Executive Board Meeting
Santa Fe, NM
Sept. 16, 1988

The meeting of the Executive Board of the New Mexico Library Association was called to order by President Karen Watkins at 1:00 PM at St. John's College.

Members and observers present:

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<tr>
<th>Bambi Adams</th>
<th>Katie Kierst</th>
<th>Stan Ruckman</th>
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<tr>
<td>Daryl Black</td>
<td>Jerry Klopfer</td>
<td>Joe Sabatini</td>
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<td>Kate Clarke</td>
<td>Betsy Kraus</td>
<td>Ellanie Sampson</td>
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<td>Kathy Costa</td>
<td>Ruth Krug</td>
<td>Heidi Sims</td>
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<td>Lowell Duhrsen</td>
<td>Louise Leon</td>
<td>Jeanette C. Smith</td>
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<td>Lois Fellows</td>
<td>Betty Long</td>
<td>Roger Steeb</td>
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<td>Lois Godfrey</td>
<td>Norma McCallen</td>
<td>Gloria N. Trujillo</td>
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<td>Sarah Henderson</td>
<td>Alana McGrattan</td>
<td>Karen Watkins</td>
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<td>Virginia Hendley</td>
<td>Susan Oberlander</td>
<td>Erna Wentland</td>
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<td>Peter Ives</td>
<td>Harris Richard</td>
<td>Cheryl Wilson</td>
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ANNOUNCEMENTS

President Watkins read a card of appreciation from Elinor McCloskey. NMLA made a contribution to a memorial scholarship for her father. Karen also read a letter of thanks from Carol King, Chairman for Library Books ‘88, for the $1000 contribution. A letter on behalf of NMLA was sent congratulating George Morey on his retirement and expressing appreciation for all the work he has done for NMLA and libraries statewide. William Racoosin, awarded trustee of the year, passed away and a contribution has been sent to Alamogordo Public Library in his memory.

President Watkins gave the following committee announcements: Publicity committee new member Joanne Colley (UNH library) replaces Linda Jones. Nominating committee new member Allen Schwartz (Santa Fe Public) replaces Barbara Billey. The new task force to look at the development of a NM data base of holdings will include: Susan Oberlander, Hiram Davis, Wayne Bower, Harold Bogart, Sally Landenberger, Pat Carr, Steve Rollins or Harry Broussard and 2 other public Library people yet to be appointed. First meeting will be Oct. 13 in Albuquerque with committee recommendations expected no later than mid-April of 1989.

A change in meeting procedure will be tried out today. Items requiring discussion and possible voting will be handled first with routine unit reports later in the meeting.

MINUTES

The minutes of the meeting of June 24, 1988 were corrected as follows:

p. 1 Sarah Henderson has an extra “h” in attendance list "Sharah."
Upon motion (Sarah Henderson/Ellanie Sampson) the minutes were approved as corrected.

One additional clarification was made after the meeting. Virginia Seiser called the secretary to request that on p. 6 the Special Committee on MPLA 5 lines down “MPLA must” be changed to “MPLA will probably” even though review of the tapes showed the statement was "must".

TREASURER’S REPORT

Ellanie Sampson referred to the financial report of Aug. 22, 1988 which was mailed with the meeting agenda. Upon motion (Lowell Duhrsen/Ellanie Sampson) the report was accepted.

DISCUSSION ITEMS

Proposal to sell NMLA’s Lotus software. This software which was purchased by the previous treasurer at $400 was not used by him and will not be used by current treasurer. Upon motion (Ellanie Sampson/Kathy Costa) Ellanie was directed to sell the Lotus Software. Approved.

Approval of workshop fees for SLCYASD. Information Power workshops planned by Kathryn Lopez will begin with one in Santa Fe. Upon motion (Sarah Henderson/Erna Wentland) the Board accepted the proposed registration fee for the series of workshops not to exceed $10 per workshop.

Request for budget for the Documents Roundtable. Norma McCallan indicated that the roundtable budget had not been submitted on time and she was presenting her request now for $100 for 2 mailings. One mailing will be in lieu of a fall workshop on documents use in public and community libraries. The other mailing will be a flyer to prospective members. Upon motion (Jerry Klopfer/Stan Ruckman) the request was approved.

