

**RESUME: ANN JOSLIN**

Idaho Commission for Libraries  
325 W State Street, Boise ID 83702

208-334-2150 x134 (office)  
ann.joslin@libraries.idaho.gov

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**Summary of Experience**

Over thirty years of progressively responsible experience in planning and delivering statewide library services and integrating information technology. Long-term experience in service delivery in rural areas, federal grant programs, collaborative problem solving, state government and state-level IT planning. Leadership, communication skills, and creative approaches to meet the needs of constituents have resulted in significant increases in capacity in Idaho's libraries.

**Relevant Professional Participation**

- Idaho Education Network Technical Advisory Committee: current member
- Idaho Council for Technology in Learning: member 2000-2008, Higher Education Committee Chair, 2000-2008
- Institute of Museum and Library Services, Laura Bush 21st Century Librarians program: review panel member, 2006
- Corporation for Public Broadcasters and Institute of Museum and Library Services Partnership for A Nation of Learners program: review panel member, 2005
- ALA (American Library Association): member of a variety of committees and sub-unit boards since 1980 (Standards; Research; Nominating; Program Planning; President's Program; Rural, Native, and Tribal Libraries)
- COSLA (Chief Officers of State Library Agencies): current member, executive board member, and treasurer
- Western Council of State Libraries: current member and vice president-president elect
- BCR (Bibliographical Center for Research, an 11 state consortium of libraries and cultural heritage institutions): current board vice president and executive committee member

**Formal Education**

1976 University of Iowa MLS  
1974 Cornell College (Iowa) BA

**Work Experience**

Jan. 2005 – present: Idaho Commission for Libraries (formerly Idaho State Library), State Librarian

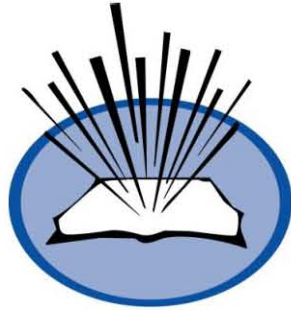
- Serve as chief executive officer for the Board of Library Commissioners
- Manage administration and operations of the agency
- Provide vision and leadership for statewide library development and statewide library services
- Represent the interests of the state's library community to state and national

- policy-making bodies
  - Directed planning and implementation of a statewide library futures conference
  - Directed and obtained state funding for the transition of the depository for state publications from print to digital
  - Initiated agency participation in 5 separate collaborative federal grant projects, each in partnership with state library agencies in other states
  - Oversee multi-year contracts with multiple vendors for statewide access to online databases and library cataloging/resource sharing services
- 1985 - 2004: Idaho State Library, Associate Director for Library Development / Associate State Librarian
- Led Division staff (12 FTE) in planning and implementing development programs to meet the needs of the state's library community, including networking, continuing library education, statewide programs, advocacy, consulting services, and the LSTA federal grant program
  - Developed agency policy, plans, and budget through participation on agency management team; acted in the absence of the State Librarian
- 1979 - 1985: Idaho State Library, Librarian
- Developed and promoted online search services to state agencies and public libraries
  - Coordinated first in-house automation for the agency
  - Planned and implemented agency reorganization (as a team member)
- 1978 - 1979: Weber County Library (Utah), Assistant Fine Arts Librarian  
1976 - 1978: Great Falls Public Library (Montana), Reference/ILL Librarian

### **Consulting Clients**

Facilitation for strategic planning and problem-solving meetings for a variety of agencies including:

- Colorado Department of Education
- Colorado State Library
- FEMA (Federal Emergency Management Agency) / Idaho Disaster Services
- Idaho Department of Administration
- Idaho Department of Corrections
- Idaho Division of Human Resources
- PORTALS (Portland Area Library System)
- South Dakota State Library
- Texas State Library and Archives Commission
- Utah State Library



## IDAHO COMMISSION FOR LIBRARIES

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325 West State Street Boise, Idaho 83702 | ph. 208.334.2150 | 800.458.3271 | Fax: 208.334.4016

13 March 2010

Dear BTOP Review Committee:

The Idaho Board of Library Commissioners has formally endorsed the Commission's role as applicant for this BTOP project.

### Need

As described in the application, the small and rural nature of most Idaho public libraries means that their ability to provide a wide array of digital resources is limited. Since 1998, the Commission has, with state funding, provided access to the LiLI Databases so all Idaho libraries have can offer the same suite of digital resources to their users. Over the past year, public libraries have experienced increased demand for content in the areas of education, unemployment, workforce development, and e-government services. Most have also seen high demand for public access computers, especially by K-12 students during after school hours. In order to deliver those services, our least connected libraries must increase both their computing and connectivity capacity. BTOP offers the Commission and Idaho public libraries a unique opportunity to make significant progress in meeting these needs. We could not attempt this project now or in the foreseeable future without BTOP funding.

### Partnerships

I am particularly pleased with the partnerships the Commission has developed over the past year that will be strengthened by this project. Building on a collaborative effort a year ago to deliver the Idaho Department of Labor's Career Information System and IdahoWorks online resources through public libraries, we've added Adult Basic Education, the community colleges, Idaho Public Television, the Department of Education, and the Department of Administration. This project will extend the reach of each of these state entities by making their online resources readily available through public libraries, supported by coordinated publicity and training for librarians and end users.

### Authority

Idaho Code 33-2501 states that "the Idaho commission for libraries is hereby established for the purpose of assisting libraries to build the capacity to better serve their clientele."

Idaho Code 33-2503(6) authorizes the Commission "to accept, receive, administer and expend, in accordance with the terms thereof, any moneys, materials or other aid granted, appropriated, or made available to Idaho by the United States, or any of its agencies, or by any other public or private source, for library purposes."

Commitment for match

The Commission is committed to meet the matching requirement for this project.

- No federal funds are used as matching funds.
- All Commission in-kind match is from state general funds, and is not allocated as match to any other program. State funds have been appropriated to the Commission through June 2010, and will be used to fund grant activities during that period. The Legislature is in the FY2011 appropriation process now, and projections for FY2012 general fund appropriations have been made. The Commission can draw from its Library Services Improvement Fund to temporarily bridge any unanticipated changes in the timing of in-kind expenditures. The Governor's commitment to this project (see letter) further assures that the designated in-kind funding will be available.
- The Bill and Melinda Gates Foundation's significant commitment of cash match is described in its letter.
- The Idaho Regional Optical Network (IRON) and Idaho Public Television have worked closely with the Commission on development of this proposal. Their commitment to the project and to providing match is described in their respective letters.

Thank you for your consideration of the Commission's application.



Ann Joslin  
State Librarian

# IBCEE

Idaho Business Coalition  
for Education Excellence

P.O. Box 190163 Boise ID 83719

phone 208-286-1872

fax 208-246-1770

www.ibcee.org

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### **Communications Coordinator**

Marc Morris

### **Administrative Coordinator**

Randy Ford

March 8, 2010

Dear BTOP proposal reviewer,

The Idaho Business Coalition for Education Excellence (IBCEE) is writing in support of the Broadband Technology Opportunities Program in its effort to enhance the public access of computers in the public libraries.

IBCEE is a not-for-profit business coalition consisting of about 75 Idaho CEOs, presidents, and managing partners. We have facilitated and advocated on behalf of improving Idaho education since 2004.

Our purpose:

- Facilitate the work of key stakeholders to achieve education improvement.
- Advocate on behalf of key education improvement efforts. Provide a unified, quick response to emerging issues. Offer continuity and consistency of support for the achievement of longer-term priorities. Offer economic, community and workforce development perspectives on Idaho education.

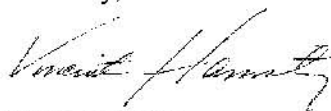
We have long recognized the need for a long-range strategy, developed and supported by all education stakeholders, for improving Idaho education.

