

# REFERENCE NOTES

A program of the Minnesota Higher Education Services Office (HESO) at the University of Minnesota-Twin Cities

## April 2002

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## Recruitment @your library

Sponsored by the American Library Association President John W. Berry's Task Force on Recruitment and Diversity, this two-hour teleconference will be held on Friday, April 26, 2002, from 11:00 a.m. to 1:00 p.m. (Central Time). This free, live satellite program will feature national library leaders discussing one of the most pressing issues facing the profession.

The Recruitment @your library program begins with the premise that the most valuable asset in your library is its staff. The two-hour broadcast will address issues facing libraries in the coming decade: the looming staff shortage, the building of a diverse staff, and education opportunities for staff growth.

Based on census data, more than one-quarter of all librarians with master's degrees will reach the age of 65 before 2009. This data does not take into account early retirement, death, or other reasons for leaving the profession before the age of 65.

With one of the highest median ages of any occupation (47 years old), librarianship is a career with a frequent need to replenish itself. Additionally, the *Monthly Labor Review* estimates that the industry most affected by baby-boomer retirements is educational services. While the impact of retirement varies depending on geography and library type, the crunch is being felt across the country.

"We haven't reached an acute staffing shortage yet," said Claudia B. Sumler, chair of Berry's Task Force on Recruitment and Diversity and director of Camden County (N.J.) Library. "But librarians must address recruitment and diversity concerns now. Today's librarians are trained information specialists, the human search engines we increasingly count on to help us sort through information - now more than ever."

The featured participants include:

**John Berry**, ALA President, discussing the work of his task force on recruitment;  
**Camila Alire**, member of the ALA Executive Board and former President of REFORMA, presenting an overview of the recruitment crisis;

**Nick Buron**, discusses the innovative Library Page Fellows Program;

**Annie Marie Ford**, on strategies for recruiting from within your own library;

**Curt McKay**, on making library education available on weekends and by distance education;

**Naimah Salahuddin**, on staff development, mentoring, tuition reimbursement, and staff incentives;

**Elisa Topper**, on collaboration with Chicago Public Schools and ALA's Spectrum Initiative.

For registration information to attend this teleconference at the University of Minnesota, contact Elly Gustafson-Held at 800-462-5348 or EllyGH@umn.edu no later than Wednesday, April 24, 2002.

*American Library Association. "ALA announces national town hall meeting on library recruitment." <<http://www.ala.org/news/v8n3/townhallmeeting.html>>. 20 March 2002.*

## INFORMATION BITS

### Congratulations Heidi!

Congratulations to Heidi Armstrong Temple of MINITEX Reference, and her husband Randy. They are the proud parents of Julia Cecilia, who was born on March 25th at approximately 2:10 p.m. Both mother and daughter are doing well! Heidi will be missed around MINITEX as she will be taking a one-year maternity leave. We wish Heidi, Randy, and Julia all the best!



## Serials Management Systems: Optimizing Full-Text Control and Access

Monday, May 6, 2002

This one-day conference, sponsored by MINITEX, will focus on three different serials management systems and how they can help leverage access to journal holdings and full-text resources. Serials management systems assist and impact nearly all library operations including cataloging, collection development, interlibrary loan, information technology, and public services. The morning will consist of information from three vendors of serials management products: Journal Web Cite, Serials Solutions, and TDNet. During the afternoon session, three librarians-- Donald Root of the Free Library of Philadelphia, Allison Mays of Millsaps College in Jackson, Mississippi, and Greg Szczybrak of York College of Pennsylvania-- will share their experiences with serials management systems in their libraries.

The event will be held on May 6, 2002, from 8:30 a.m. to 5:00 p.m. in the Earle Brown Continuing Education Center, St. Paul Campus, University of Minnesota. The registration fee is \$50 and is limited to 90 attendees. Lunch and refreshments are included. You may choose to have your registration deducted from your MINITEX deposit account, or you can pay by check. MINITEX will have consortia pricing in place for the products represented at the conference. The registration deadline is April 22, 2002. For more information or to register, visit <http://www-minitex.lib.umn.edu/conferences/serials.asp>.