Request for budget increase for Legislation and Intellectual Freedom Committee. Lois Godfrey reported on expenses thus far and remaining work. There was obvious evidence of the need for a
budget increase. Upon motion (Sarah Henderson/Gloria Trujillo) the LIFC budget was increased by $100.

Proposal to develop a non-member database for use in conference and membership mailings. Daryl Black presented the proposal stating that since there were several budget requests this might be deferred for next year if the membership so desired. The data base to be produced by the Lindsey’s per this proposal would include potential members, exhibitors, etc. to compliment the membership data base they already have at a cost not to exceed $500. Motion was made that with the help of the Lindsey’s, NMLA establish an all inclusive data base for conference mailings and membership solicitations cost not to exceed $500 (Daryl Black/Sarah Henderson). Much discussion ensued including comments on data now held by Cheryl Wilson and Joe Sabatini and on how such a data base would be kept up to date. Would it be wise to consider honorarium to Joe to continue his work. The list will need sort capability by type of non-member, also what about selling the list. We should begin even if completion must be next year due to our budget requirements. Due to the concerns expressed, an overriding motion was made by Ellanie Sampson to refer to a special committee to be appointed by Pres. Watkins for further study with committee response by next board meeting in Jan. 1989. Second by Katie Kierst. Carried.

1989 Conference budget and tentative program by Gloria Trujillo. The printed program was examined. Gloria reported on some good speakers that are lined up for April 25-28, 1989 and some changes that have been requested. A new program this year will be the past Presidents’ program, perhaps this will become a tradition. Gloria presented the conference budget. Quite similar to the preceding year and explained differences. Upon motion (Gloria Trujillo/Ellanie Sampson) the conference budget was accepted.

Proposal to change annual conference to the summer. Karen has received several expressions of interest in consideration of a summer conference. She read two letters of input regarding possible economies for attendees who might stay in dormitory housing and additional cities that might be potential conference sites, the letters were from Martha Liebert and Betty Reynolds. Discussion by the board included consideration of conflicts during summer for public librarians with summer reading programs versus the additional number of school librarians that might be able to attend when their school is out or will they be in summer school? Could the membership be polled, why are there no other associations that have summer library conferences, is there a time when schools are out in May? Dues year relative to conference date. Accommodation for exhibitors and banquet may affect some potential sites where dormitory housing is available. Banquet alternatives—Ellanie Sampson will get information on Municipal League functions. Karen will appoint a committee to investigate, do not expect the committee report in Jan.

Recommendation that Lindsey Co. produce NMLA newsletter. Ruth Krug reported with the following recommendations: 1) Transfer publication of the newsletter to the Lindsey’s at least for the rest of this membership year, then review; 2) Have Heidi Sims stay on as newsletter editor to edit incoming articles for the Lindsey’s and then proof the camera ready copy, retire Peter Ives from layout editor; 3) Change the newsletter deadlines to coincide with the date of each board meeting beginning with the January 20, 1989 meeting (Often there is not sufficient time between board meetings to get the newsletter out under the current deadlines); 4) Currently some sponsoring units take and submit photos of their events to the editor, it would be desirable for this to happen as a general practice. With the Lindsey’s doing publication the cost may go up somewhat, this will depend on the size of the issues and other factors. Discussion included the
question of who will photograph conference. Regarding budget, Ruth stated that it was felt that there was enough in the newsletter budget initially to cover the cost we will incur with the transfer to the Lindsey’s. The format will remain as close to the same as possible. Upon motion (Kathy Costa/Ellanie Sampson) the Lindsey’s shall do production of the newsletter under the arrangement Ruth has described for the duration of her membership year with review at year end. Motion passed. Ruth was asked to contact the Lindsey’s to make the appropriate transition. Discussion then ensued regarding the change of newsletter deadlines. Events of the present board meeting would not be included in the newsletter if the deadline were the same day and members expressed concern about the difficulty of meeting on Fri./Sat. and having items mailed by Monday. It was indicated that the procedure followed by the newsletter editor is to receive the copies of members printed reports, editorialize them by removing information concerning budget or personal to the board and provide that for the newsletter. It is when members desire other or additional information that they must see to it that it is received by the editor. Karen suggested that members might write their newsletter item before the board meeting and give it to the newsletter editor at the meeting rather than writing it after returning home. Finally it was decided to go with a new deadline of a week following the board meeting and suggested that members try to delegate article writing to somebody in their committees or units. One week may also keep us from postponing and forgetting our intentions to write and submit items to the editor.