One of the key focus areas of the IBCEE has been to support and advocate for a broadband connectivity throughout Idaho. In establishing the Idaho Education Network, our state government has succeeded in connecting over 50 high schools in its first phase and is continuing its efforts to connect all high schools and middle schools. It also plans to eventually connect county and city libraries, but reaching that goal is many years away.

In a world driven by technology-accessed information, it is critically important that all citizens have equal access to the technology. In order for the many companies represented by the IBCEE's membership to attract and retain a quality workforce, public access to this technology is vital. It provides resources in career guidance, job searches, resume writing, and computer skills. Having internet capabilities in our public libraries, as well as having the necessary number of computers to meet the demand, is critical.

We support the Idaho State Library in their endeavor to provide readily accessed computer centers in community libraries. Thank you for giving us this opportunity to voice our support for this broadband technology program.

Sincerely,



Vince Hannity  
President



700 W. WASHINGTON  
BOX 1623, BOISE, IDAHO 83701  
PHONE: (208) 345-9126  
FAX: (208) 345-0379

March 9, 2010

Dear BTOP Proposal Reviewer,

The Idaho Association of Counties (IAC) is pleased to support the Idaho Commission for Libraries' Public Computing Center project to enhance broadband internet access in public libraries. We believe that this program will provide much-needed assistance to Idahoans living in rural communities who wish to have open access to county e-government services.

IAC, formed in 1976, is a non-profit, non-partisan service organization dedicated to the improvement of county government. It was designed and incorporated by county elected officials to provide services, research, uniformity, and coordination among member counties, in order for the county elected officials to serve their constituents better. Technology, including high-speed internet access, plays a vital role in helping elected officials serve their constituents better.

Historically, county websites have provided useful information regarding hours of operation, public meetings and other proceedings, and general government programs and services. However, as technology improves and online transactions become more secure, many county governments are expanding online e-government services to include payment of property taxes and other user fees, digital access to property and records databases, crime reporting and mapping, employment recruitment, enhanced access to county programs and services, more convenient access to county officials, and quicker access to general public information.

While many Idaho counties are able to provide on-demand e-government services to their constituents, many constituents lack either high-speed internet connections or computers to take advantage of these services. Through Idaho Commission for Libraries' Public Computing Center Project more Idaho residents will have access to the needed broadband internet access and computing workstations to take advantage of the many e-government services counties in Idaho offer. Through Idaho Commission for the Libraries' efforts, more Idahoans will have access to not only county government services but also county government officials, an effort which will bring more people into contact with needed county programs and services and increase access to elected officials.

IAC strongly supports the Idaho Commission for Libraries in their drive to empower Idaho citizens with access to high-speed internet computing terminals in rural communities. The Public Computing Center project will no doubt play a key role in helping to bring county e-government services to Idaho residents throughout the state. IAC strongly recommends that the Idaho Commission for Libraries' Public Computing Center project be fully funded

Sincerely,

Daniel G. Chadwick  
Executive Director





C. L. "BUTCH" OTTER  
GOVERNOR

March 9, 2010

The Honorable Lawrence E. Strickling  
Assistant Secretary for Communication and Information  
National Telecommunication and Information Administration  
United States Department of Commerce  
1401 Constitution Avenue NW  
HCHB, Room 4812  
Washington, D.C. 20230

Dear Assistant Secretary Strickling,

It has come to my attention that the Idaho Commission for Libraries has applied for funding opportunities through the Broadband Technology Opportunity Program-Public Computing Center category.

As you know, libraries are anchors in the communities they serve. That is particularly true in rural Idaho, where many residents do not have access to computers or other information resources in their homes. Idaho's 141 libraries are committed to meeting the changing demands of library patrons, some of whom travel tens or hundreds of miles to access such library resources as free Internet access, Internet education and job training services. During these times of economic challenge, the libraries also provide much needed access to online government resources for patrons whose communities do not have Internet access or who otherwise cannot receive Internet services.

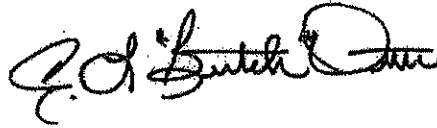
While our libraries continue to evolve with changing times, many libraries in Idaho still lack access to high-speed Internet, limiting the libraries' ability to make online education and government services accessible to patrons. This funding opportunity would enable the Idaho Commission for Libraries to address this critical need, helping Idaho libraries make this important technology available to their patrons, and to better fulfill their mission of service and education to their communities.

The Idaho Commission for Libraries has worked with libraries and patrons throughout the state to better understand the needs of our communities. Through strong partnerships with state agencies in education, workforce development, adult education, and e-government, the Idaho Commission for Libraries and its partners have created a collaborative, sustainable and effective plan for this funding possibility.

Should the Idaho Commission for Libraries be awarded this important grant, broadband capacity in 40 percent of Idaho libraries would increase, and the number of computers available for use by library patrons would increase by 40 percent!

I have full confidence in the efforts of the Idaho Commission for Libraries to put this money to efficient and effective use, making much needed resources available to Idaho residents at the community level. I fully support this effort, and I urge you to give this application your fullest consideration for funding. Please do not hesitate to contact me if I can be of further assistance.

As Always – Idaho, "Esto Perpetua"

A handwritten signature in black ink, appearing to read "C.L. Butch Otter". The signature is written in a cursive, somewhat stylized font.

C.L. "Butch" Otter  
Governor of Idaho

CLO/mo



**BILL & MELINDA**  
**GATES foundation**

PO Box 23350  
Seattle, WA 98102, USA  
V 206.709.3100  
F 206.709.3180  
[www.gatesfoundation.org](http://www.gatesfoundation.org)

March 10, 2010

Ann Joslin  
State Librarian  
Idaho Commission for Libraries  
325 W. State St.  
Boise, ID 83702

Dear Ms. Joslin,

The Bill & Melinda Gates Foundation is pleased to award the Idaho Commission for Libraries (ICFL) a grant of \$615,100. As the lead applicant, ICFL will be submitting a proposal on March 15, 2010 to the National Telecommunications and Information Administration (NTIA) under the Broadband Technologies Opportunity Program's (BTOP) Public Computer Centers funding category. The foundation's grant funds are to be used to help fulfill NTIA's matching requirements for this BTOP project, which is intended to increase computing capacity and broadband connectivity in public libraries and expand access to education resources, job skills development, and e-government services.

Of the \$615,100 grant award, \$150,000 must be spent on E-rate application support as a training cost associated with building the capacity of participating library systems to sustain their projects following the conclusion of the BTOP project period.

The foundation's grant is contingent on ICFL receiving a BTOP award from NTIA and on the execution of a grant agreement between ICFL and the foundation. The grant will be paid in two equal installments. The first payment will be disbursed shortly after ICFL's receipt of an official BTOP award notice, and the second and final grant payment will be disbursed approximately one year after the first payment.

We are pleased to support ICFL in its application to NTIA and its efforts to meet community needs through high-quality technology and broadband Internet access in Idaho.

Sincerely,



Allan C. Golston  
President, U.S. Program

Cc: Jill Nishi, Deputy Director, U.S. Libraries Initiative



Eastside Marketplace  
P.O. Box 9587  
Moscow, Idaho 83843  
208-882-8869

March 12, 2010

Dear BTOP proposal reviewer,

First Step Internet, LLC is pleased to be a collaborating partner with the Idaho Commission for Libraries in their Round 2 BTOP Public Computing Center grant project. First Step hopes to be awarded a Round 1 BTOP Middle Mile grant that includes broadband facilities for several public libraries included in the Commission's project.

First Step's Round 1 grant project will construct a multi-user wide area licensed microwave network to serve un-served and under-served hospitals, schools, businesses, libraries, safety agencies and other critical community institutions in north central Idaho and connect them to the Internet, each other and to the Idaho Regional Optical Network (IRON). In addition, current service capacity will be greatly increased for thousands of rural homes and businesses.

