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## Executive Director Report, March 2023

*Provides leadership in ensuring sustainable, equitable resource sharing*

### RAILS Member Update – February 28

We held our first RAILS Member Update in 2023 on February 28 over Zoom. This member update was intended as an introduction to the new Executive Director of RAILS and a chance to share feedback via three questions:

- What do you like best about RAILS?
- If you could add a RAILS program/service, what would it be?
- How can RAILS communicate with you more effectively?

I presented a brief set of slides about my background and vision for RAILS. We left plenty of time for feedback and were pleased to get many comments and questions about RAILS programs and services. About 140 RAILS members attended the session, and the RAILS Executive Team reviewed the feedback received. Comments included compliments for the helpfulness of the RAILS staff, the focus on collaboration, and the importance of delivery services, continuing education and group purchasing. Suggestions for potential services included an expanded focus on the underserved as well as the unserved, a policy database, new trustee training, leadership training and support, and connections with MLIS and LTA programs.

A recording of the Member Update is also available on the RAILS YouTube channel at:

<https://www.youtube.com/watch?v=WHI3MQOjiBk&t=381s>

### Meet and Greets with RAILS Executive Director

RAILS is in the process of planning a series of in person events this Spring intended to further introduce me to the RAILS membership. These events will be targeted in the areas of: Bourbonnais, Burr Ridge, Coal Valley, Northern Chicago Suburbs, Peoria, Quincy, and Rockford.

We held our first in person meetup at the Bourbonnais Public Library District on Tuesday, March 14. A big thank you is due to BPL Director Kelly McCully and her staff for the warm welcome. Seventeen people attended the meeting, and we had a good conversation about the future of libraries in Illinois. Thank you to RAILS Board Member Rene Leyva for attending.

Feedback from the event included general library concerns about prioritizing diverse needs with limited resources, desire for support with book challenges and understanding current legislation, more module trainings for required topics like bloodborne pathogens and sexual harassment as well as more information on

notary training, navigating records retention, and supporting new leadership. Library workers attending expressed appreciation for the diversity of training offered by RAILS, the value offered by the joint purchasing program, and the seamless delivery of materials.

Upcoming Meet and Greet are scheduled for:

Monday, March 20 from 10-11:30 a.m. at RAILS in Burr Ridge  
(register at <https://lnkd.in/gNkDBciv>)

Wednesday, April 5 from 1:30-3 p.m. at Fondulac Public Library District in East Peoria  
(register at <https://lnkd.in/gg77ERWn>)

Thursday, April 27 from 2-3:30 p.m. at RAILS in Coal Valley  
(register at <https://lnkd.in/gjbDgNQj>)

### **RAILS Minute**

The most recent RAILS Minute focused on several current topics, including the Member Update and the upcoming Meet and Greet. We also highlighted the new RAILS website that launched on Monday, March 13<sup>th</sup>, and shared news about the Explore More IL signup deadline (April 15) and the extension of the Find More Illinois setup fees now being waived through 2023. The RAILS Minute has been a great way to succinctly highlight the exciting variety of things happening at RAILS. Thanks to Digital Marketing and Communications Specialist Ola Gronski and Member Engagement Manager Dan Bostrom for all their continued work on this offering.

## ***Models best practices in equity, diversity, accessibility, and inclusion***

### **Staff Training**

Staff trainings focusing on Equity, Diversity, and Inclusion for all RAILS Staff continued in March with the continued exploration of identity and understanding of how our own identities position us in our equity, diversity, inclusion, and belongingness journey. The last session focused on examining whiteness, including history, the present-day reality, how it impacts us individually, and what it means for our industry and organization. I applaud the facilitator Biz Lindsay-Ryan and the staff for continuing to devote their energy and focus to these trainings, which have been very important to our continued growth under Goal Two of the RAILS Strategic Plan.

### **RAILS Board Member Job Description**

After the recent survey and discussion at the RAILS Board meetings as well as continued discussions around a Board Diversity statement with the RAILS Policy Committee, we've added a diversity statement to the draft RAILS Board Member Job Description. We believe this diversity statement reflects the priorities as expressed by the Board, and we will discuss the potential changes to the statement further at the March Board Meeting.