Information regarding workshops and activities outside of the board meetings is desired for the newsletter. The new 1 week deadline will be announced and implemented with the January 1989 meeting.

Approval of fees & policies for Newsletter advertising. Sandra Spurlock was not present but the discussion item was included in the meeting announcement mailing. Sandra is recommending setting up a definite procedure that might be carried on from year to year for soliciting newsletter advertising. She has drafted a form letter for mailing to potential advertisers. The letter includes a list of fees and a form for use in indicating desire to advertise and instructions for the ad. As newsletter advertising editor, Sandy would send out these letters, receive advertising copy and forward it to the correct person—the Lindsey's or the newsletter editor. Sandra would supply the treasurer with the names of bills that need to be sent out. Motion (Gloria Trujillo/Sarah Henderson) approving procedures for soliciting advertising passed. Suggested advertising fees are $40 for a full page ad every time it is published, $20 for 1/2 page, $10 for 1/4 page and $5 for a business card size ad. It was suggested that these rates may be a bit cheaper than the current list of what we are theoretically charging. We may draw more ads which may increase size of newsletter and its cost of publication. Any advertising received will bring revenue we do not have now. Further discussion included question of pro-rated discount for multiple ads. The listed fees are based on the practice of SLA Rio Grande Chapter and there is no pro-rating for additional or multiple. We might look on these rates as an introductory offer and they can be reviewed based on results. Sandra would appreciate suggestions for identifying companies, particularly in state, to send solicitations to: suggestion to use last year’s exhibitor list. Motion for fees based on format recommended in Sandra's letter (Ellanie Sampson/Kate Clarke) passed.

Proposal to sell NMLA camera. Peter Ives had contacted two companies in Albuquerque regarding the value and offer for the camera, a 35mm Mino1ta SLR SRT200 model approximately 15 years old. The offers were $40 or $50 for camera, lenses (one a moderate wide angle), flash attachment, instruction manual and bag. We could probably ask $90 to $100 for it if we sell it ourselves. Discussion pointed out that although the camera is not state of the art it is sturdy and perhaps later there will be someone who will take more pictures for NMLA or perhaps some Round Table or Division would want it. Other discussion referenced the fact that
most people who would wish to take pictures have, and prefer to use, their own equipment. Should we put it on Silent Auction with a minimum bid? Motion to keep the camera (Lowell Duhrsen/Louise Leon) passed. Publications will keep the camera (Ruth Krug).

Approval of draft letter of NM Dept. of Education regarding the school library aide job description. Susan Oberlander presented the letter stating that the timing seems to be right now for sending it, as the position and use of aides in the school environment is currently being reconsidered. The letter will include survey results supporting the need for a distinct school library aide job description and requirements as compared to other school aides. Hary Jane Vinella was supportive of this particular timing for sending the letter. The motion (Sarah Henderson/Gloria Trujillo) to send letter on NMLA letterhead passed.

ALA COUNCILOR

Lowell Duhrsen reported on the ALA meeting in New Orleans. The topics of most interest to New Mexicans included: 1) The FBI Library Awareness Program with ALA taking a firm stand against such activities; 2) A 2-year pilot project with Calif. Library Assoc. to offer discount dual membership in both associations will be attempted; 3) Of particular interest to school librarians, the Council approved the master’s degree with specialty in school library media or the MLS (accredited) as the appropriate professional degree for school librarians. He reminded us of the upcoming meetings in Chicago and Dallas which will be his last. When the new representative is elected the following three meetings will be in Chicago.

REPORT FROM THE STATE LIBRARIAN

Thanks to some grants, there will be upgrading of some public libraries OCLC equipment and the installation of 17 fax machines. It is hoped that some other libraries will join the fax network at their own expense. In light of the LS 2000 recognition of need for reference training, the summer institute was a success with 92 participants and a grant request is being written for an HEA II-B grant for a similar institute for children’s services in 1989. Input to Karen Watkins regarding statistics to help justify the grant application and content or format suggestions would be welcome. Electronic mail has been very busy and some have expressed difficulty in getting on so please keep nonessential communication to a minimum. Priority use of E-mail is for ILL.