First Step Internet is a locally owned ISP located in Moscow, Idaho. First Step has been providing Internet service since 1994. Currently First Step provides service to more than 3,500 wireless clients, 800 DSL subs, over 10 direct fiber clients and over 2,000 dial up subs. We manage hundreds of access points, dozens of towers/tower structures, fiber connections, and pre-installed Ethernet and wireless networks in over 4000 apartment rooms in Moscow, ID and Pullman, WA.

First Step will be installing high capacity microwave Internet links to the following public libraries: Bovill Community Library, Craigmont Community Library, Elk River Community Library, Orofino Community Library, Kamiah Community Library, Grangeville Community Library, Nez Perce Community Library, Potlatch Community Library, Deary Community Library, Troy Community Library, Weippe Community Library and the Winchester Community Library. These radios will all be licensed radio paths capable of providing up to 30 mbps of Internet service.

We support the Commission's BTOP application to expand public access to the Internet through public computing centers in the public libraries that we serve.

Sincerely,

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Kevin Owen  
President  
208-882-8869  
[kowen@fsr.com](mailto:kowen@fsr.com)





**Dr. Jerry Beck**

President

College of Southern Idaho

315 Falls Avenue

Twin Falls, ID 83301

(208)732-6601

[jbeck@csi.edu](mailto:jbeck@csi.edu)

**U.S. Department of Commerce**

National Telecommunications and Information Administration (NTIA)

Broadband Technology Opportunity Program (BTOP)

1401 Constitution Ave, NW

Washington, DC 20230

(202)482-2048

[btop@ntia.doc.gov](mailto:btop@ntia.doc.gov)

March 9, 2010

Dear BTOP Reviewer,

The College of Southern Idaho (CSI) is pleased to support the Idaho Commission for Libraries' (ICFL) Public Computing Center BTOP application. CSI and the Commission have had a long-standing and very successful partnership that greatly benefits current and prospective students, graduates, and community members. The College of Southern Idaho is one of only three community colleges in the state. CSI serves an eight-county area of over 11,500 square miles, larger than Massachusetts or Hawaii. The area served is mostly rural. Due to a geographically disbursed student population CSI has been on the forefront of distance education, developing its own microwave system in the late 1980s. Over the past ten years CSI also expanded its online offerings, online enrollment being one of its fastest growing segments. Dual credit also grew at a very fast rate over the last few years. Dual credit students can take courses on the CSI campus, at their local high schools or via distance learning through the Idaho Digital Learning Academy (IDLA). CSI has dual credit relationships established with high schools as remote as Clark Fork High School in Boundary County and as far as the Canadian border and Utah border. Access to high speed Internet connection is essential for students in these rural areas. The College of Southern Idaho, through its Academic

Development Center also offers a very active Adult Basic Education (ABE) program. Services include instruction in basic skills: reading, writing, and math, as well as GED and high school equivalency preparation, and English as a Second Language (ESL).

Some of CSI's students have access to computers and high speed Internet in their homes, while others rely on access provided at their schools or at public libraries. CSI recognizes the role public libraries play in providing access to quality information and to public access computers and broadband services to our students. The Commission has been very successful in providing access to quality information resources and services to the citizens of Idaho. Several statewide licenses have been negotiated giving cost-effective access to these vital resources which otherwise would be cost-prohibitive if each library (public or academic) would have to negotiate a separate license. In order to successfully access these resources, public libraries need more public computer stations and broadband Internet connection. Expansion of these resources will benefit CSI students. CSI also recognizes the value of the online video library developed by Idaho Public Television's (IPTV) to our students. Access to more online tutoring resources will also greatly benefit CSI students.

This BTOP project can further strengthen the partnership between CSI, the Commission, and public libraries around the state. CSI will participate in relevant regional workshops, will work with the Commission to ensure public information coordination, will provide relevant information to libraries, and will inform students of the resources available through libraries.

Sincerely,

A handwritten signature in black ink, appearing to read "Jerry Beck", written in a cursive style.

Dr. Jerry Beck



**COEUR D'ALENE TRIBE**  
**INFORMATION TECHNOLOGY DEPARTMENT**

850 A STREET  
P.O. BOX 408  
PLUMMER, IDAHO 83851  
(208) 686-1800 • FAX (208) 686-1182

March 12, 2010

Dear BTOP proposal reviewer,

The Coeur d'Alene Tribe is pleased to be a collaborating partner with the Idaho Commission for Libraries in their Round 2 BTOP Public Computing Center grant project. The Tribe was awarded a Round 1 BIP grant that includes broadband facilities for the Plummer and Tensed public libraries, which are located on the Coeur d'Alene Reservation and are included in the Commission's project.

One of the Tribe's longstanding goals is to eliminate the disparities that exist between reservation and urban communities in the areas of education, public safety, health care, workforce training, commerce, and economic activity.

The Tribe's Fiber project will allow us to deploy a Gigabit Passive Optical Network (GPON) to our customers, including the libraries, and immediately begin to offer advanced services that will include voice, video and data. In addition, we will be able to provide broadband speeds ranging from 20 Mbps to 100 Mbps.

We support the Commission's BTOP application to expand public access to the Internet through public computing centers in the public libraries on the Coeur d'Alene reservation.

Sincerely,

A handwritten signature in blue ink, appearing to read "Valerie Fast Horse".

Valerie Fast Horse  
Director, IT  
Coeur d'Alene Tribe





Dear BTOP proposal reviewer,

Apangea Math is a web-based supplemental tutoring service. Based on one of the world's largest bodies of cognitive research developed by the U.S. Air Force, Apangea Math is proven effective in supporting independent learners as they build problem-solving skills. Our content challenges students to think mathematically and provides a framework for solving contextual "real-world" problems. It teaches both concepts and procedures, presented in extended response and multiple choice formats. Our animated learning coaches and live, certified math teachers provide real-time feedback, which addresses the common misconceptions that lead a student to select an incorrect answer. This instant and live feedback provides guidance to help advance a student's thinking. Finally, our innovative built-in motivation system inspires students to learn by building self-esteem and confidence. By rewarding students for consistent effort and achievement, students are driven to use Apangea Math—even on nights and weekends.

Apangea Math is currently available to Idaho students in grades 5-12. Advanced 3<sup>rd</sup> and 4<sup>th</sup> grade students may also use Apangea Math on a student-by-student basis. Apangea Math can serve as a resource to help students who are failing to meet grade-level standards, students, who are in need of advancement, or students who simply want to improve or maintain their problem solving skills. Apangea Math provides individualized math tutoring for all students. Using flexible state-specific learning pathways, individualized feedback and multilingual audio support, Apangea Math engages every student—regardless of individual skills—to learn math. Apangea Math also has language support in English, Spanish, French, German, Portuguese, Japanese, Korean and Chinese.

### **Current Use and Benefits**

Apangea Math is currently used by approximately 250,000 students in thirty-seven states throughout the country. In Idaho, Apangea Math is currently being used by over 20,000 students. However, Idaho's State Department of Education has purchased enough licenses to allow over 45,000 students to utilize the program.

Apangea Math is highly aligned with National Council of Teachers of Mathematics (NCTM) and with individual state standards for mathematics. While primarily a supplemental resource, Apangea Math is also used for intervention, credit-recovery, and after-school programs. Students using Apangea Math work on problems similar to those they see on the ISAT and DMA exams. In the first nineteen months of use in Idaho, we've already seen a positive connection between students who use Apangea Math and improved ISAT and DMA results.

### **Benefits from incorporating this product or service in the grant**

Allowing students to access this program through the library system, in conjunction with giving the library staff the ability to create student accounts and training them on how to facilitate student usage, will greatly increase the number of students who will have access to this resource. This partnership will

also increase the ability of students to utilize this resource outside of the normal school day providing the benefit of additional instructional hours for the school.