## *Assist member libraries in preparing for the future*

### **Legislative Meetups**

The Illinois Library Association hosted two Legislative Meetups for 2023. The first, Get Ready to Advocate, included highlights from the Ready, Set, Advocate program and is available to [view online](#). The second, Library 101 for Legislators, brought together newly elected legislators and library advocates to make sure they were aware of ILA's legislative priorities. RAILS contributed several of the library stories that were highlighted during the event, which we viewed as a great opportunity to show off the exciting work happening by RAILS member libraries.

All RAILS Board members are encouraged to participate in step three of the ILA legislative approach – meeting with your local legislator and making sure they are aware of the [priorities](#) of the Illinois Library Association, and then reporting back to ILA about your meetings.

### **IL House Bill 2789**

As you likely have seen, [Illinois House Bill 2789](#) requires public and school libraries to adopt policies against censorship and book banning to receive grant funding from the Illinois State Library. The bill passed out of committee on March 8 and will next go to the full House for a vote. Illinois Secretary of State Alexi Giannoulias drafted and is a strong proponent of this legislation, along with the Illinois State Library, the Illinois Library Association, the Association of Illinois School Library Educators (AISLE) and others.

RAILS members can support this bill by contacting their elected representatives and asking them to support this bill. If the law passes, the Illinois State Library will develop Administrative Rules, which will provide more guidance for libraries on how to comply.

### **IL Senate Bill 2419**

A second piece of legislation, [Illinois Senate Bill 2419](#), is also sponsored by Secretary of State Alexi Giannoulias and is focused on allowing the State Librarian to negotiate with publishers of e-books and e-audiobooks on behalf of libraries in search of reasonable terms. The legislation also allows the State Librarian to award grants that develop, expand, or support the acquisition of e-books and e-audiobooks in Illinois. This legislation is scheduled for a 3<sup>rd</sup> reading on March 21. RAILS will continue to share information about this bill as more becomes available.

### **Decennial Efficiency Act**

Ancel Glink completed a memo that includes an FAQ about the Decennial Committee on Local Government Efficiency Act, and a sample report for compliance for libraries. The memo has been posted to the [Policy & Human Resources Guidance](#) for Libraries page on the RAILS website. In addition to the memo, RAILS will host a webinar with Ancel Glink on April 14<sup>th</sup> from 11-11:45am. [Registration information](#) is available on L2.

## *Leads alongside member libraries to develop and strengthen Illinois library community*

### **March ISLAC Meeting**

The Illinois State Library Advisory Committee (ISLAC) is scheduled to meeting in Springfield on Thursday, March 23, and I will be in attendance. More to share about the meeting at the March RAILS Board Meeting.

### **Meetings with CLC and Metro**

I recently had the opportunity to meet with the Executive Director of the Metropolitan New York Library Council, Nate Hill, about potential areas of collaboration and learning for our organizations. Next steps include a meeting in April with Director of Technology Services Anne Slaughter, Nate Hill, myself, and Colin Rhinesmith, Director of the Digital Equity Research Center about potential areas of crossover and collaboration.

I am also meeting with Ellen Paul, Executive Director of the Connecticut Library Consortium this month, in order to hear about some of the exciting work they are doing in support of libraries on the east coast. Anne Slaughter, Leila Heath, and I are also planning to attend the ICOLC conference in St. Louis this April, where we will have the opportunity to connect with and learn from other national library support organizations.

## *RAILS Staff & Service Center News*

### **Emergency Purchase Investigation**

As we have shared previously, buying delivery vehicles has become very difficult in the current environment. We have not been able to purchase delivery vehicles since 2020, and our fleet is aging rapidly. IHLS shared with us their February 2023 proposal for procurement of delivery vehicles through an emergency purchase statement that will allow them to pursue available vehicles more rapidly in hopes of taking advantage of availability and price. We are in the process of investigating whether this strategy might also work for RAILS, and we hope to bring a proposal to the RAILS Board at the April meeting after vetting with our team and legal.

### **Appraisal of Coal Valley Property**

In March 2023, we contracted with Property Valuation Advisors, Inc. to complete a market appraisal of the Coal Valley property. The last evaluation completed on the property was in 2012 and the property was then valued at \$500,000.00. The 2023 appraisal valued the property at \$405,000, a decrease of nearly 20% in value, primarily based on similar properties in the geographic area. We will continue to investigate how we can ensure the best value for this property moving forward.

