

Calendar of Events

February 24, 2026

It?s About Time: Supporting Neurodivergent Employees with Time Management in the Workplace

Online via Zoom

10:00 AM - 11:15 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

The term “neurodiversity” refers to the infinite variation in brain functioning that leads to differences in thinking, attention, memory, and communication. Some neurodivergent individuals have differences in executive functioning skills like time management, and as a result, need different support and accommodations in the workplace. In this presentation, learn about time management from a neurodivergent lens. Whether you are neurodivergent or you are a supervisor to someone who is, this webinar will provide concrete strategies to support time management in the workplace.

Learning Objectives:

Learn why neurodivergent individuals, such as people with Autism and ADHD, have differences in time management skills

Understand key concepts, such as tachyosychia, time blindness, and executive functioning

Gain 6-8 concrete strategies to support and make accommodations for neurodivergent individuals with time management in the workplace

Learn about 3-5 tools that neurodivergent individuals can use in the workplace to support effective time management

Presenter:

Renee Grassi, Librarian and Accessibility Consultant Speaker

Librarian, author, trainer, administrator, teacher, and consultant Renee Grassi is an advocate for equity, diversity, inclusion, and accessibility in libraries, schools, and communities. As a neurodivergent librarian herself, Renee has worked in public libraries for nearly twenty years, developing award-winning library initiatives that welcome, support, and welcome disabled residents and their families and caregivers. Learn more at reneegrassi.com.

February 24, 2026

Workplace Wellbeing Active Learning Community Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Hillary Brown,

hillary.brown@neo-rls.org

The Workplace Wellbeing Active Learning Community is open to anyone open to any staff interested in workplace wellbeing, wellness, and related topics. Join your peers to exchange ideas, celebrate successes, and discover new solutions to common challenges.

This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Hillary Brown.

February 25, 2026

New Supervisors' Academy
At Various Libraries and Online
09:30 AM - 03:30 PM EST
Melissa Lattanzi,
lattanzm@neo-rls.org

AI's Environmental Impact

Online via Zoom

02:00 PM - 03:30 PM EST

Melissa Lattanzi,

lattanzm@neo-rls.org

As teachers and librarians, you're on the front lines of introducing AI to students. But with headlines warning about AI's massive energy demands, how do you balance the need for AI literacy with decisions about acting sustainably?

This webinar cuts through the confusion to help you make informed choices about sustainability in your classrooms, libraries, and communities.

We'll examine independent estimates of AI's energy and water use and put them in context in ways that are easy to understand.

We'll include an introduction to how data centers work and what they are used for. We'll clarify what we know and what's still uncertain about AI's carbon footprint (both in the present and in future projections).

We'll compare individual AI use to other digital activities, and we'll also look at global use of data centers with statistics from the International Energy Agency.

Did you know that AI technologies are also being used to mitigate climate change? We'll look at some of the many innovations underway related to greener data centers, hardware, and chips. And we'll look at how AI is being used in projects that map deforestation, improve recycling, clean up the ocean, innovate new materials for greener buildings, and more.

You'll come away with some practical tips for answering questions from students, and some simple advocacy steps to use in your communities.

Learning agenda

Review statistics about energy use of AI in a clearer context than the usual "factoids" you see in many headlines.

Understand some basic facts about data centers and their use for AI and other technologies.

Look at the history of news reporting about the energy use of other new technologies (like online book ordering in 1999 and streaming media in 2020).

Compare the carbon footprint of individual uses of AI with uses of other technologies and then zoom out to global use and what it could mean for climate change.

Examine the history of "Jevons paradox" and why it's often quoted in relation to the growth of AI.

See examples of how AI itself is currently being used to mitigate climate change.

Get some practical tips for answering questions about AI and sustainability, and what we can advocate for collectively related to sustainable AI.

Presenter:

Nicole Hennig is an expert in instructional design, user experience, and emerging technologies. She is currently an e-learning developer and AI education specialist at the University of Arizona Libraries.

Previously, she worked for the MIT Libraries as head of the user experience department. In her 14 years of experience at MIT, she won awards for innovation and

worked to keep academics up to date with the best new technologies.

She is the author of several books, including Keeping Up with Emerging Technologies, Apps for Librarians, and Privacy & Security Online.

Librarians who take her courses are applying what they've learned in their communities. See their testimonials.

To stay current with the latest developments in AI, sign up for her email newsletter, Generative AI News, and follow her on Bluesky or Mastodon, where she posts daily about libraries, artificial intelligence, and other technologies.