Additionally, this grant will be especially beneficial to students who do not have computer or internet access in their homes or whose schools lack the technology infrastructure to properly implement an Apangea Math program. We estimate that several thousand students who would otherwise not have been able to access Apangea Math, will be able to utilize this resource as a result of this grant.

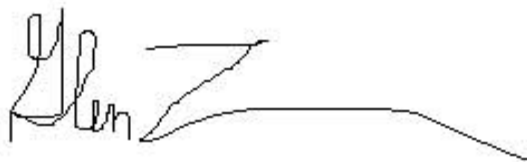
### Statement of Commitment

As partners in this effort, Apangea Learning commits to the following activities:

Activity	Cost Type	Value
To provide Apangea Math through the statewide library system.	Leveraged	\$120 per student
To provide 5 trainings/webinars to library staff so that they are able to navigate the program and assist patrons in its use.	Leveraged	\$2500
To provide associated public information materials to libraries and partner agencies	Leveraged	\$2000

In conclusion, Apangea Learning would like to state that we are very excited about this partnership with the Idaho Libraries Commission. More than ever, libraries provide a vital link to information and other web-based educational resources, especially in rural areas where economic and technology infrastructure limitations make it difficult for students to access these resources on their own.

Sincerely,



Glen Zollman  
Idaho Director of Account Services  
Apangea Learning  
208-440-4536  
[gzollman@apangea.com](mailto:gzollman@apangea.com)



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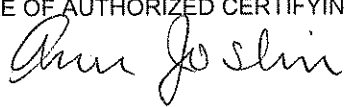
**PLEASE DO NOT RETURN YOUR COMPLETED FORM TO THE OFFICE OF MANAGEMENT AND BUDGET. SEND IT TO THE ADDRESS PROVIDED BY THE SPONSORING AGENCY.**

**NOTE:** Certain of these assurances may not be applicable to your project or program. If you have questions, please contact the awarding agency. Further, certain Federal awarding agencies may require applicants to certify to additional assurances. If such is the case, you will be notified.

As the duly authorized representative of the applicant, I certify that the applicant:

1. Has the legal authority to apply for Federal assistance and the institutional, managerial and financial capability (including funds sufficient to pay the non-Federal share of project cost) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States and, if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. §§4728-4763) relating to prescribed standards for merit systems for programs funded under one of the 19 statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) §§523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. §§290 dd-3 and 290 ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. §§3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and, (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
7. Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of Federal or federally-assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of Federal participation in purchases.
8. Will comply, as applicable, with provisions of the Hatch Act (5 U.S.C. §§1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.

9. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §§276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §§327-333), regarding labor standards for federally-assisted construction subagreements.
10. Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.
11. Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. §§1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. §§7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and, (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93-205).
12. Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C. §§1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
13. Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. §470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16 U.S.C. §§469a-1 et seq.).
14. Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
15. Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. §§2131 et seq.) pertaining to the care, handling, and treatment of warm blooded animals held for research, teaching, or other activities supported by this award of assistance.
16. Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. §§4801 et seq.) which prohibits the use of lead-based paint in construction or rehabilitation of residence structures.
17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."
18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.

SIGNATURE OF AUTHORIZED CERTIFYING OFFICIAL 		TITLE Idaho State Librarian	
APPLICANT ORGANIZATION Idaho Commission for Libraries		DATE SUBMITTED March 14, 2010	

**Stephen E. Maloney**

**RESUME**

**SUMMARY OF EXPERIENCE:** Over forty years of progressively responsible experience in information technology and networking. Leadership, communication skills, and a good understanding of how to meet the needs of constituents have resulted in successful projects. Experienced in dealing with state and federal agencies as well as business enterprises.

**January 2009 to present:** Telecommunication consulting. Planning, network design, specifications, and policy advice to clients.

**Syringa Networks January 2002 to January 2009:** As CEO, directed the completion of 1300 route mile fiber optic network in southern Idaho connecting twelve independent rural telephone companies as well as sites not in those telco exchange boundaries. This network features multiple wavelengths on DWDM supporting, SONET, and Gigabit Ethernet services. Transitioned Syringa Networks from network construction to a production network serving local, regional and national telecommunication customers. Syringa Networks became profitable beginning its second year of operation and grew to a 31 million dollar company with monthly revenues exceeding a million dollars and turned a profit of over million dollars in 2008. Represented Syringa Networks in local, regional and national forums, industry meetings, and associations. Continued to participate in Westnet to maintain relations with higher education networking community. Retired from Syringa Networks in January 2009.\_

**FiberPipe - June 2001 to December 2001:** Sales Manager. Wrote proposals to customers to use FiberPipe Internet, collocation, and hosting services. This included customers such as the JA and Kathryn Albertson Foundation and Northwest Nazarene University. Resigned this position to join Syringa Networks.\_

**Micron Internet Services and HostPro - April 1995 to June 2001:** Education Services Coordinator and Project Engineer. Recruited by Micron Internet Services to work with Idaho education community to bring Internet connections to school districts and post secondary institutions. Micron Internet Services became the premier Internet services provider to education in the state, serving more school districts and colleges than any other provider. Developed the strategy of using college and school district locations for Micron Internet's POPs through out the state. Managed projects to install wide area networks, including Boise School district's first wide area network. Wrote successful proposal to build and operate statewide education teleconferencing system for JA and Kathryn Albertson Foundation Teaching with Technology Project. Served as project manager for building the network.\_

**Boise State University August 1966 – April 1995:** Associate Vice President for Data Processing & Information Management. Planned, organized, directed, and controlled all university-wide data processing, office automation, and networking activities. Planning and policy development for application of technology. Set strategic and operational direction. Represented the university at state, regional, and national level on technology issues. Reviewed equipment acquisitions, policies and procedures and fiscal planning for department. During this time, distributed computing and campus-wide networking were major accomplishments. Was a key player in bringing Internet connectivity to BSU, numerous other colleges, government agencies, and businesses in Southern Idaho. Installed the largest campus fiber optic network in the state, at that time.\_

**EDUCATION Degree: B.S., College of Idaho, 1965 Major: Mathematics**

Postgraduate studies in accounting, computer science, and information systems. Have completed all course work required for an MPA degree with only the completion of a thesis needed. Have attended numerous vendor and professional association sponsored classes and seminars on computing and communications.

**OTHER RELEVANT EXPERIENCE**

**Management:** President and Member of the Board of Directors, Student Loan Fund of Idaho Marketing Association. Member, Board of Directors, Student Loan Fund of Idaho. Member, Executive Steering Committee for Westnet.

## Resume: M.Gens Johnson

### *Education*

- Stanford University, Stanford, California, Ph.D., Communication (1994), Engineer, Engineering Economic Systems (1991), M.S., Engineering Economic Systems (1988)
- Oregon State University, Corvallis, Oregon, B.S., General Engineering with Economics (1974)

### *Work Experience*

#### **Media & Communication Technology Collaborations: 1997-now**

- Consultant: Conceptualize, gather partners, identify and procure resources for large technical projects and cross-media productions: Wyoming Public Television digital television and digital microwave build-out, Open Media Network video peer-to-peer Internet distribution for public broadcasters, advisor to National Educational Television Association and PBS on new media and education initiatives, Wyoming PBS Learning Services strategic initiative. (2003-now)
- Director, Media Integration, NW Public Radio/KWSU-TV/KTNW-TV, Washington State Univer.