## **Lighting Upgrade at Bolingbrook Property**

The landlord at the Bolingbrook property is working with a lighting company to install energy efficient LED fixtures in the warehouse. We completed a similar project several years ago in the Burr Ridge building. This will be a no cost project for RAILS. The efficiencies should result in a savings of \$920.87 annually on our ComEd bill at our Bolingbrook location.

## **Delivery Meetings**

In addition to the RAILS member focused Meet and Greets, I am meeting with the Delivery staff at each of our locations as an opportunity for feedback and connection. I met with the staff at Bolingbrook on Friday, March 10, and discussed several topics including the need for newer vehicles, the desire for an in-person staff day in 2023, and appreciation of the recent campaign of staff engagement events that include regular treats and feedback from the Delivery group. Thank you to Delivery and Facilities Director Mark Hatch, all our Delivery Service Managers, and our Administrative Team for coordinating the visits, and to the Delivery Team for making the time to meet with me.

## ***Looking Ahead to April***

- **April Board Meeting will be held at the RAILS Coal Valley Service Center. Morning will include a tour of the Rock Island Public Library's new Watts-Midtown branch.**
- **April Service of the Month – Update on World Cataloging Services Program**
- **April Board Development topic – RAILS EDI Programs and Services Update – Biz Lindsay-Ryan, RAILS' EDI Consultant, will join us for this presentation**



## This Month at RAILS – March 2023

### THE TOP THREE

In response to board member feedback, each month we provide brief talking points to help you spread the word about specific RAILS programs/services. Here are this month's top three:

#### **Check Out the New RAILS Website!**

RAILS has a new website, and the URL is [railslibraries.org](https://railslibraries.org). The site was developed with a great deal of input from RAILS members. Features include an improved design for better access and readability, special sections for each type of RAILS library, and the ability to tag pages as favorites for easy access from the home page or user menu.

#### **Find More Illinois Setup Fees Waived through 2023!**

Now is a great time to join Find More Illinois. The one-time setup fees are waived for libraries that join by the end of 2023. Additionally, no annual fees will be billed until July 1, 2023. Patrons of participating Find More Illinois libraries can locate and request materials from libraries across Illinois to be delivered directly to their home library. [Visit Find More Illinois for more details on joining.](#)

#### **Attend a Monica Harris Meet & Greet**

Monica Harris is traveling throughout the RAILS area to meet with staff from our member libraries. In addition to meeting Monica and hearing about her goals for RAILS, this is an excellent opportunity to network with other attendees. All levels of staff at all types of RAILS libraries are welcome! The next meet and greet will be at Fondulac Public Library District in East Peoria, Wednesday, April 5, from 1:30 - 3:00 p.m. [Register on L2](#) and watch the *RAILS E-News* for additional meet & greet dates and locations.

## **Enhance sharing of knowledge and best practices**

### **New RAILS Website**

The new RAILS website launched on March 13, with a new URL: [railslibraries.org](https://railslibraries.org). Features of the new site include:

- Site menu has been restructured based on member input
- Improved design for better accessibility/readability
- Special sections for each type of RAILS library (academic, public, school, and specialized)
- If a member is already logged into L2 (Library Directory & Learning Calendar), they can log into the new RAILS website with a button click.
- When logged in, members can tag pages as favorites for easy access from the home page or user menu.
- Updated Fast Facts survey creation tool

Brian Smith, RAILS Applications & Web Developer, will demo the new site at the March board meeting.

### **RAILS Participates in Library Media Specialist Learn & Networking Event**

On March 9, RAILS Member Engagement Manager Dan Bostrom participated in a school library event for the Iroquois-Kankakee Regional Office of Education. The event was open to any school library worker in Kankakee or Iroquois counties. Dan gave a short presentation about RAILS and RAILS services for school libraries. Approximately 15 people participated.

### **RAILS Holds First Social Work in Libraries Networking Group Meeting**

In collaboration with the Alliance for Human Services and the DuPage Federation on Human Service Reform, RAILS created a new networking group for those interested in social work in libraries. The group had its first meeting in March; 52 people registered and over 40 participated live.