DIVISION REPORTS

College, University, and Special Libraries Division

Stan Ruckman reported that regarding the survey of microcomputer hardware, software, and personnel a questionnaire is being developed and will be distributed soon. Although this is behind the original time schedule, tentative results should be available in January with publication of results by April conference. Names for the nominating committee will be presented at next board meeting.

Public Libraries Division

Erna Wentland reported that their program and speaker for the April conference have been set by vice chair Mary Lou Gooch. The BA Library card puts the whole world in your hands” kick off in Clovis was very successful and a mailing will go out shortly to help all community and public
libraries participate in decreasing illiteracy in our state. Nominating committee for incoming vice chair will be Jimmy Smith, Clara Rey and JaeLuree King. In lieu of the workshop on documents, Norma McCallan and Erna Wentland will prepare a reference newsletter to public libraries explaining access possibilities to government documents from the nearest library depository. Mailing hopefully will be during the first week in November. Erna impressed all present with her display of the library card logo on a rubber stamp, T-shirt ($8), or sweatshirt ($11), these items are for sale through Clovis Public Library. Erna’s description of the support given by the Clovis community was impressive. This would make an excellent newsletter article with photographs.

School Libraries, Children and Young Adult Services Division

Sarah Henderson reported on the work of Kathryn Lopez in implementing ALA guidelines for school libraries with the workshop "Taking Charge of Your Future". Randall Gaylor has agreed to work with the Intellectual Freedom Committee on drafting a statement concerning censorship. Nancy Ebeling is nominating committee chair. The conference program arranged by vice chair, Claire Odenheim, will feature Jose-Luis Orozco. Sarah then offered the letter of support for the children's services institute grant request. Motion (Sarah Henderson/Ellanie Sampson) to send the letter on NMLA letterhead on behalf of the SLCYASD to support the children's services institute grant at the state library is applying for passed with the correction of the typo: primarily.

ROUND TABLE REPORTS

Documents Round Table

Norma McCallan reported that a new Vice-Chair is being sought due to the fact that Paula Sennett (Chair-Elect) moved to Illinois. Teresa Marquez has been working on ideas for the conference program. Regarding the work program, the mailing to targeted librarians for becoming members has yet to be done, a mailing to public and community libraries encouraging the use of documents and explaining ways in which state and federal documents can be accessed will replace the fall program.

Library Instruction Round Table

Kate Clarke reported that Mary Beth Johnson and Barbara Rosen will be the presenters for the annual conference program. Kate is still waiting for the paperwork for affiliating with ALA-LIRT. Due to its reorganization, Kate is waiting to hear from co-chair Louise Greenfield of ASU so the affiliation process can be continued.

Local and Regional History Round Table

In the absence of Betty Reynolds, the report was presented by Betsy Kraus. Most of the remaining stock of the local and regional history bibliographies have been placed on consignment for sale or sold. Very few hard cover copies remain. Paperback copies are still available. The nominating committee will be chaired by Sarah Henderson and includes Pat Carr and Carole Hewes-Smith.

LUISA Round Table
Kathy Costa reported that vice chair Clara Rey has scheduled Jose Griego y Maestas to speak at the April conference program. Two members of the nominating committee are Robert Martinez and Deborah Eagan, a third member is yet to be named. Thoughts are just being gathered for surveying the Luisa membership regarding services to the Spanish speaking, any input is welcome.

Native American Libraries Round Table

Lois Fellows reported that the annual fall workshop will be held 10/15/88 at Zuni Public Library with presenter Susie Sonflieth. The morning session will be “Libraries and Community Literacy Projects” and afternoon will deal with resource sharing (various presenters). There is new growth among pueblo libraries but also the threat of closure for Zuni and Santa Clara due to Special Projects Grants refusals. We again request the support of the NMLA board for our libraries. Nominating committee members will be announced at the next meeting, one will be Alana McGrattan.

Non-Print/NMAECT Round Table

Jerry Klopfer had no report.

On-line Round Table

Roger Steeb reported that the fall workshop on CD-ROM use was not possible so this topic will be incorporated during the annual conference program. Penny Grigbsy, Vice chair has obtained Carol Tenopir to talk at conference on the topic “Utilizing computer assisted searching in a wide variety of libraries”. The nominating committee will include Carol Boyse, Kate Clarke, and Roger Steeb.