Establish a new unit and organizational strategy to integrate content created for public radio and television broadcast with local news and web-based resources. Supervise technical staff and all web operations for the Educational & Public Media unit. Executive producer, on-line content. (2006-08)

- Manager, New Product Development, Syringa Networks

Developed service template for new video services for delivery in rural Idaho over telephone networks (DSL and Fiber-to-the-Home) including traditional channel packages, local station retransmission using ATM and Gig-E on regional fiber ring, and Video-On-Demand. Worked with 12 independent rural telephone companies to develop new vision and business plan for statewide LLC consortia now in existence for three years while managing large technical projects. (2003-05)

- Director, DTV Planning and Learning Services & Outreach, Idaho Public Television

Sought, obtained and managed grant funding for the development of strategic partnerships associated with the transition of Idaho's statewide public television network to Digital Television. Extensive market research on rural broadband access issues and datacast opportunities. Project Director, FocusWest regional public affairs initiative (new award-winning regional cross-media productions & program service). Co-managed agency Web-site and Information Systems. (1999-2003) Developed, managed, and directed instructional television, web, and print services, distance learning, public information, outreach services, and educational content offered through public broadcasting. Coordinated with local schools districts, state agencies, universities, and communities.

Conceptualized new educational television series and directed the development of companion award-winning web-site. (1997-2002) Responsible for conceptual design, project management, or direct supervision of content producers who garnered 22 awards for Web-sites and productions (2000-03).

#### **Academics: 1986-1997**

Assistant Professor, Washington State University (1996-97), Visiting Assistant Professor, Gonzaga University (1994-95), Research Assistant, Teaching Assistant, Stanford University (1987-94)

Taught upper-division and graduate courses on communication technologies and the human-computer relationship; the strategic uses of the Internet, Group Support Systems; the social impacts of information technologies, along with Internet and WWW site construction skills; public relations principles, writing, campaigns, and advanced courses. Developed Web-based interdisciplinary courses.

#### **Pacific Northwest Bell Telephone Company: 1972-1986**

Technical planning and new product development strategy for transport services including packet switching, ISDN, and fiber optic cable on high-voltage grids. (1982-84) Strategic planning, analysis, and methods development. Ombudsman specializing in accounting, budgeting, and work mechanization. Coordinated Division budget (> \$50M) and personnel activities (150 employees). (1977-82) Project engineering and engineering management; Management Development Program, successful graduate. (1972-77)

## **Betty M. Hoffman**

### **EDUCATION**

Texas Tech University, Lubbock, TX  
B.A. in English

### **WORK HISTORY**

#### January 2009 to present

Idaho Commission for Libraries – Boise, ID

*Office Services Supervisor* – Responsibilities include facilitation of efficient work flow through support services staff; fostering collaboration; facilitating delivery of literacy materials and information; coordinating staffing for Commission projects; evaluating, mentoring and coaching support services staff; identifying, implementing and recommending training; making hiring recommendations; and providing support to the Library Board of Commissioners.

#### March 2004 to October 2008

Kleinfelder Engineering – Meridian, ID

*Administrative Supervisor* – Responsible for supervision of the administrative staff; ensuring effective work flow; providing vital internal services including human resources, word processing, document control, accounts payable, accounts receivable, collections, administrative support to professional staff, travel and meeting arrangements, monitoring financial information, and implementing policies and procedures.

#### December 2000 to February 2004

HDR Engineering – Pflugerville, TX

*Administrative Office Manager* – Responsible for coordinating the office services of the Texas Department of Transportation turnpike project office in support of several billion-dollar roadway projects. Responsibilities included supervising administrative staff and ensuring efficient work flow, human resources, facilities management, document control, and word processing.

#### September 1997 to December 2000

Arthur Andersen LLP – Las Vegas, NV and Salt Lake City, UT

*Operations Supervisor* – Responsible for coordinating office services, supervising administrative staff, ensuring efficient work flow, recruiting efforts, updating financial statements, and generating client invoices. Responsibilities also included coordination of the Best Business Practices program, a firm-wide program that recognized businesses at the local level for excellence in customer service, use of technology, and innovation.

#### August 1996 to September 1997

Dallas Public Library System – Dallas, TX

*Management Assistant* – Provided support to Director of Libraries. Duties included supervising administrative staff of the director's office, writing correspondence for the director's signature, conducting research, and producing reports. Also provided support to the Municipal Library Board, including coordinating meetings, preparing meeting minutes and reports, and preparing the Board's annual report to the Dallas City Council.

April 1990 to August 1996

City of Lubbock – Lubbock, TX

*Municipal Clerk* – City Council appointee with responsibility for conducting City elections, issuing various permits, conducting research, and monitoring City boards and commissions, supervising deputy clerks, and ensuring efficient work flow of the Municipal Clerk's office.



**ANNE ABRAMS**  
Library Consultant  
Idaho Commission for Libraries

Work Phone: 208-639-4143  
anne.abrams@libraries.idaho.gov

## **EMPLOYMENT**

### **Library Consultant**

Idaho Commission for Libraries, October 1997 to current date

### **Community Relations Coordinator**

Boise Parks & Recreation, February 1995 through September 1997

### **Community Services Librarian**

Boise City, January 1992 through February 1995

## **EDUCATION**

**San Jose State University**, San Jose, California. Master of Library Science. December 1991.

**California State Polytechnic University**, Pomona, California. Bachelor of Science degree in Communication Arts (Cum Laude). December 1989.

**University of Florida**, Gainesville. Associate of Arts Degree. December 1975.

## **RELEVANT SKILLS & EXPERIENCE**

### **Library Management**

- Work with public library directors and trustees on all aspects of library management. Strong knowledge of district and public library law, trustee roles and responsibilities, library management and operations, and state and federal laws impacting Idaho public libraries. Currently consulting on district and building projects in southwest Idaho. Responsible for working through policy and procedure development, election law, building operations and maintenance, budgets and referendum campaigns with stakeholders.
- Administer Institute of Museum and Library Services grants. Serve as consultant in developing outcomes, activities, and budget to ensure funding. Monitor awarded grants to see that the project is completed on time and within budget. Also responsible for reviewing and recommending grant proposals for board approval as a team effort with professional staff.
- Serve as both team leader and member in agency projects, including developing strategic goals, objectives, and action plans. Oversee budget and supervise and evaluate staff, including contracted positions.
- Instruct customers on use of collection materials and database searching. Generate collection development reports and other statistics using Sirsi-Dynix Horizon system.

### **Leadership**

- Create and manage statewide projects, including working with the Idaho library community to fund statewide databases (LiLI-D) and the statewide catalog (LiLI Unlimited). Collaborate with agency staff to advocate continuing education, digital collection development, and literacy. Initiate and administer contracts and work directly with vendors, staff and stakeholders to plan, implement, and evaluate initiatives. Responsible for line item budgets and evaluation.



**SKILLS & EXPERIENCE — CONTINUED**

- Work with state agencies and organizations to educate and promote academic, school and public libraries in Idaho. Serve as liaison to the Idaho First Lady to help promote the agency's early emergent literacy program. Have successfully implemented initiatives with Mrs. Kempthorne, Mrs. Risch, and Mrs. Otter.
- Advise and consult with library staff and trustees in marketing library services and promoting referendums.

**Communication**

- Work with statewide media to gain awareness of library issues. Published in Idaho newspapers and newsletters and national and regional library newsletters and journals.
- Integrate Web 2.0, social media and other emerging technologies into day-to-day communication with customers and staff. Proficient in using Office software and Drupal.
- Serve as first contact for press inquiries and as spokesperson for the parks and recreation department. Also regularly call on media to cover activities of citywide interest. Solicit the general public, organizations, and media for department projects and organize planning sessions to meet common objectives.
- Plan, develop, organize, and implement public information programs in print and electronic formats. Projects include development and dissemination of educational pieces about expenditures, capital improvement projects, safety audits, and community volunteer opportunities.
- Develop speeches for State Librarian and board members. Seasoned presenter and trainer.

