, and an Awards Committee, the chairpersons of which shall be appointed by the President.

A Program Committee, of no less than three members and whose Chairperson shall be the Vice-President, shall be appointed by the Vice-President promptly after the annual meeting. Its duty shall be to plan the programs for the fall and spring meetings in consultation with the President. Its report shall be presented to the Executive Board for approval at its next regular meeting.

The Nominating Committee shall comply with the regulations provided in Article IV of these By-Laws.

The Membership Committee shall maintain an up-to-date list of names, titles, home and school addresses, and telephone numbers of the membership. This list shall be communicated to each member of the Executive Board. The Membership Committee shall also keep an up-to-date record of dues paid by the members.

The Legislative Committee shall investigate and report on legislation, regulation, or ordinance of the government affecting school library services. The Chairperson shall serve as the Division representative to the Delaware Library Association's Legislative Action Committee. The Awards Committee shall be responsible for receiving awards recommendations for outstanding administrator and/or outstanding librarian. It shall consider the petitions and present them to the Executive Board for approval. The Committee shall also be responsible for acquiring the particular item to be awarded.

Such other committees, standing or special, shall be appointed by the President

as the Division or the Executive Board shall from time to time deem necessary to carry on the work of the Division. The President shall be ex officio a member of all committees except the Nominating Committee.

**ARTICLE VIII.**

**PARLIAMENTARY AUTHORITY.** The rules contained in the latest edition of Robert's Rules of Order shall govern the Division in all cases to which they are applicable and in which they are not inconsistent with these By-Laws or the By-Laws of the Delaware Library Association and any special rules of order the Division or the Association may adopt.

**ARTICLE IX.**

**AMENDMENT OF BY-LAWS.** These By-Laws may be amended at any regular meeting of the Division by a two-thirds vote, provided that the amendment has been submitted in writing with the call of the meeting, or at least ten days prior to the meeting.

PARAPROFESSIONAL AND LIBRARY STAFF DIVISION  
OF THE DELAWARE LIBRARY ASSOCIATION

BY-LAWS

ARTICLE I. NAME. The name of this organization shall be the Paraprofessional and Library Staff Division of the Delaware Library Association, otherwise known as PALS.

ARTICLE II. PURPOSE. The purpose of this Division shall be:

1. To plan and implement programs to enhance job skills.
2. To provide a forum for idea exchange and problem solving.
3. To assume the authority to act, in conformance with the policies of the Delaware Library Association, with respect to matters which pertain to paraprofessionals.

ARTICLE III. MEMBERSHIP. Membership in this Division shall be open to all members of the Delaware Library Association.

The dues paid to the Delaware Library Association shall constitute the dues of this Division, providing that a portion of the annual income from this source be allotted to this Division by that Association. Any additional fees or assessments may only be levied at the vote of the membership of the Division after due and proper notification that such action is pending.

Only personal members of the Delaware Library Association who have been admitted to membership in this Division shall have the right to vote, to hold office, and to serve on committees.

ARTICLE IV. OFFICERS. The officers of this Division shall be a President, a Vice-President (President-Elect), a Secretary, and a Treasurer. These officers shall perform the duties prescribed by these By-Laws, and such other duties as may be approved by the Executive Board of the Division or by the parliamentary authority adopted by the Division.

A Nominating Committee of three members shall be selected by the Executive Board. It shall be the duty of this Committee to nominate candidates for the offices to be filled at the annual meeting in the spring. The Nominating Committee shall select candidate(s) for each office and present their names to the Executive Board together with the candidates' written acceptance at least two months before the annual business meeting of the Association. The personal members of the Association shall be mailed notice of the proposed candidates not less than six weeks before the annual business meeting. The officers shall serve for one year or until their successors are elected and take office, and their term of office shall begin at the close of the annual meeting at which they are elected.

No member shall hold more than one office at a time, and no member shall be eligible to serve more than two consecutive terms in the same office. No one holding office in the Delaware Library Association shall be eligible for office in this Division.

#### ARTICLE V.

MEETINGS. The regular meetings of the Division shall be held in the spring of each year, at the same time and place as the meeting of the Delaware Library Association. The spring meeting shall be known as the annual meeting and shall be for the purpose of electing officers, receiving reports of officers and committees, and for any other business that may arise.

Special meetings may be called by the President or by the Executive Board and shall be called upon written request of any five members of the Division, provided that at least five days' written notice shall be given, and the purpose of the meeting be stated in the call.

One-quarter of the membership of the Division shall constitute a quorum.

#### ARTICLE VI.

EXECUTIVE BOARD. The officers of the Division, and the immediate Past President, shall constitute the Executive Board of the Division.