### **RAILS at Reaching Forward South Conference**

[Reaching Forward South](#) will be held on Friday, April 14, at The Regency O'Fallon. RAILS will sponsor this annual professional development conference for library support staff in central and southern Illinois, and we will also have an exhibit table. This will give us a perfect opportunity to talk to members in a different part of the RAILS area and to talk to Illinois Heartland Library System members about RAILS statewide services. Please encourage any library staff attending the conference to visit us!

### **RAILS at June ALA Conference in Chicago**

RAILS will have a booth (#3414) at the American Library Association Conference in Chicago in June. Members can purchase [\\$40 exhibit-only guest passes](#) through our exhibitor portal. The regular prices for exhibits-only passes range from \$80 (early bird) to \$125. As of this writing 53 members have purchased passes through the RAILS portal.

### **RAILS at Illinois Youth Services Institute Conference in Bloomington-Normal**

RAILS is sponsoring and will have a table at the March 16-17 Illinois Youth Services Institute at the Marriott Bloomington-Normal Hotel and Conference Center. Dan Bostrom, RAILS Member Engagement Manager, and



Ola Gronski, Digital Marketing & Communications Specialist, will staff our booth. RAILS CE and Consulting Specialist Margae Schmidt will also attend the Institute as a member of the planning committee.

### **RAILS Member Update Recording Available**

The recording from the [February 28 RAILS Member Update](#) is available on the RAILS YouTube page. Approximately 142 members attended the Zoom session (207 registered) and provided very useful feedback on what they like best about RAILS, new services they would like RAILS to consider, and how RAILS can communicate with members more effectively.

### **February RAILS Library Visits**

RAILS staff visited the following member libraries in February.

<b>Library Visited/Location (if not indicated by library name)</b>	<b>Type</b>
Cheney's Grove Township Library, Saybrook, IL	Public
Danvers Public Library	Public
Walnut Public Library District	Public
Lake Park High School West - Lake Park High School District #108, Roselle, IL	School
Sterling High School – Sterling CUSD 5	School
North Suburban Synagogue Beth El, Highland Park, IL	Special

### **RAILS Social Media Report (Attached)**

In addition to showing the changes in our social media reach (number of people who see our content), impressions (number of times content is viewed), and engagement (number of reactions, comments, and shares), this month's report features the top post on each of our platforms and information on the audiences that are engaging with us on Facebook, Instagram, Twitter, and LinkedIn.

## **Leverage economies of scale to provide greater purchasing power**

### **READsquared Group Purchase Sign-Up Results**

RAILS completed sign-ups and renewals for our READsquared group purchase in February. READsquared is an online tool for managing reading programs such as 1000 Books Before Kindergarten, Summer Reading, Read Across America, and more. The group purchase netted a savings of over \$5,000 for the 24 participating public libraries.

### **PressReader Newspapers & Magazines / *The Economist* Sign-up and Renewal**

All RAILS public libraries are eligible to join the PressReader group purchase and are eligible for a discounted rate on *The Economist* with their Newspapers & Magazines or Newspapers Only subscription. Libraries must renew/sign up for the group purchase by May 31. Interested libraries should visit the [RAILS Deals & Discounts page](#) to obtain a quote and to opt into the deal.

### **Career Online High School Update**

[Career Online High School](#) (COHS) is an 18-credit, vocation-based high school completion program. The following table provides the latest information on the program as of February 1.



Scholarships Awarded	Total Graduates	Current Number of Students in Program	RAILS Graduation Rate/National Rate
368	161	98	60/53%

## Seek greater efficiencies, innovations, and enhancements to delivery services

### ILDS Satisfaction Survey Results

RAILS and the Illinois Heartland Library System (IHLS) provide statewide delivery services to libraries that are members of the [Consortium of Academic and Research Libraries in Illinois \(CARLI\)](#) via the Illinois Library Delivery Service (ILDS). In February, CARLI shared the results of the ILDS 2022 Satisfaction Survey. There were 86 responses out of a possible 110, for a 78% response rate.