### Reference Notes

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Office Hours.....Mon-Fri., 8:00am-4:30pm  
Reference Intake Form.....  
.....<http://kinglear.lib.umn.edu/reference/refdb>

## Digital Rights: Authorship, Ownership, and Partnership: The Ninth Annual Collection Development Symposium

Monday, May 20, 2002

Sponsored by MINITEX and the University of Minnesota Libraries, this symposium is geared towards academic librarians. The speakers will explore issues surrounding intellectual property and digital rights. The evolving digital age presents new and complicated challenges for those who are creating and providing access to content. At the same time, new opportunities for authors and libraries (both as providers of and partners in creation of information) are being presented. Some questions that will be address at the symposium are:

- What makes a work copyright-protected or not?
- If a library creates a digital image of an item in the public domain, does the library own the copyright for the digital image?
- What are the rights of copyright owners on the Internet?
- What challenges and opportunities do emerging technologies provide authors?
- How can libraries partner with faculty authors to create, manage, and deliver digital content?

The following speakers will be present:

**Kenneth D. Crews**, Professor in the Indiana University School of Law, has a joint appointment in the IU School of Library and Information Science. He is also the Director of IU's Copyright Management Center. His research centers on copyright and intellectual property issues, and he recently published *Copyright Essentials for Librarians and Educators* (AL, 2001).

**Marianne Gaunt**, the University Librarian at Rutgers, has been involved with the Center of Electronic Texts in the Humanities (CETH) since its inception. CETH was established by Rutgers and Princeton Universities in October 1991 and is one of the oldest of its kind. It provides a national focus for people involved in the creation, dissemination, and use of electronic texts in the humanities. Marianne co-chairs the Rutgers Copyright Policy Committee, is the chair of ARL's Scholarly Communication Committee, and has been part of ARL activities to create an International Scholarly Communication Alliance.

**Warren Adler** is the author of twenty-four novels, including *Morning Glory* and *War of the Roses*. He is one of the few novelists in the world who has created a complete eBook library of his works, which are available worldwide on every electronic platform. He has been speaking widely on the position of the author in the digital environment.

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The conference will be held at the Earle Brown Continuing Education Center on the St. Paul Campus of the University of Minnesota. Registration begins at 8:30 a.m., and the first speaker is scheduled to start at 9:00 a.m. Bill DeJohn, Director of MINITEX, will be making closing remarks at 3:00 p.m. The registration fee for the symposium is \$55 and includes lunch. The registration deadline is May 1, 2002, and is limited to 200. Registration is accepted via fax, mail, or online at <http://sdt.lib.umn.edu/cdm/>.



### **Electronic Consumer Health Resources**

*Wednesday, May 8, 2002*

Presented by Debra Kakuk, Education Technology Librarian at the Mayo Clinic Rochester Medical Libraries, this workshop focuses on ways to manage, locate via the Internet, and utilize electronic consumer health resources. Online collection development resources, tips for evaluating health information, and links to medical library associations and organizations are just a few of the helpful tools covered in the three-hour workshop.

Ms. Kakuk discusses helpful sites not just for librarians but credible, pre-evaluated resources for library patrons. Metadirectories or metasites like The Michigan Electronic Library (MEL) (<http://www.mel.org>) are covered. Medical caution statements are discussed, as well as tips on how to evaluate medical information. Emphasis is placed on tips for developing consumer health collections, conducting medical-related reference interviews, maintaining confidentiality, and locating high-quality electronic information. The workshop provides an opportunity for hands-on exploration as well as an opportunity to exchange information with your colleagues.

The free workshop is offered twice on Wednesday, May 8, 2002, from 9:00 a.m. to 12:00 a.m. or 1:00 p.m. to 4:00 p.m., and will be held in Wilson Library, Room S30C, on the West Bank of the University of Minnesota campus. For more information or to register, contact Christine Powell at [powel020@tc.umn.edu](mailto:powel020@tc.umn.edu) or 800-462-5348. Registration is limited to 20 participants. For maps and parking information go to <http://onestop.umn.edu/Maps/OMWL/index.html>.

### **MINITEX Interlibrary Loan Conference**

*Tuesday, April 16, 2002*

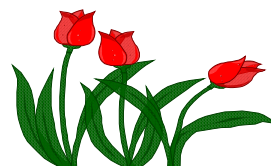
“Resource Sharing in Changing Times,” the eleventh annual MINITEX Interlibrary Loan Conference, will feature Maureen Sullivan as the keynote speaker. Maureen is an organizational development consultant with more than twenty years experience. She received her BA from the University of Maryland and MA in Library Science from the University of Maryland. Her background includes serving as the libraries human resources administrator at the University of Maryland and Yale University. She has served as president of the Library Administration and Management Association and the Association of College and Research Libraries. In 1999, she received the *Elizabeth Futas Catalyst for Change Award* from the American Library Association.