March 3, 2026

Training / Staff Development Active Learning Community Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Join your peers to exchange ideas, celebrate successes, and discover new solutions to common challenges.

This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Melissa Lattanzi.

March 3, 2026

Library Programming with AI: Using AI to Help Create Impactful and Memorable Library Programs Online via Zoom

10:00 AM - 11:00 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Planning and executing engaging library programs takes creativity, strategy, and time. AI can significantly help to streamline and enhance the process, and can do so without losing the heart of your events.

This webinar will explore how AI tools can assist with every stage of library event planning, from gathering community input and brainstorming ideas to managing logistics, writing promotional materials, and crafting welcoming remarks. Discover practical ways to integrate AI into your workflow while maintaining the personal touch that makes library programming memorable. By the end of the session, you'll have actionable strategies to save time, enhance accessibility, and ensure your programs remain community-focused and impactful.

Learning Objectives:

AI as Your Programming Partner-Explore how AI can assist with idea generation, logistics, and outreach.

Understanding Community Needs-Learn how AI-powered surveys and analysis can help align events with patron interests.

Streamlining Event Logistics-Discover AI tools for scheduling, accessibility considerations, and planning details.

Crafting Effective Promotion-Use AI to write compelling event descriptions and generate engaging visuals.

Maintaining the Magic-Learn how to balance AI efficiency with the creativity and connection that make library programs special.

Presenter:

*Crystal Trice, CSM, CSM@Scale, Library Consultant, Scissors & Glue, LLC
Crystal Trice, founder of Scissors & Glue, LLC, has over 20 years of experience in education and local government, with a focus on improving collaboration and handling challenging situations with patrons and coworkers. She is passionate about creating environments where people work together more effectively.*

With certifications as a Scrum Master and in Scrum at Scale for Government, Crystal holds a Master's in Library & Information Science and a Bachelor's in Elementary Education and Psychology. Her dedication to community enrichment fuels her work in supporting organizations to achieve their goals.

Crystal lives near Portland, Oregon, and enjoys organizing her thoughts (and tasks) with Sharpies, Flair pens, and sticky notes. She shares her home with her husband and a quirky mix of animals.

March 4, 2026

Creating More Joy & Resilience in the Library

Online via Zoom

02:00 PM - 03:00 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Considerable research shows that those with more joy, laughter, and well-being in their life are more resilient, productive, and effective at work, and they live more fulfilling lives. This session is designed to increase fun, creativity, and joy. It also distinguishes between long-term well-being and toxic positivity. Through stories, activities, and experimentation, participants will learn the research and strategies to increase happiness and well-being within themselves, within the library culture, and with others. You'll walk away with practical ideas to well-being in the workplace and in your own life.

Learning Objectives:

- *An increased knowledge of the research on positive psychology*
- *Experiences with techniques proven to increase joy*
- *A plan to use the techniques increase joy & well-being in themselves*
- *Ideas for spreading these techniques in the library and the community*

Presenter:

Sharon Morris has worked in library development for over 20 years and conducts workshops, courses, and leadership institutes throughout the country. Her interests are leadership, research, management, supervision, communications, wellness & libraries, play, values, improv comedy, and insight. Sharon takes an asset-based approach to learning and invites all to engage. She has earned an MLIS and PhD in Managerial Leadership in Libraries. Her workshops and webinars are designed based on adult learning theory and include experiential learning, content informed by research, "fun" aspects, and time for reflection and planning to apply concepts in the workplace.

March 5, 2026

Middle Management Active Learning Community Meeting

Online

Via Zoom

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02:30 PM - 03:00 PM EST

Ragan Snead,
ragan.snead@neo-rls.org

Join your peers to exchange ideas, celebrate successes, and discover new solutions to common challenges.

This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Ragan Snead.

March 10, 2026

AI & Information Literacy: Building Critical Evaluation Skills for Generative AI Online via Zoom

02:00 PM - 03:00 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

This webinar explores the crucial intersection of Artificial Intelligence (AI) and information literacy, addressing the transformative impact of AI on how information is accessed, evaluated, and utilized. Participants will gain a foundational understanding of how Generative AI (GenAI) tools function, including their capabilities and limitations in the context of information seeking and research. The session will delve into the integration of web search functionalities within AI tools and the implications of platforms like SearchGPT and advanced research tools on traditional information literacy practices.