The majority of responses in each category were favorable. For example:

- When asked if the delivery driver had been more than two hours earlier or later than the scheduled delivery time in the last two months, 77.9% of respondents said “No.”
- When asked if the driver took appropriate care of library materials, 83.7% said “Always,” and 11.6% said “Usually.”
- When asked if they were satisfied with the amount of communication they received regarding delivery, 95.3% said “Yes.”

There were also many positive write-in comments and respondents conveyed appreciation for their delivery drivers and for the service in general.

## Work collaboratively to identify and support shared catalog solutions and expand resource sharing

### Find More Illinois Update

[Find More Illinois](#) (FMI) connects participating libraries’ standalone and shared online catalogs. All Illinois libraries are eligible to participate, regardless of their size, type, or library software. As an incentive to participation, all setup fees are waived for libraries that join before January 2024. Additionally, no annual fees will be billed until July 1, 2023.



FMI is growing quickly, which makes it a better resource for all participating libraries. During 2022, FMI grew by 39% with the addition of 21 libraries. New participants since the April 2022 board report include Erie CUSD #1, Fountaindale Public Library District, Geneseo SD #228, Joliet Public Library, Lemont Public Library District, Oswego Public Library District, Paw Paw Public Library District, Plainfield Public Library District, Richard A. Mautino Memorial Library, Shorewood-Troy Public Library District, Skokie Public Library, Vernon Hills CHSD #128, Warren Township Public Library, and White Oak Library District.

## Use of RAILS E-Resources

### eRead Illinois Axis 360 Checkouts

Time Period	E-Books	Audiobooks	Total
February 2023	21,218	15,880	37,098
FY 2023 (July 2022 – June 2023)	168,850	126,642	295,493

### Inkie.org Library Views

Time Period	Number of Views
February 2023	2,874
FY 2023	13,680

### Explore More Illinois Update

[Explore More Illinois](#) is RAILS' statewide online cultural and recreational pass program. As of March 7, 413 Illinois libraries participate (327 RAILS and 86 Illinois Heartland Library System libraries) and there are [50 attractions](#).



Patrons from participating libraries made 109 reservations in February. The most popular attractions (by number of reservations) were the Museum of Science and Industry in Chicago (30), Fox River Grove Memorial Public Library (21), DuPage Children's Museum in Naperville (20), and Chicago Children's Museum (11).

Jessica Barnes, Special Projects Librarian, hosted the first-ever Explore More Illinois Networking Group Meeting in February, with 15 people attending. We plan on having the next meeting in May. Jessica also gave two presentations with Chicago Public Library (CPL) staff to current CPL/Museum in the Parks attractions. A total of 35 people attended the two sessions.

*Assist member libraries in preparing for the future*

**Help member libraries of all types and sizes demonstrate their value**



### 25 School Libraries Apply for My Library Is... Grants

RAILS periodically offers My Library Is... Grants to our school libraries to help them tell their story and increase visibility and support for school libraries in general. In the most current round of grants, RAILS received 25 applications with a total requested amount of \$83,499.85. A team of school library workers will review and score the grants and final decisions will be made by mid-April.

**Future-focused professional development and member engagement efforts**

## **Decennial Committees on Local Government Efficiency Act**

On June 10, 2022, the Illinois General Assembly enacted PA 102-1088 creating the “Decennial Committees on Local Government Efficiency Act.” The Act requires public library districts and other units of local government to form a committee to study local efficiencies. RAILS members have asked many questions about the Act.

Ancel Glink, RAILS’ attorney, developed a template that member libraries may use to assist with Act requirements. The template is available in the [Policy Guidance section](#) of the RAILS website. Ancel Glink will also offer a short webinar in mid-April to review the template and answer questions. RAILS will promote the template and webinar via our *RAILS E-News*.

## **Directors University 2.0 Update**

[Directors University 2.0](#) is a joint project of RAILS, the Illinois Heartland Library System, Illinois Library Association, and the Illinois State Library. It invites back alumni from the very successful Directors University to explore new topics and expand on others. A total of 58 library directors (38 from RAILS) applied to attend Directors University 2.0 in Springfield next month.

## **Upcoming RAILS CE Highlight**

RAILS will offer the “[Libraries Contribute to Resilient Communities](#)” webinar on April 11. It will explore how libraries must adapt to the impacts of climate change and think about short and long-term disaster preparedness.