Maureen has worked with academic, public, and school libraries to help them plan and manage significant change. This work includes strategic planning, work redesign, becoming a learning organization, and organizational restructuring. She has also designed and conducted many workshops on topics such as: leadership, job analysis and work redesign, leading organizational change, performance planning and assessment, team building, and creative problem solving.

Maureen Sullivan’s presentation, “The New Library Workplace: Preparing for Deep Change,” will focus on an exploration of how the changes in library work demand new ways of thinking, learning, and performing in order to assure continued success in meeting the needs and expectations of clients and patrons. Some topics that will be covered include: the human response to change in the workplace, the importance of continuous learning, a positive approach to change, preparing oneself for effective management of change, and collaborating with colleagues to create a preferred future.

The afternoon session includes updates on MnLINK, ODIN, SDLN, and MINITEX.

The conference will be held at the Earle Brown Center on the St. Paul Campus of the University of Minnesota. The registration fee is \$50 for the first person and \$40 for each additional person registering from the same library. Lunch and breaks are included in the fee. To obtain a registration form, contact Elly Gustafson-Held at 800-462-5348 or [ellygh@umn.edu](mailto:ellygh@umn.edu). No phone registrations will be accepted.



## **Steering By Standards**

*April 19 and May 29, 2002*

A series of three satellite video conferences, the first of which was aired on March 26, bring together librarians and experts. Designed for anyone creating and managing information resources, each presentation will give participants at all levels a better understanding of: why and how these standards have evolved, possible future directions, and practical implications for adoption and integration.

“The Oasis Imperative: Enduring Record or Digital Dust?” the second of the three conferences will be presented on Friday, April 19, 2002, 11:00 a.m. to 1:30 p.m. The first human step on the moon--seen live by millions in 1969 and by millions more since, in books, ads, cards, TV, and movies. While this historic image has been preserved through reformatting, billions of images, sounds, and other important data, trapped in outdated code are gone all together. What can we possibly do to save digital materials, given the scope of the problem, the volatility of the medium, and the speed of technological advancement?

Answers are beginning to emerge as projects around the world define organizational and computer systems needed for digital preservation. An essential foundation for these systems has been laid by the Open Archival Information System (OAIS), which details the standard functional requirements of any digital archive. Although conceived by NASA, OAIS is evolving globally due to input and experimental implementation by the international space, library, and archival communities. What are the future directions of OAIS? What can we do to influence them? How can we apply its principles to our local practices?

“Paper Past, Digital Future: Managing Metadata Standards in Transition,” the final conference in the series, will be offered on Wednesday, May 29, 2002, from 11:00 a.m. to 1:30 p.m. Library staff face countless challenges as they integrate electronic resources into their collections and deliver those resources to their users. They are accustomed to dealing with multiple standards in their catalogs, including AACR2 for descriptions and names, MARC21 for record structure, and LCSH for subjects. Suddenly, many more information standards are emerging and competing for attention--Dublin Core, ONIX, EAD, TEI, and more. Are the tried an true knowledge-organization tools no longer useful? Can new standards be integrated into existing catalogs? How can authors and publishers help libraries organize all types of materials?

Speakers include Donald Sawyer of NASA and Barbara Tillet of the Library of Congress. For more information or to register contact Elly Gustafson-Held at 800-462-5348 or [ellygh@umn.edu](mailto:ellygh@umn.edu).



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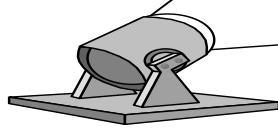
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We would like to know what you would like to see in upcoming *Reference Notes*. Please either call us at 800-462-5348, send us an e-mail (see page 2 for addresses), or fill in your comments below and mail this form to MINITEX Reference.

Terrific web sites, reference books, and other sources you use:

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Comments / Suggestions:

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Name: (optional) \_\_\_\_\_

Library: (optional) \_\_\_\_\_ Phone: (optional) \_\_\_\_\_

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## **1999 EVENTS CALENDAR**

- June 5-10            **Special Library Association** will be holding their annual conference at the Minneapolis Convention Center. Please see their web site for more information: [www.sla.org/conf/99conf/index.shtml](http://www.sla.org/conf/99conf/index.shtml)
- June 16             **Academic Library Advocacy Day** at St. John's University in Collegeville, MN
- July 2, 1999        **National Literacy Day** Contact: Focus on Literacy, Inc., P.O. Box 504, Laurel Springs, NJ 08021