A key focus will be on developing critical thinking skills to assess AI outputs effectively. Attendees will learn practical strategies, including the SIFT (Stop, Investigate the source, Find trusted coverage, Trace claims to the original context) method, to combat misinformation and evaluate the credibility of AI-generated content. The webinar will address the challenges posed by AI-driven misinformation and disinformation, equipping participants with the tools to navigate the evolving information landscape responsibly.

The session will also explore the broader implications of AI on information literacy, including ethical considerations, bias detection, and the responsible use of AI in research and education. Through interactive discussions and real-world examples, participants will learn how to adapt their information literacy instruction and practices to meet the demands of the AI era. Attendees will leave with actionable strategies for fostering critical engagement with AI tools and promoting informed decision-making in an increasingly complex information environment.

Learning Objectives:

*Understand how GenAI tools work and their impact on information literacy.
Apply critical thinking skills to evaluate AI outputs and identify misinformation.
Utilize the SIFT method for assessing the credibility of sources in the age of AI.
Assess the implications of SearchGPT and deep research tools on information literacy practices.
Adapt information literacy instruction to promote responsible AI usage.*

Presenter:

Reed Hepler is a digital initiatives librarian, instructional designer, copyright agent, artificial intelligence practitioner and consultant, and PhD student at Idaho State University. He earned a Master's Degree in Instructional Design and Educational Technology from Idaho State University in 2025. In 2022, he obtained a Master's Degree in Library and Information Science, with emphases in Archives Management and Digital Curation from Indiana University. He has worked at nonprofits, corporations, and educational institutions encouraging information literacy and effective education. Combining all of these degrees and experiences, Reed strives to promote ethical librarianship and educational initiatives.

Currently, Reed works as a Digital Initiatives Librarian at a college in Idaho and also has his own consulting firm, heplerconsulting.com. His views and projects can be seen on his LinkedIn page or his blog, CollaborAltion, on Substack. Contact him at reed.hepler@gmail.com for more information.

March 11, 2026

Book Discussion Active Learning Community Meeting

Online

Via Zoom

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02:00 PM - 03:30 PM EST

Melissa Lattanzi,

lattanzm@neo-rls.org

Join your peers to exchange ideas, celebrate successes, and discover new solutions to common challenges.

This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send Carrie Kibby any items you would like to discuss.

March 12, 2026

Circulation Active Learning Community Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Hillary Brown,

hillary.brown@neo-rls.org

Join your peers to exchange ideas, celebrate successes, and discover new solutions to common challenges.

This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Melissa Lattanzi.

March 19, 2026

Intellectual Freedom in Crisis: Moral Panics, Censorship, and the Cost to Library Workers
Online via Zoom

10:00 AM - 11:15 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

This webinar examines the current landscape of attacks on intellectual freedom and the impacts of coordinated censorship campaigns. We'll analyze the role of moral entrepreneurs, including organized advocacy groups and bad faith social media influencers.

We'll explore the historical context of how moral panics operate to limit access to reading materials and confine intellectual freedom. Understanding this history helps us respond more effectively in today's environment.

The webinar covers legal threats facing libraries, including new state laws in Idaho, Missouri, Louisiana, and other states. Finally, we'll address the human cost of this crisis: the occupational trauma and burnout facing library workers, including anticipatory anxiety and the disproportionate impact on marginalized staff.

Learning Objectives:

*Understand the current landscape of challenges to intellectual freedom.
Analyze the mechanisms of coordinated censorship campaigns.
Compare how moral panics have operated to censor materials across four historical periods.
Recognize the symptoms of occupational burnout and trauma faced by library staff.*

Presenter:

*Carrie Rogers-Whitehead worked in libraries for nearly a decade and now consults and trains librarians. She regularly researches and writes for librarians, educators and parents. Carrie is the author of four books: *Teen Fandom and Geek Programming* (2018), *Digital Citizenship: Teaching and Practice from the Field* (2019), *Serving Teens and Adults on the Autism Spectrum: A Guide for Libraries* (2020), and *Becoming a Digital Parent: A Practical Guide to Help Families Navigate Technology* (2021). She is the founder of *Digital Respons-Ability*, a mission-based company that has educated tens of thousands of students, parents and educators in digital citizenship. Carrie is a sought after trainer, former TEDx speaker, adjunct instructor and loves to teach others.*