*Leads alongside member libraries to develop and strengthen Illinois library community*

## **Strengthen collaborative relationships with partner library organizations**

### **RAILS Members Benefit from Adler Planetarium IMLS Grant**

RAILS will soon receive a large number of solar viewers that will be distributed to member libraries this spring via RAILS Delivery. They are provided through an [IMLS \(Institute of Museum and Library Services\) grant](#) awarded to Adler Planetarium, a RAILS member. Planetarium staff will also present workshops at three RAILS locations this summer to help libraries prepare for eclipse events in October 2023 and April 2024.

### **March Meeting with AISLE, CPS, IHLS, ILA, and ISL**

RAILS has monthly meetings with representatives from the Association of Illinois School Library Educators (AISLE), Chicago Public Schools (CPS), Illinois Heartland Library System (IHLS), Illinois Library Association (ILA), and the Illinois State Library (ISL) to discuss ways we can work collaboratively to support school libraries. March meeting topics included an update on RAILS’ school library data project, materials challenges and the possible formation of a Regional Rapid Response Team to help libraries facing challenges, and a fall online training event for those working in school libraries with no formal library education.

### **Fall School Library Training Event Naming Contest**

RAILS is working with representatives from AISLE, IHLS, ILA, and the Illinois State Library to plan an online event for school library workers this fall. In February, RAILS held a naming contest for the event, and 38 people suggested 72 names. Tracey Nielsen from Grayslake North High School was randomly chosen to receive a \$25 Barnes & Noble gift certificate. The official name of the event will be announced later this spring.

## *RAILS Staff & Service Center News*

### **RAILS Staff Member Has Article Published in *ILA Reporter***

Dan Bostrom, RAILS Member Engagement Manager, had an article published in the most recent *ILA Reporter*, ["Illinois Specialized Libraries Take a National Stage."](#)

### **RAILS at Electronic Resources & Libraries Conference**

Leila Heath, Director of Library Resources & Programs, attended the Electronic Resources & Libraries Conference in Austin, Texas, from March 5-8. Highlights included sessions on consortial futures, AI & Robotics implications, collection assessment tools and data analysis, and E-Resource Librarian roles and responsibilities. There were also opportunities to network with librarians and vendors.

● Facebook
● Instagram
● Twitter
● LinkedIn

## followers



January 2023	February 2023
2,023	2,224
1,205	1,213
1,295	1,401
852	909

## reach



January 2023	February 2023
20,472	7,442
2,006	2,871
N/A	N/A
N/A	N/A

## impressions



January 2023	February 2023
N/A	N/A
7,216	9,432
2,751	5,782
2,252	4,432

## engagement



January 2023	February 2023
2,748	2,174
403	539
N/A	N/A
139	170

# TOP POSTS



Instagram

**Top Tweet** earned 893 impressions

📣 We're inviting **#library** staff at all levels from our member libraries to attend the RAILS Member Update on Tuesday, February 28 from 3-4 p.m. via Zoom. Register at [bit.ly/2-28-23-member](https://bit.ly/2-28-23-member)....

If you plan on attending, please think about these questions ahead of time:  
[pic.twitter.com/t9bvwC7DpH](https://pic.twitter.com/t9bvwC7DpH)

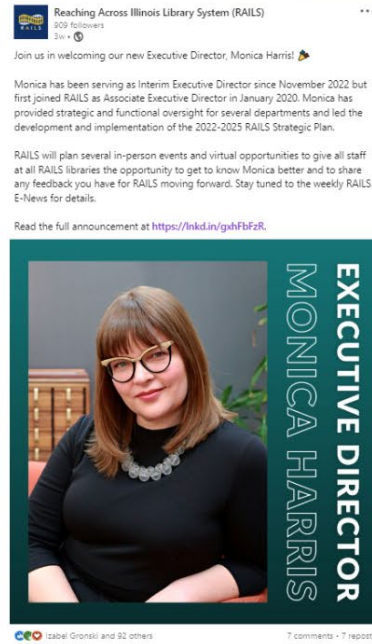
What do you like best about RAILS?

If you could add a RAILS program or service, what would it be?