The Executive Board shall have general supervision of the affairs of the Division between its business meetings, make recommendations to the Division, fix the hour and place of meetings in coordination with the Delaware Library Association, and shall perform such other duties as are specified in these By-Laws. The Board shall be subject to the orders of the Division, and none of its acts shall conflict with action taken by the Division or by the Delaware Library Association.

As provided in the By-Laws of the Delaware Library Association, Article III, Part B, Section 1, the President of the Division or his designated Alternate shall be a member of the Executive Board of the Delaware Library Association. Regular and special meetings of the Executive Board of the Division shall be set by the Board, and/or shall be called on the written request of at least three members of the Board.

The Executive Board, through its representative on the Delaware Library Association Executive Board, shall submit its budget and program annually to the Executive Board of the Association.

#### ARTICLE VII.

COMMITTEES. The Vice-President may be the Program Chairman and represent the Paraprofessional and Library Staff Division on the Delaware Library Association program committee. Also, the Program Chairman may appoint a Program Committee within the Division to help with Paraprofessional and Library Staff Division workshops.

Such other committees, standing or special, shall be appointed by the President as the Division or the Executive Board shall from time to time deem necessary to carry on the work of the Division. The President shall be ex officio a member of all committees except the Nominating Committee.

**ARTICLE VIII. PARLIAMENTARY AUTHORITY.**

The rules contained in the latest edition of Robert's Rules of Order shall govern the Division in all cases to which they are applicable and in which they are not inconsistent with these By-Laws or the By-Laws of the Delaware Library Association and any special rules of order the Division or the Association may adopt.

**ARTICLE IX. AMENDMENT OF BY-LAWS.** These By-Laws may be amended at any regular meeting of the Division by a two-thirds vote, provided that the amendment has been submitted in writing with the call of the meeting, or at least ten days prior to the meeting.

January 1990

## AMERICAN LIBRARY ASSOCIATION

### Library Bill of Rights

The American Library Association affirms that all libraries are forums for information and ideas and that the following basic policies should guide their services.

- 1) Books and other library resources should be provided for the interest, information and enlightenment of all people of the community the library serves. Materials should not be excluded because of the origin, background or views of those contributing to their creation.
- 2) Libraries should provide materials and information presenting all points of view on current and historical issues. Materials should not be proscribed or removed because of partisan or doctrinal disapproval.
- 3) Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment.
- 4) Libraries should cooperate with all persons and groups concerned with resisting abridgment of free expression and free access to ideas.
- 5) A person's right to use a library should not be denied or abridged because of origin, age, background, or views.
- 6) Libraries which make exhibit spaces and meeting rooms available to the public they serve should make such facilities available on an equitable basis, regardless of the beliefs or affiliations of individuals or groups requesting their use.

Adopted June 18, 1948. Amended February 2, 1961, June 27, 1967, and January 23, 1980 by the ALA Council.

53.1.1 Challenged materials which meet the materials selection policy of the library should not be removed under any legal or extra-legal pressure. (See "Current Reference File": Challenged Materials: An Interpretation of the Library Bill of Rights.)

53.1.2 Expurgation of any parts of books or other library resources is a violation of the Library Bill of Rights because it denies access to the complete work and, therefore, to the entire spectrum of ideas that the work was intended to express. (See "Current Reference File": Expurgation of Library Materials: An Interpretation of the Library Bill of Rights.)

53.1.3 Denying minors access to certain library materials and services available to adults is a violation of the Library Bill of Rights since it is the parents - and only the parents - who may restrict their children - and only their children - from access to library materials and services. (See "Current Reference File": Free Access to Libraries for Minors: An Interpretation of the Library Bill of Rights.)

53.1.4 Evaluation of library materials is not to be used as a convenient means to remove

materials presumed to be controversial or disapproved of by segments of the community. (See "Current Reference File": Evaluating Library Collections: An Interpretation of the Library Bill of Rights.)

53.1.5 Restricting access to certain titles and classes of library materials for protection and or controlled use is a form of censorship. (See "Current Reference File": Restricted Access to Library Materials: An Interpretation of the Library Bill of Rights.)

53.1.6 Labeling certain library materials by affixing a prejudicial label to them or segregating by a prejudicial system is a practice which seeks to close paths to knowledge; such practices violate the Library Bill of Rights. (see "Current Reference File": Statement on Labeling: An Interpretation of the Library Bill of Rights.)