March 19, 2026

Utilizing Tutor.com for Live Online Tutoring & More

Online via Zoom

02:00 PM - 02:45 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

This session will provide a comprehensive overview of Tutor.com and how libraries can maximize its full range of services. Attendees will participate in a live demonstration highlighting key features and benefits, followed by an interactive Q&A session. Tutor.com supports learners across K–12, higher education, continuing education, and job-seeking pursuits by providing access to expert academic and career support, including:

Individualized online tutoring with fully vetted expert tutors and career coaches in more than 200 subjects, including bilingual offerings

Live and drop-off writing review services for essays, r?sum?s, and cover letters

Test preparation resources from The Princeton Review?, along with practice quizzes, worksheets, and additional learning tools

This session will be led by David Wills, Senior Director of Library Partnerships at Tutor.com, who will share insights on how libraries can effectively leverage Tutor.com to support their communities.

Presenter:

David Wills is the Senior Director of Library Partnerships at Tutor.com. He has been part of the Tutor.com organization since 2017 and holds a BS in Finance and Global Economics. In his role, David oversees the Library Institutional market nationwide, leading new business initiatives and managing the Customer Support team that partners closely with libraries across the country.

April 8, 2026

Construction and Facilities Active Learning Community Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Join your peers to exchange ideas, celebrate successes, and discover new solutions to common challenges.

This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Melissa Lattanzi.

April 9, 2026

From Insight to Impact: Using Data to Grow Library Cardholders

Online via Zoom

10:00 AM - 10:45 AM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Practical, real-world strategies for turning library data into measurable growth and community impact. Discover how the Growing Libraries platform can analyze your community, identify non-cardholding households and drive new memberships through targeted direct mail and email campaigns.

Presenter:

Brendan' Pearce's career in the public library industry spans over 17 years, working for companies such as collectionHQ (acquired by Baker and Taylor) and Patron Point (acquired by Springshare). In January 2026, he joined the Growing Libraries team as VP, Business Development.

"I have worked with a number of businesses in the past, but this is by far the most exciting! Based on feedback I have received from libraries that I have previously partnered with, the challenge was always how they could reach non-cardholding households in the community to promote library services - now libraries have a strategic and powerful way to do this"

April 15, 2026

Technical Services and Collection Development Active Learning Community Meeting

Online

Via Zoom

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02:00 PM - 03:00 PM EST

Hillary Brown,
hillary.brown@neo-rls.org

Join your peers to exchange ideas, celebrate successes, and discover new solutions to common challenges.

This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Hillary Brown.

April 23, 2026

Customer Service Conference: Communication and Credibility
Hilton Garden Inn
8971 Wilcox Dr
Twinsburg, OH 44087
09:30 AM - 04:00 PM EST
Melissa Lattanzi,
lattanzm@neo-rls.org

April 29, 2026

Youth Services (Children & Teen) Active Learning Community Meeting
Online
Via Zoom

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01:00 PM - 02:00 PM EST
Melissa Lattanzi, 3306550531
lattanzm@neo-rls.org
Join your peers to exchange ideas, celebrate successes, and discover new solutions to common challenges.

This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Hillary Brown.

April 30, 2026

Outreach Active Learning Community Meeting
Online
Via Zoom

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02:00 PM - 03:00 PM EST
Melissa Lattanzi,
lattanzm@neo-rls.org
Join your peers to exchange ideas, celebrate successes, and discover new solutions to common challenges.

This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Melissa Lattanzi.

April 30, 2026
- May 1, 2026

2026 Directors? Retreat: Navigating the AI Horizon: A Leadership Roadmap for Library and Staff
Punderson Manor Lodge & Conference Center
11755 Kinsman Road
Newbury, OH 44065

Breakfast begins at 9AM on April 30th and we conclude the retreat at noon on Fri
Melissa Lattanzi,
lattanzm@neo-rls.org

How do you lead a library when the technological ground is shifting? The 2026 Directors' Retreat: Navigating the AI Horizon-A Leadership Roadmap for Library and Staff Readiness will prepare you for just that. Artificial intelligence is no longer a futuristic concept—it is a present reality already shaping library workflows, vendor tools, and patron expectations. For library leaders, the primary challenge isn't just understanding the technology, but leading people through the uncertainty it creates.