**VOLUNTEER & MEMBERSHIPS**

- *American Libraries Association*. Member. A non-profit organization that promotes libraries and library education internationally, with more than 65,000 members.
- *Idaho Library Association*. Member. Served on board as the Pacific Northwest Library Association (PNLA) Representative. Previously chaired membership and public relations committees. Membership is composed of Idaho library supporters, school, public, and academic library staff.
- *Pacific Northwest Library Association*. Member. Bi-national library organization of people who work in, with, and for libraries. Served as an elected board member and as committee chair.
- *Idahoans for Openness in Government (IDOG)*. 2004-current. Founding and current board member, formerly secretary/treasurer. IDOG is a broad-based, non-profit coalition for open government with the mission to promote open government and freedom of information. Board members include reporters, editors, and publishers for print and electronic media.
- *Idaho Press Club*. Served as treasurer for statewide press organization. Previous for SW Chapter Idaho Press Club, 2000-2006. Membership composed of newspaper and broadcast journalists. Awards in video script writing, news releases and special publications.
- *Boise Ad Federation*. Public Service Chair, 1998-99. Campaign development and implementation, public relations, and marketing of the signature fund raising event benefiting Bogus Basin's Frontier Point. Won first place in District XI Club Achievement Awards, 1999.

## Gina Persichini



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### EDUCATION

University of South Florida, 1995  
Master of Arts, Library and Information Science

Florida Atlantic University, 1991  
Bachelor of Arts, English

Valencia Community College, 1990  
Associate of Arts, Business

### SKILLS AND EXPERIENCE

#### Project Management

- Planning and implementing statewide group subscription to cataloging and interlibrary loan tools. Introduced over 200 libraries to the tools during a multi-phased implementation. Marketing, information distribution, training, billing, and sustainability efforts contributed to the continued success of the program 6 years later.
- Planning and implementing statewide group subscription to downloadable audiobooks. The plan included marketing, creating over 200 user accounts for libraries, and training of staff new to mobile technology.
- Consulting with libraries in preparing grant applications and implementing grant-funded projects. The process involves identifying project goals, objectives, and budget planning.

#### Training Development and Delivery

- Planning and coordinating quarterly continuing education plans as a core function at both Northeast Florida Library Information Network and the Central Florida Library Cooperative for approximately 6 years. Doing so involved identifying needs, coordinating with trainers, coordinating events, and evaluating the success of the program.
- Instructing college students in “Introduction to the Internet” course at both University of South Florida (1994-1995) and Valencia Community College (1997). Course provided history, instruction on use of tools, and sharing knowledge about the application of Internet resources for information and research purposes.
- Instructing library staff since 1994 on use of the internet, customer service, using library databases, online search tools, subject guides to online resources, resource sharing tools and practices, and a variety of other library technology topics. Workshops included developing learning objectives, creating handouts and learning aids, speaking to small and large groups, responding to questions, and evaluating the success of the training event.

#### Collaboration and Consulting

- Coordinating the Libraries Linking Idaho (LiLI) program at the Idaho Commission for Libraries including acting as staff liaison to the LiLI Steering Committee, organizing their meetings, reporting program results, and working with steering committee members to plan and implement new services.
- Providing consulting to libraries on collaborative projects involving multiple partners and consensus on shared needs.
- Managing project budgets and expenses up to \$800,000 in value involving multiple staff in purchasing, tracking, and accounting activities.

## EMPLOYMENT HISTORY

- Networking Consultant* 2001 – present  
*Idaho Commission for Libraries; Boise, Idaho*  
Coordinate statewide services including magazine and newspaper databases, subscriptions to cataloging and interlibrary products, and a downloadable audiobook service. Consultant for libraries on matters regarding resource sharing, library consortia, and technology.
- Assistant Director* 1998 - 2001  
*Northeast Florida Library Information Network; Orange Park, Florida*  
Planned and coordinated quarterly continuing education program, delivered training on subjects ranging from technology to customer service, and consulted with libraries on technology, resource sharing, and training topics.
- Adjunct Faculty and Librarian* 1997  
*Valencia Community College Library*  
Provided reference service to students in general topics areas. Delivered instruction for Introduction to Internet course to college students.
- Member Services Coordinator* 1995 - 1997  
*Central Florida Library Cooperative*  
Developed and delivered training on technology topics, consulted with member libraries to identify training needs, and planned and coordinated quarterly continuing education schedule of workshops.
- Graduate Teaching Assistant* 1994 – 1995  
*Introduction to the Internet*  
*University of South Florida School of Library and Information Science*  
Taught Introduction to the Internet course to college students.

**FRANK M. NELSON**

Work: (208) 525-7211

**Experience**

**Library Consultant** 10/88 to present  
Idaho State Library—Eastern Field Office Idaho Falls, Idaho

Consult with and provide assistance to individual and groups of library directors, trustees, and staff in eastern Idaho regarding administration, finance, law and legislation, grants, and library operations. Compile statewide library data for annual statistical publications. State Data Coordinator for Federal/State Cooperative Data System (FSCS). Supervise one employee. For further detail see attached Results Oriented Job Description.

**Library Director** 9/87 to 10/88  
Shelton Public Library Shelton, Washington

Project Manager through design development, bid award, and construction phases of \$1.3 million building project. Responsible for budget preparation and administration, reporting to state and local funding agencies, and coordination of various committees involved in site planning, space planning, and selection of equipment and furnishings. Initiated automation projects and discussions which led to Shelton joining Timberland Regional Library System, a multi-county library district. Supervised all library employees.

**Online Services/Documents Librarian** Summer 1987  
University of Portland Portland, Oregon

Temporary Position. Supervised Government Documents department. Provided general reference service to University faculty and students, including online searching and bibliographic instruction.

**College Librarian** 9/82 to 1/85  
Heritage College Toppenish, Washington

Planned and developed library systems and services for private college. Supervised all library employees. Designed service areas and directed building renovation projects. Designed service areas. Obtained grant funding for construction, equipment, and collection development. Reorganized collections and records. Initiated automation projects. Established bibliographic instruction program. Served on academic committees.

**Education**

Doctor of Philosophy in Education (May 2004) University of Idaho  
Dissertation: Public Library Development and the Library Laws of Idaho: Historical Investigations

Post Masters Studies (1985-86) North Texas State University  
Emphases: Library Administration & Research Methods

Master of Library Science (1982) North Texas State University

Bachelor of Arts in Philosophy (1980) Central Washington University

**Associations**

American Library Association; Idaho Library Association; Idaho Lifelong Learning Associaton

**Jan Wall**  
**1420 South Blaine, Ste. B.**  
**Moscow, ID 83843**  
**(208) 882-8882**

### **Position**

Library Consultant, Northern Field Office.

### **Experience**

*Field Consultant, 2000 to present*

**Idaho Commission for Libraries, Boise, ID**  
**Northern Field Office, Moscow, ID**

State E-rate Coordinator for public libraries, 2001 to present. Attend and participate in ALA/Gates E-rate training and annual SLD workshops. Assist 57 library outlets with process and forms as necessary. Conduct online and in-person training and consulting to help applicants maximize their funding. Publicize dates and tips for success.

Consultant for 48 library outlets in the northern area of Idaho, comprising 22,000 square miles. Conduct board and trustee orientation and training, consult on policies, grants, budgeting, elections, and library operations. Site visits to libraries on a regular and as-needed basis.

Library Law Task Force. Convene task force as feasible, monitor legislation during the session and communicate pertinent bills to the task force. Publicize changes to code that affect libraries, send reminders of dates to meet legal requirements of code.

Collaborative Summer Library Program, 2000-2009. Attend annual meeting of a 48 member-state 501(c)3 organization dedicated to providing materials for summer programs. Participate in Manual Committee and Budget and Finance Committee. Treasurer from 2005-2009, in charge of a budget that exceeded one million dollars in 2009. Coordinate operations with the Administrative Services Agency and participate in Board of Directors meetings and decisions.

*Youth Services Librarian, Assistant Director, 1996-2000*

**Latah County Library District, Moscow, ID**

Coordinate youth services for a 7 branch district, conduct programs for birth through young adult in the headquarters library, including storytimes, lapsits, summer reading, outreach, and after school programs. Supervise 30 volunteers during summer reading. In charge of childrens and young adults collection development, and assist in reference and circulation.