Trustees and Friends Round Table

Kitie Kierst reported that a brief summary of activity was submitted to the NMLA Newsletter. The Legislation and Intellectual Freedom Committee requested support for an increase in state grants-in-aid line of the NM State Library budget so a legislative alert was mailed to roundtable membership and interested persons. Nominating committee not yet named.

COMMITTEE REPORTS

Awards Committee

Jeanette Smith reported on progress regarding the legislator of the year award. The award will go to a New Mexico state legislator who has demonstrated leadership in the advancement of libraries throughout the state. Nominees should meet one or more of the following criteria: Notable legislative contribution to library funding; notable legislative contribution to the issues of intellectual freedom; notable legislative contribution to access to library services. The legislator of the year receives membership free for the following year. Need not be given each year or more than one award may be given. An article detailing criteria for other awards the committee presents was published in the September NMLA Newsletter. Nominations must be received by Jan. 1, 1989. Jeanette also provided a list of the 1988 winners for the procedural handbook, p. 518:5. They were Librarian of the Year Dolores Padilla, Trustee of the Year
William Racoosin, Community Achievement Awards to Elizabeth Wacondo and Celsa Quintana, Distinguished Service Award Javier Vargas.

Bylaws and Procedures Committee

Cheryl Wilson reported on the proposed changes to amendments 1, 2, and 3. Amendment 1 article IV would change from two business meetings at annual conference to “at least one”. Amendment 2 Article VII would change the secretary's term from one to two years. Amendment 3 Article XI section 4 would determine personal membership count 15 calendar days before the annual conference; article XIV sections 2, 3, 6, and 7 would change each entry for "Association" membership to “personal” membership. As personal members number less than the whole membership, this would allow round tables to obtain status by taking 5% of a smaller number. Motion (Jerry Klopfer/Ellanie Sampson) to submit the bylaws changes to the membership for vote at annual conference passed.

Conference Arrangements Committee

Daryl Black reported that the committee has met twice and arrived at a working budget and established deadlines for committee activities. Some calendaring beyond the conference will be included in the red notebooks so the next committee can proceed better in their work. The pre-registration deadline has been set for March 17 to coincide with room reservations deadlines at conference hotels/motels: El Dorado, Hilton, Garrett's Desert Inn, High Mesa Inn, and Budget Inn. Sweeny Center Housing Bureau will reserve rooms free of charge. So far 15 businesses or institutions have responded to exhibit invitations. Arrangements for printing have been made with the Education Department at the Penitentiary of NM. This may prove to be cost effective and might be considered by NMLA in the future. Betty Ela planned the Friday evening event with dinner and a play. Packets will go out the first week in February so camera ready information sheets from divisions and roundtables are needed by mid-December to begin the printing process. The committee is doing a great job. Gloria Trujillo added her thanks to the committee for their efforts.

Conference Site Committee

Betsy Kraus said she had no report. Karen Watkins indicated that she had signed the contract for the conference site for next year in Albuquerque.

Education Committee

Susan Oberlander reported that the committee has as yet to receive any applications for grants or scholarships but has received several requests for applications. The plan to have the Univ. of Ariz. offer 18 hours of their MLS program at UNM in1989-90 is complete. The flyer must be approved by Arizona. It will indicate that Univ. of Ariz, NMLA and NM State Library offer this graduate study opportunity and the board will be polled for approval of the flyer as soon as it is approved by Univ. of Ariz. Thank you for approving our letter supporting the school library aide job description.

Legislation and Intellectual Freedom Committee
Lois Godfrey reported that she and Elaine Shannon have been working on the Library Books ‘88 Steering Committee. The survey of the state legislature’s incumbent members (189 persons) has been mailed and a copy provided to each Board member. Upon return responses, there will be a tabulation sent to NMLA members. At the next meeting, plans will be made preparatory to a draft bill on confidentiality of library records to present to the 1989 legislature. Lois asked the board to approve the $30 registration fee for the preconference workshop. Motion (Lowell Duhrsen/Gloria Trujillo) to approve a $30 per person registration fee for the LIFC preconference April 25 “Intellectual Freedom and You” carried.

Library Development Committee

Betty Long reported on the two surveys being conducted. The membership survey was distributed via the September NMLA newsletter, hopefully results will be provided for the coming newsletter. The survey to determine which libraries support the Coordinated Library System of NM document was conducted via the Hitchhiker. Response to the surveys has been poor. Karen asked people to encourage others to return the surveys as this information will provide guidance to NMLA in several specific matters.