53.1.7 Libraries maintaining exhibit and meeting room facilities for outside groups and individuals should develop and publish statements governing their use. These statements can properly define and restrict eligibility for use as long as the qualifications do not pertain to the content of a meeting or exhibit or to the beliefs or affiliations of the sponsors, and are applied on an equitable basis. (See "Current Reference File": Exhibit Spaces and Meeting Rooms: An Interpretation of the Library Bill of Rights.)

53.1.8 A policy on library-initiated programming should reflect the library's philosophy regarding free access to information and ideas. Selection of library program topics, speakers, courses, classes and resource materials should be made by library staff on the basis of the interests and needs of library users and the community. (See "Current Reference File": Library Sponsored Programs: An Interpretation of the Library Bill of Rights.)

53.1.9 Restricted access to rare and special collections is solely for the protection of the materials, and must in no way limit access to the information or ideas contained in the materials. Library administration policies on interlibrary loan, library cards, reference services, use of meeting rooms and exhibit spaces should be examined for conformance to the Library Bill of Rights. (See "Current Reference File": Administrative Policies and Procedures Affecting Access to Library Resources and Services: An Interpretation of the Library Bill of Rights.)

53.1.10 Diversity in Collection Development. Librarians have a professional responsibility to be inclusive, not exclusive, in collection development and in the provision of interlibrary loan. Access to all materials legally obtainable should be assured to the user and policies should not unjustly exclude materials even if offensive to the librarian or the user. Collection development should reflect the philosophy inherent in Article 2 of the Library Bill of Rights. A balanced collection reflects a diversity of materials, not equality of numbers. Collection development and the selection of materials should be done according to professional standards and established selection and review procedures. Librarians have an obligation to protect library collections from removal of materials based on personal bias or prejudice, and to select and support the acquisition of materials on all subjects that meet, as closely as possible, the needs and interests of all persons in the community which the library serves. This includes materials that reflect political, economic, religious, social, minority, and sexual issues.

Intellectual freedom, the essence of equitable library services, promotes no causes, furthers no movements, and favors no viewpoints. It only provides for free access to all expressions of ideas through which any and all sides of a question, cause, or movement may be explored. (See

"Current Reference File": Diversity of Collection Development: An Interpretation of the Library Bill of Rights.)

53.1.11 Circulation of Motion Pictures and Video Productions. Unless directly and specifically prohibited by law from circulating certain motion pictures and video productions to minors, librarians should apply the same standards for circulation as are applied to books. Just as "labeling" of books is deemed an attempt to prejudice attitudes, so is the affixing of the MPAA rating codes to motion pictures and video productions. (See "Current Reference File": Circulation of Motion Pictures and Video Productions: An Interpretation of the Library Bill of Rights.)

53.2 Freedom to View. The American Library Association endorses Freedom to View, a statement of the Educational Film Library Association. (See "Current Reference File": Freedom to View.)

53.3 Freedom to Read. The American Library Association endorses Freedom to Read, a joint statement by the American Library Association and the Association of American Publishers. (See "Current Reference File": Freedom to Read.)

53.4 Governmental Intimidation. The American Library Association opposes any use of government prerogatives which leads to the intimidation of the individual or the citizenry in the exercise of free expression. ALA encourages resistance to such abuse of government power, and supports those against whom such governmental power has been employed.

## Statement on Professional Ethics

### Introduction

Since 1939, the American Library Association has recognized the importance of codifying and making known to the public and the profession the principles which guide librarians in action. This latest revision of the CODE OF ETHICS reflects changes in the nature of the profession and in its social and institutional environment. It should be revised and augmented as necessary.

Librarians significantly influence or control the selection, organization, preservation, and dissemination of information. In a political system grounded in an informed citizenry, librarians are members of a profession explicitly committed to intellectual freedom and the freedom of access to information. We have a special obligation to ensure the free flow of information and ideas to present and future generations.

Librarians are dependent upon one another for the bibliographical resources that enable us to provide information services, and have obligations for maintaining the highest level of personal integrity and competence.

### Code of Ethics

- I) Librarians must provide the highest level of service through appropriate and usefully organized collections, fair and equitable circulation and service policies, and skillful, accurate, unbiased, and courteous responses to all requests for assistance.
- II) Librarians must resist all efforts by groups or individuals to censor library materials.
- III) Librarians must protect each user's right to privacy with respect to information sought or received, and materials consulted, borrowed or acquired.
- IV) Librarians must adhere to the principles of due process and equality of opportunity in peer relationships and personnel actions.
- V) Librarians must distinguish clearly in their actions and statements between their personal philosophies and attitudes and those of an institution or professional body.
- VI) Librarians must avoid situations in which personal interests might be served or financial benefits gained at the expense of library users, colleagues, or the employing institution.