Assist in policy development and participate in management meetings and decisions. Supervise staff and perform as acting director in absence of the director.

### **Education**

University of Washington, Seattle, WA  
M.S., Library and Information Science, 1994

University of Idaho, Moscow, ID  
Media Generalist Endorsement, 1988

Washington State University, Pullman, WA  
B.A. Elementary Education, 1984

### **References**

Available upon request.

## Teresa Lipus, Idaho Commission for Libraries

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325 West State St. • Boise, ID • 83702 • (208) 639-4183 • [teresa.lipus@libraries.idaho.gov](mailto:teresa.lipus@libraries.idaho.gov)

### Work Experience

- 2009–present    Public Information Specialist, Idaho Commission for Libraries  
**Relevant experience/expertise:**  
- Evaluation committee for 2009 Wal-Mart Foundation Mini-grants  
- Evaluation committee for FY2010 Library Services and Technology (LSTA) grant applications
- 2004–2008    Technical Editor/Project Manager—iLevel by Weyerhaeuser (formerly Trus Joist, A Weyerhaeuser Business)  
**Relevant experience/expertise:**  
- Project manager for producing, translating, and updating technical literature (installation, builder's, and specifier's guides), working with virtual teams across the U.S., as well as Canada, the United Kingdom, and Pacific Rim countries.
- 2003    Technical Editor—Provizio, Inc., Boise, ID
- 2002    Newsletter Producer—Boise State University Women's Center, Boise, ID
- 1999–2002    Student—Boise State University, Boise, ID  
**Relevant experience/expertise:**  
- Consulting for Stanley Community Public Library District's successful LSTA 1<sup>st</sup> Year Operating Grant proposal
- 1995–1998    Director—Stanley Community Library, Stanley, ID  
**Relevant experience/expertise:**  
- Successful 1998 campaign/election to form Stanley Community Public Library District  
- 1998 long range plan and technology plan for Stanley Community Library  
- Successful application for 501(c)(3) tax exempt status for Stanley Community Library  
- Annual public library statistical reports as required by Idaho State Library (now Idaho Commission for Libraries)  
- Successful grant application for the FY1997 US West Revenue Sharing grant program for Internet access and one public access computer  
- Successful grant proposals to Idaho Community Foundation (1995, 1996, 1997), Libri Foundation (1995), application for 501(c)(3) tax exempt status for Stanley Community Library  
- Annual public library statistical reports as required by Idaho State Library (now Idaho Commission for Libraries)
- 1994–1998    Substitute teacher—Stanley School, Stanley, ID  
**Relevant experience/expertise:**  
- Successful grant proposal to Idaho Commission on the Arts (1998)

### Education

- Bachelor of Arts: English, Technical Communication Emphasis / Minor: Spanish  
Boise State University: Boise, ID: 2002

## **Published Works**

- Article in the *Journal of Technical Writing & Communication*: 2006
- Five articles for *Women Making History* 2003 and 2004 (insert in Idaho Statesman)
- Team project (three reports and a PowerPoint® presentation) in *Seventh Edition Technical Communication*, Mike Markel, Bedford/St. Martins, 2003
- Two online articles for Society for Technical Communication (STC) —Snake River Chapter: 2003
- Three newsletters for Boise State University Women's Center: 2002

## **Recognition**

- Award of Excellence for publications entry in Society for Technical Communication—Snake River Chapter 2005-2006 Competition
- *Senior Member*: Society for Technical Communication
- *Technical Associate of the Month*: Trus Joist, A Weyerhaeuser Business: 7/2004
- *President's Writing Awards*, Technical Category, 2nd Place, Boise State University: 2002



# Gregory L. Anders

670 Ave. H #101  
Boise, Id. 83712  
(208) 794-8174

**Summary of experience:** Several years of progressively more responsible experience in information technology (IT), including working with equipment manufacturers, local broadband and IT vendors around the state. Other activities include: configuration, installation, troubleshooting and security of workstations, notebooks, servers along with network design, implementation and support.

## HIGHLIGHTS OF QUALIFICATIONS

- 10 years current experience: designing, implementing, converting and maintaining network, server and computer systems for the Idaho Commission for Libraries.
- WAN/LAN, wireless, DSL and other types of internet connectivity installation, support and user training as needed.
- Extensive experience configuring workstations, notebooks, servers and network systems to current standards with specific focus on the availability, security and integrity of those systems.
- Work with agency Library consultants in regard to technical details of presentations, training or Information and Instructional Technology specific projects in support of libraries around the state.
- Prevent and / or resolve network issues for agency internal (local area network) and external (wide area network) connectivity.

## Training and certification

- **Instructional and Performance Technology Masters Program.**
- **Bachelor of Applied Science – Computer Science.**
- **Associate in Applied Science - Business Computer Programmer.**
- Certificate - Mainframe Computer Programmer.
- Windows and Exchange 2000-2007 Server use and installation, system design and administration.
- Novell/GroupWise user and administrator training.
- Microsoft information security training course(s).

## Hardware / Software

- Configured servers, PC's, Cisco switches, Cisco routers and other devices for connection via LAN/WLAN and WAN.
- Operating systems: Early MS-DOS through Windows 7 / Windows 2008 Server.
- Multiple brands of PC's and servers including Dell, HP, Micron, Compaq and others in corporate and government environments including local and remote services.
- Assembled PC's and servers from component level to specifications.
- Support users of application software, primarily but not limited to Microsoft Office and other common office use applications of many types.

## Relevant Employment History

2000 -	Computer Systems Admin./IT Security Coordinator	Idaho Comm. for Libraries, Boise, Id.
1999 - 2000	Programmer / Analyst	MCMS, Nampa, Id.
1998 - 1999	System Support Specialist	MCMS, Nampa, Id.
1997 - 1998	Lead Technician	Computer Renaissance, Boise, Id.
1993 - 1997	Owner	Custom Design, Boise, Id.

## Resumé for Marjorie Shelby Hooper

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### Education

- 1975 Master's, Library Science: University of Oregon, Eugene, OR  
1971 Bachelor of Arts, major in German & double minor in history and geography: University of Alaska, Fairbanks, AK. Graduated CUM LAUDE.
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### Professional Background

IDAHO COMMISSION FOR LIBRARIES, Boise , ID

**Associate State Librarian:** (2005 – Present)

- ⇒ Oversee the federal grant program and its five-year plan.
- ⇒ Supervise and conduct performance management process for consultants, project coordinators, and web staff.
- ⇒ Identify issues, priorities, opportunities, and threats for the agency and library community.
- ⇒ Communicate relevant information to and among work units.
- ⇒ Contribute to the development of agency policies, procedures, and guidelines.

**Continuing Education Consultant:** (2002 – 2005)

- ⇒ Coordinated, facilitated, evaluated CE activities presented or sponsored by the agency.
- ⇒ Designed and facilitated meetings.
- ⇒ Collaborated with staff on library development services and programs.
- ⇒ Kept current on laws, policies, and procedures effecting libraries.
- ⇒ Budgeted for state wide CE programs.
- ⇒ Evaluated grant applications and made recommendations for funding.
- ⇒ Back-up field consultants in consulting and library development.
- ⇒ Kept current on library theory, trends, practices, and library information science principles and programs.
- ⇒ Edited the trustee newsletter and contributed articles to agency's other newsletters.
- ⇒ Designed and taught sessions on strategic planning, customer service, and public policy development and implementation.

**Public Library Field Consultant:** (1985 – 2002)

- ⇒ Consulted with local library staff and trustees on all aspects of library development from administration and operations to programming and services.
- ⇒ Designed and facilitated meetings.
- ⇒ Kept current on laws, policies, and procedures effecting public library administration and operations.
- ⇒ Developed and taught workshops and sessions on weeding, reference, library laws, district establishment, trustee's roles and responsibilities, budgeting, strategic planning, and policy development.