Membership Committee

Perlinda Shelton was not present and had not sent a report.

Nominations and Elections Committee

Harris Richard reported the ballot for the three proposed bylaws amendments regarding honorariums and reimbursements for NMLA members, membership requirement for officers and executive committee members, and name change for Publicity Committee to Public Relations Committee all passed overwhelmingly. The membership will vote for four officers via a mail election in February 1989. The slate offered is as follows: 2nd Vice-President: Betty Long, Daryl Black; Secretary: Harrington, Kathryn Lopez; Treasurer: Dinah Jentgen, Carol Myers; and ALA Councilor: Susan Oberlander, Benjamin Wakashige. Thanks go to Alison Almquist and Allen Schwartz (replacing Barbara Billey) for their efforts. Mail nominations from the membership for additional candidates are welcome.

Publications Committee

Ruth Krug reported that there was stationery available for those in need. The rest of the committee business was addressed in the early discussion item regarding utilizing the Lindsey’s to produce the Newsletter.

Public Relations Committee

Bambi Adams reported the addition of new committee member Joanne Colley. She commented on changes to the poster program which will allow categories by age levels and permit every library to enter a poster in each age category instead of one entry per library. Also for clarification, previous posters may not be resubmitted and the committee will retain winning entries for two months to use for reproduction and promotional uses following which the posters will be returned to the artist. The publicity committee would appreciate articles or data for writing articles about speakers for conference. Please send the information as soon as possible.
Daryl presented Chuck Baldonado's report as he is in Silver City for the NMLA mini-conference which is today and tomorrow, attendance looks good with a preregistration of 83. Regarding promotional materials, no order will be placed until the 1989 NMLA Conference logo is developed to put on tee-shirts, and mugs; pins will remain generic.

NEWSLETTER EDITOR'S REPORT

Heidi reported that most of her report was covered earlier. Remember the Sept. 30 newsletter article deadline. Help make the newsletter more interesting by submitting articles on library happenings and workshops; photographs appreciated. Peter and Lowell added comments regarding sample newsletters and an ALA meeting of Committee on Editors of Chapter Newsletters (recommend attending). Karen thanked Peter Ives for his work on layout and formatting for the NMLA newsletter.

COALITION FOR LITERACY

Harris Richard reported on the First Annual Meeting of the NM Coalition for Literacy on July 29 that Cheryl Whitlow was not able to attend. Kathryn Carruthers gave the opening address and several programs and conferences are planned for the coming months. Projects of special interest to NM librarians include the joint project of the NM State Library and the Coalition called Literacy Link which will allow literacy groups to communicate with each other utilizing existing State Library electronic mail system; and the Coalition's newly published Resource Directory of Adult Literacy and Basic Education Programs in NM. Harris gave a copy to Karen. It would be nice if someone living in Albuquerque or Santa Fe could attend these meetings as this is where they are held. Lois Fellows said she would be willing the attend the meetings and she was asked to report on the activities at our future meetings.

OLD BUSINESS

Lowell reminded members that he has received very few responses to his request for information on libraries and NMLA units for use in the article he is writing for the 1988 ALA Yearbook. His deadline to ALA is Nov. 15 so input is needed as soon as possible. The previous article was written by Paul Agriesti.

Joe Sabatini commented that Library books '88 is meeting monthly and the fund raising effort has raised approximately '13,000 with a budget to expend basically as follows: 10% for administration, 40% for promotional materials for libraries, and 50% for newspaper and radio advertising. Flyers, bookmarks and bumper stickers are being distributed now. Karen added that the Delgado firm will begin press releases this week with major radio and newspaper ads closer to the election date. Endorsements will be offered by the Municipal League and Cattlemen's association. It was recommended to post a sample ballot in all libraries and mark the issues so people will know where they are on the ballot. Karen reminded us to be conscious about getting these materials out, they will do no good sitting on a table or laid aside somewhere.

NEW BUSINESS

None
The next Board meeting is scheduled for Friday, January 20, 1989 at Truth or Consequences.

On motion (Sarah Henderson/Lois Godfrey) the meeting was adjourned at 4:50 PM.

Respectfully submitted,
Louise Leon, Secretary