

January 27, 2022

Cindy Roupe, Acting State Librarian
Capital Building
Room 312-N
300 SW 10th Avenue
Topeka, KS 66612-1593

Dear Cindy,

The Manhattan Public Library Board of Trustees is pleased to announce that Eric Norris has been named as its new MPL/NCKLS Library Director. He has succeeded MPL/NCKLS Library Director, Linda Knupp, who retired after 20 years of service at the end of the 2021 calendar year.

Eric has extensive library experience, having as you know served as librarian for the State of Kansas until very recently. Before that, he was the director at Hays Public Library for six years. Eric's formal education includes a bachelor's degree from the University of Kansas, a master's degree from Fort Hays State University, and a master's degree in library science from the University of Wisconsin-Milwaukee.

Eric has been active in many library organization including the American Library Association (ALA), the Chief Officers of State Library Agencies (COSLA) Leadership Institute, the Institute of Museums and Library Services (IMLS) Library Statistics Working Group, the Kansas Library Association (KLA), Mountain Plains Library Association (MPLA), Public Library Association (PLA), and Western Council of State Librarians (WestCo). Eric balanced this extensive library experience with several years of human resource management experience in the private sector, presenting a well-rounded candidate for this new position.

The MPL/NCKLS Library Board of Trustees invited a number of library staff, board members, and library supporters to participate in the selection process in our search for a new director. We are now looking forward to Eric's leadership as the library community continues to navigate through the disruptions and uncertainty of a post-pandemic world.

We are requesting that Eric Norris be certified to be a professional librarian qualified for the system director position, as provided in K.S.A. 54-1-7. We have attached his resume to show that he meets the qualification guidelines outlined under that statute.

Sincerely,



Judith Cremer, President
Executive Board of the North Central Kansas Libraries System

Certification of Regional System of Cooperating Library Appointee

I certify that, to the best of my knowledge, Eric Norris is qualified by education and/or experience to perform the duties as the Librarian for the North Central Kansas Regional System of Cooperating Libraries.

Ann M, Director PWRL

(Board Chair)

North Central Kansas Regional System of Cooperating Libraries.

01/27/2022

(Date)

I certify, as per K.S.A. 75-2548, that Eric Norris
(Name of Librarian)

is qualified by education or experience to perform the duties as the Librarian for the North Central Kansas Regional System of Cooperating Libraries.

(Chair, State Library of Kansas Board)

(Date)

Eric W. Norris

1004 Langston Ct.
Lawrence, Kansas 66049

785-432-1619
ericwnorris@gmail.com

Education

Master of Library Science (MLS), May 2009
University of Wisconsin-Milwaukee

Master of Arts (MA), English, May 2004
Fort Hays State University – Hays, Kansas
English Department Graduate Teaching Assistant

Bachelor of General Studies (BGS), English, May 2000
University of Kansas – Lawrence, Kansas
Emphasis: Creative Writing; Minor: Religious Studies

Experience

State Librarian of Kansas – April 2018 to Present

State Library of Kansas – State of Kansas – Topeka, Kansas

- Appointed by the Governor to serve as agency head, responsible for the administration of the Reference, Statewide Services, and Talking Books Service divisions, the state publications depository program, and the Kansas Center for the Book
- Administer a budget of \$7,000,000 in state and federal funds
- Provide leadership in the library community and communicate with legislators and elected or appointed officials on a state and federal level
- Uphold the Mission of the State Library to deliver library services and resources to all Kansans in order to increase reading readiness and on-grade reading acuity, improve chances for academic success, help start and grow businesses, assist individuals with employment opportunities, and provide lifelong educational services
- Establish and maintain positive, cooperative working relationships with all types of libraries and other educational services institutions
- Favorably represent the library interests in interactions with governmental entities and the library community, both statewide and nationally

Human Resources Director – June 2016 to March 2018

Lang Diesel Inc – Hays, Kansas

- Managed all HR functions of the company (170+ employees), reporting directly to the company President

Public Library Director – August 2010 to June 2016

Hays Public Library – Hays, Kansas

- General administration of the library as chief agent of the board of trustees
- Planned and managed the library's expenditures through annual budget and compliance with state statutes and municipal ordinances
- Managed the library collections so that the public may benefit from a developed body of material that exhibit the depth, timeliness, diversity, and means of access necessary to meet user interests

- Provided public programs and services to enhance the community use of library resources in a courteous and efficient manner

Adult Department Librarian – February 2005 to August 2010

Hays Public Library – Hays, Kansas

- Managed all activities, projects, and programs for the department
- Responsible for collection development and maintenance of the collection
- Managed a limited working budget

Newspaper Reporter – June 2004 to February 2005

Hays Daily News – Hays, Kansas

- Covered the City Commission, “Cops and Courts,” and Public Safety

Professional Memberships and Activities

American Library Association (ALA) Member since 2008

Chief Officers of State Library Agencies (COSLA) Member since 2018

- COSLA Leadership Institute
- eBook Strategy Engagement Group

Institute of Museum and Library Services (IMLS) Library Statistics Working Group since 2020

Kansas Library Association (KLA) Member since 2005

- Kansas Library Association Board since 2018
- Kansas Library Trustee Association – 2013 to 2016
- Lead the Change Conference – 2012 and 2014
- KLA Best Small Library Award Selection Committee 2013
- CKLS Strategic Planning Committee – 2012 and 2013
- Governmental Affairs Committee – 2008 to 2010; since 2018

Mountain Plains Library Association (MPLA) since 2006

- MPLA Leadership Institute – 2012 Participant and 2014 Mentor

Public Library Association (PLA) Member since 2008

Western Council of State Libraries (WestCo) Member since 2018

Board Memberships

Kansas Book Festival Advisory Board since 2020

Kansas Historical Society Deaccession Review Committee since 2020

OITS Information Technology Security Council since 2019

Humanities Kansas Board since 2018

Fort Hays State University Alumni Association Board – 2019 to 2021

2020 Census Kansas Complete Count Committee – 2018 to 2020

Hays Area Chamber of Commerce Board – 2010 to 2015, Served as Chair 2012

Hays Arts Council Board – 2009 to 2011