We will be returning to the Punderson Manor Lodge & Conference Center this year. The retreat will kick off with a light breakfast on Thursday, May 7th at 9:00 a.m. - the perfect time to catch up with your peers. The workshop will begin at 10 a.m. starting with AI Readiness for Library Leaders: Leading Staff, Assessing Readiness, and Understanding Your AI Landscape. The afternoon will focus on Supporting Library Staff with AI Literacy and Understanding. We will conclude the first day at 4:00 p.m. Dinner will be at 6:00 p.m. with the tradition of rich conversations to follow. The second day will start with breakfast at 8:00 a.m. followed by Building an AI Governance Framework. We will conclude at noon with a quick lunch.

Thursday Morning, April 30th: AI Readiness for Library Leaders: Leading Staff, Assessing Readiness, and Understanding Your AI Landscape
Artificial intelligence is already influencing library work through vendor tools, staff experimentation, and patron expectations. For library leaders, the challenge is knowing how to lead people through the questions and uncertainty it brings. This three-hour workshop is designed for library directors, managers, and senior staff who want to build clarity and confidence before making decisions about AI. Participants will develop a practical, leader-focused understanding of AI, explore how staff typically respond to AI-driven change using the SCARF model, and begin examining their organization's current AI landscape, stakeholders, and areas that may need greater attention. The session balances shared learning with guided reflection, using realistic scenarios and structured mapping activities that can be started during the workshop and continued afterward. Participants will also receive a leadership-oriented checklist outlining common next steps libraries consider as they move from AI readiness toward more intentional exploration or implementation.

Participants will leave with:

A clear, non-technical understanding of what AI is and is not, and why it matters for library leadership

Insight into common staff reactions to AI through the SCARF framework (Status, Certainty, Autonomy, Relatedness, Fairness), with strategies for leading change in ways that reduce threat and build trust

Practical language and approaches for talking with staff about AI expectations, boundaries, and evolving practices

A draft Stakeholder Map identifying who is affected by AI-related conversations and decisions across departments, administration, governance, IT, vendors, and external partners

A draft Current State Map capturing where AI is already showing up in workflows, decisions, or vendor tools, including what appears to be working well and where questions and risks are emerging

A leadership-oriented Next Steps Checklist to help assess readiness and consider thoughtful options for future exploration or implementation

Increased confidence in assessing organizational readiness and identifying appropriate

next steps related to AI

Presenter will be virtual:

*Crystal Trice, CSM, CSM@Scale, Library Consultant, Scissors & Glue, LLC
Crystal Trice, founder of Scissors & Glue, LLC, has over 20 years of experience in education and local government, with a focus on improving collaboration and handling challenging situations with patrons and coworkers. She is passionate about creating environments where people work together more effectively.*

With certifications as a Scrum Master and in Scrum at Scale for Government, Crystal holds a Master's in Library & Information Science and a Bachelor's in Elementary Education and Psychology. Her dedication to community enrichment fuels her work in supporting organizations to achieve their goals.

Afternoon Session: Supporting Library Staff with AI Literacy and Understanding - More details coming soon.

Friday, May 1st: Building an AI Governance Framework

Successfully integrating AI into your organization requires a roadmap to take your AI strategy from theoretical to functional. In this interactive session, Glen Horton will guide participants through the critical components of developing an AI governance framework that ensures your AI initiatives are aligned with your organization's mission, needs, and ethics.

Presenter:

Glen Horton is the AI Architect at Sinclair College where he leads and implements the College's AI strategy and initiatives. He has over 30 years of experience developing and supporting technologies in higher education and libraries. Before joining Sinclair in 2025, he supported AI and software development initiatives at the University of Cincinnati Libraries. Glen is passionate about developing human-centered AI solutions that responsibly and safely benefit people and organizations.

May 5, 2026

IT Active Learning Community Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Hillary Brown,

hillary.brown@neo-rls.org

Join your peers to exchange ideas, celebrate successes, and discover new solutions to common challenges.

This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Hillary Brown.

May 13, 2026

Adult Services Active Learning Community Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Melissa Lattanzi,
lattanzm@neo-rls.org

Join your peers to exchange ideas, celebrate successes, and discover new solutions to common challenges.

This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Melissa Lattanzi.

June 3, 2026

Special Libraries Active Learning Community Meeting

Online via Zoom

02:00 PM - 03:00 PM EST

Hillary Brown,
hillary.brown@neo-rls.org

Join your peers to exchange ideas, celebrate successes, and discover new solutions to common challenges.

This meeting will be held through Zoom which is user friendly to all devices. You will receive a link in your confirmation email a reminder 2 hours before the meeting. We hope you will join us. Please send agenda items/questions to Hillary Brown.