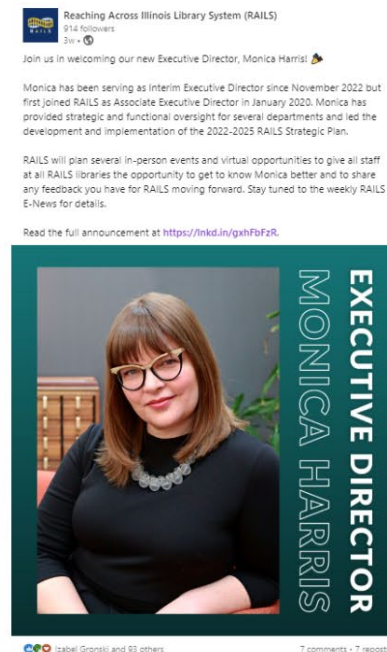
How can RAILS communicate with you more effectively?



Twitter



Facebook

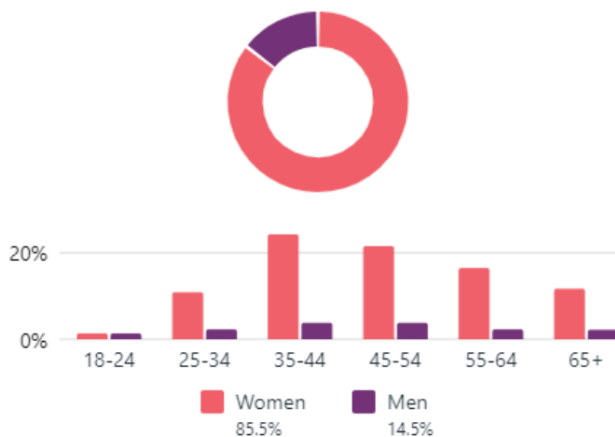


LinkedIn

# AUDIENCE



Age & gender ⓘ

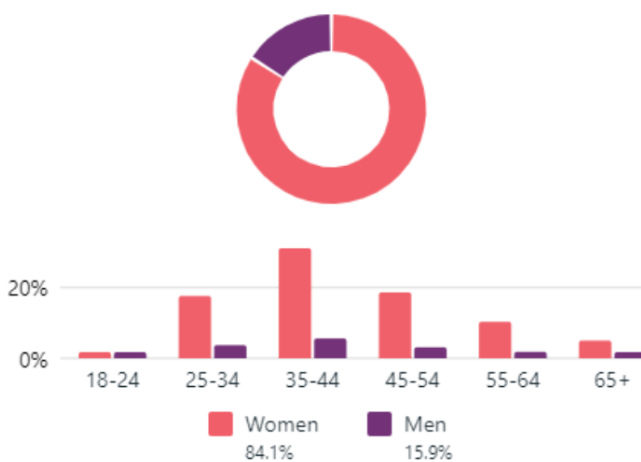


## Top towns/cities:

Chicago (6.4%)  
Peoria (1.6%)  
Joliet (1.3%)  
Naperville (1.2%)  
Aurora (1.1%)  
Oak Park (0.9%)  
Arlington Heights (0.8%)  
Bolingbrook (0.8%)  
Pekin (0.8%)  
Elgin (0.8%)



Age & gender ⓘ



## Top towns/cities:

Chicago (8.4%)  
Joliet (1.5%)  
Oak Park (1.4%)  
Berwyn (1.1%)  
Evanston (1.1%)



# AUDIENCE



**Top Follower** followed by 8,501 people



**Kelsey Bogan, MLIS supports inclusive books 4 kids**

She/Her. Irreverent HS Librarian. MSLIS Professor. Presenter/Speaker. Blogger. Cat Lady. "Ultra woke" apparently. Neutrality serves only oppressors. My views



## **Follower locations:**

Greater Chicago Area (59.3%)  
Peoria Metropolitan Area (2.2%)  
Greater St. Louis (1.6%)  
Greater Rockford Area (1.1%)  
Los Angeles Metropolitan Area (1.1%)

## **Follower industries:**

Libraries (46.1%)  
Higher Education (9.8%)  
Government Administration (4.9%)  
Philanthropic Fundraising Services (3%)  
Education Administration Programs (2.4%)  
Non-profit Organizations (2.3%)