PANHANDLE REGIONAL LIBRARY SYSTEM, Coeur d'Alene, ID

**Regional Administrator:** (1979 – 1985)

- ⇒ Oversaw the administration and library operations
- ⇒ Answered to a 22-member policy-setting board.
- ⇒ Worked with regional library board to plan, design, and deliver library services appropriate to member libraries' needs.
- ⇒ Developed policies with board for their approval.

- ⇒ Supervised regional staff.
- ⇒ Consulted with member libraries and trustees in all areas of library development from children's story hour programming to trustee orientation to automation.
- ⇒ Purchased and used (word processing and database programs) the first computer for library used in the region.

**Assistant Regional Administrator: (1975 – 1979)**

- ⇒ Supervised regional clerk and interlibrary loan staff.
- ⇒ Consulted with member libraries in all areas of library work.
- ⇒ Re-organized the regional system to be independent of any one local library's control.

COEUR D'ALENE PUBLIC LIBRARY

**Head of Adult Circulation and Interlibrary Loan Clerk: (1972 – 1974)**

- ⇒ Processed all interlibrary loans for the regional system
- ⇒ Trained and managed the adult circulation staff and activities
- ⇒ Performed reference services.

**Over-dues and Circulation Clerk: (1971 – 1972)**

- ⇒ Processed all overdue items.
- ⇒ Worked the circulation desk.
- ⇒ Performed reference services.

RCA ALASCOM, Fairbanks, AK (1971)

**Secretary:**

- ⇒ Took over management of the office when RCA Alascom received the contract for running the long distance communication system in Alaska.
- ⇒ Reorganized and set-up office procedures for the new company.

UNITED STATES AIR FORCE, Fairbanks, AK (1967 – 1971)

**Long Distance Telephone Operator: (part time during college)**

- ⇒ Placed long distance calls for customers.
- ⇒ Worked as Service Assistance and trained new employees.

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**Continuing Education, Training, and Professional Development**

- Systems Thinking Introduction, Staff Training, Idaho Commission for Libraries (2007)
- Performance Management, Idaho Department of Human Resources (2006)
- Leadership, Idaho State Library (2006)
- Management Training, by Pat Wagner from Pattern Research (2006)
- Cooperation, Collaboration, Communication: Improving Library Services, Idaho State Library (2003-05)
- Meetings That Work, by Guilda Muir (2005)
- Trainer's Creativity Day Camp: Days 1 & 2 (2005)
- Customer Service in a Multi-Cultural Community (2004)
- CHOICES, CHOICES, CHOICES: Making Decisions in a Complex Environment, by Sandra Nelson (2004)
- Outcome Based Evaluation (three different workshops presented by several consultants sponsored by the Institute for Museum and Library Services – 2004, 2003, 200)
- Integrating Critical Thinking Skills into Continuing Education & Training Opportunities, by Dr. Julie Beth Todaro (1999)
- Helping Others Transform Libraries: Planning for Results, by McGovern, Nelson, & Rubin (1998)
- The Complete Facilitator: The Interactive Method (1992)
- Facilitator Institute, by Interaction Associates (1987)

# Sonja Hudson



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GRANTS CONTRACTS OFFICER FOR IDAHO COMMISSION FOR LIBRARIES FOR THE PAST 11 YEARS 5 MONTHS.

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## SUMMARY OF QUALIFICATIONS

- Over 18 years combined, working with Federal CFR's and OMB Circulars administering Library Services and Technology Act (LSTA) Library funding, and IDEA Part B and Preschool Education funding;
- Over 18 years developing, administering, funding and monitoring grants and contracts;
- Over 11 years developing grant and contract guidelines, instructional materials, providing training and technical assistance both within the organization and in the target community;
- Over 40 hours of grant writing training;
- Over 64 hours of outcome based evaluation training;

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## PROFESSIONAL EXPERIENCE

IDAHO COMMISSION FOR LIBRARIES  
325 WEST STATE STREET  
BOISE, IDAHO 83702-6072

GRANTS CONTRACTS OFFICER  
OCTOBER 1998/ CURRENT

The Commission also offers 5 grant programs for public libraries to participate. These programs range from staff training grants, to planning and implementing grants for programs or projects specific to the libraries need.

- Create grant guidelines and applications materials for each grant program;
- Receive and review grant applications – examine for completeness, appropriate use of funds, appropriate matching funds, and any red flags within the application;
- Set up evaluation process depending on the grant program;
- Produce grant agreements;
- Monitor state and sub-grantee use of Federal funds as per the appropriate CFR's and OMB Circulars;
- Process sub-grant reimbursement request for funds, and monitor grant progress;
- Negotiate project difficulties with Library Consultant and grantee;
- Monitor total Federal fund balances – state administered projects and sub-grants, balancing with the STARS accounting system for the state if Idaho;

The Idaho Department of Education’s Special Education department administers Federal IDEA and Preschool funds to Idaho’s school districts for the provision of special education programs and services. The department is responsible for monitoring special education programs as per the CFR’s and OMB circulars governing the Federal Funds and the appropriate provision of Special Education service to individual students.

- Administer the December 1, Special Education Child Count for the State of Idaho;
- Receive and verify the child counts of every district, correlating the current count with the districts previous year, and the count of other districts looking for unusual spikes, duplication etc.;
- Create the award spreadsheet for IDEA and Preschool pass through funds to school district in Idaho, and adjust those spreadsheets monthly to reflect the district’s cash balance on hand;
- Create contracts with organizations to provide services to specific special needs populations;
- Process monthly payments of IDEA and Preschool funds;
- Create a number of spreadsheets to monitor various aspects of special education funding;

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## TRAININGS AND EDUCATION

Granting Training Treasure Valley Community College Grant Writing USA	5 – 8 hr. days
Outcome Based Evaluation Performance Results Inc. – Sponsored by Institute of Museum and Library Services	4- 8 hr. days
Boise State University, Boise, Idaho	
Bliss Business College, Columbus, Ohio	

RICHARD A. WILSON

PROFESSIONAL EMPLOYMENT

IDAHO COMMISSION FOR LIBRARIES, Associate State Librarian (since 2000), Administrative Services Manager (16 years), Special Projects and Grants Coordinator (6 years), Continuing Education Coordinator (2 years). Responsibilities include supervision of personnel and fiscal operations, digitization and preservation of state publications, development of statewide services to citizens with print impairments (Talking Book Services), information technology, research and evaluation, purchasing, and physical facilities. Overall 1976 – present.

EMPORIA STATE UNIVERSITY, SCHOOL OF LIBRARY & INFORMATION MANAGEMENT, Director of Distance Education – Idaho. On-site coordinator for Idaho cohort in graduate program, 2001 – 2004. Adjunct faculty, teach management classes, 2001 – present.

SANDPOINT-EAST BONNER COUNTY LIBRARY, Director. Administered development and delivery of all services in the city-county library district, 1975 – 1976.

EDUCATION

University of Idaho, Ph. D. – Adult Education, 2005.

Boise State University, M.P.A. – Public Administration, 1987.

University of Iowa, M.A. – Library Science, 1974.

Graceland College, B.A. – History & social studies, 1973.

PROFESSIONAL, BUSINESS & COMMUNITY ACTIVITIES

Big Tree Arts, Inc., Treasurer, 2007 – 2009.

Society for Organizational Learning, 2006 – present.

World Future Society, 2002 – present.

Idaho Quality Institute: President, 1994 - 1996; Board of Directors, 1993 - 1996.

Joint Governor's-Legislative Steering Committee, Audit of Idaho State Employee Compensation System, Boise, ID, 1993 – 1994.

Idaho State Human Resource Association: Executive Board, 1991-94; President, 1992-93.

Music Man, owner/operator, mobile sound system business, 1981-2000.

Idaho Library Association, Pacific Northwest Library Association, and American Library Association: various committees, chairmanships, and task forces, 1975 – present.

# The Idaho Commission for Libraries

