Greetings From the President:

Welcome to another year in our Association life! The Federal and Armed Forces Libraries Round Table is entering into 2009-2010 with a number of both challenges and opportunities ahead. The biggest opportunity by far is the 2010 ALA Annual Conference that will be held in Washington, DC in June of 2010.

For many FAFLRT members, that means the conference will be in our own backyard. For everyone in our Round Table, a Washington, DC conference opens all kinds of opportunities to visit some of the greatest libraries in our nation and to talk to and hear from people that have great influence on our lives as Federal and Armed Forces librarians.

The planning efforts for the ALA Annual Conference are kicking off and we are looking for volunteers to participate in a planning committee for the FAFLRT program. Rose Marie Krauss (kraussrm@usmc-mccs.org) has agreed to chair the Committee and she would love to hear from you if you have some time to coordinate a session and work with the committee or if you have an idea for a session you’d like to see at the Annual Conference. FAFLRT needs a number of volunteers who are willing to assist at the conference, hosting a session, handing out literature, or collecting feedback on sessions.

In addition to the conference planning activity, the Round Table is looking for FAFLRT members to volunteer for a position on the FAFLRT Board and provide future leadership for the Round Table. If you would be willing to serve as either a Federal or Armed Forces Director, Secretary, Treasurer or even as Chair-Elect, contact me directly (richardhuffine@yahoo.com).

The success of our Round Table depends on everyone contributing to the community we have created. Please let me know how you can help today.

Richard Huffine, 2009-2010 President
ALA Federal and Armed Forces Libraries Round Table

2009 FAFLRT Awards Recognize Excellence  See page 4

Award Recipients (Left to right): Kenneth Kozel, Michelle Demeter, Fran Perros, and Donna Scheeder with Committee members Shirley Loo and Maria Pisa.
ALA-APA Now Accepting Course Proposals for Library Support Staff Certification Program (LSSC)

On October 1, 2009, ALA-APA will begin accepting applications from education providers interested in offering courses for candidates in the Library Support Staff Certificate Program, (LSSC). The LSSC is the first national, voluntary certification program for library support staff.

Course providers may be organizations or individuals with the expertise, training, and resources to offer courses online or face-to-face. The ten competency sets for which courses are needed are in the areas of foundations of library services, technology, communication and teamwork, access services, adult readers advisory, cataloging and classification, collection management, reference, supervision and management, and youth services.

Potential providers complete an application, http://ala-apa.org/lssc/courseapprovalapplication.doc, and submit a course syllabus, a description of the course’s teaching methods and assessment plan, and the instructor’s resume. The course must cover all the competencies in a competency set. The fee to be considered for approval is $100 each of the first and second courses submitted, and $50 per class for each additional course.

Candidates will have at least a high school diploma or equivalent, and have worked in a public or academic library for at least one year. Candidates have the option of completing approved courses or submitting online portfolios that demonstrate their achievement in six of ten competency sets.

The application will be evaluated by a committee of American Library Association member volunteers using a rubric, http://ala-apa.org/lssc/courseevalrubric.doc. Reviews will be held periodically throughout the year and ALA-APA will notify applicants of their status. Approved courses will be publicized and available to all LSSC candidates. Courses that are approved will maintain that status, barring major changes, for four years.

Funded by a grant from the Institute of Museum and Library Services, the LSSC Program is in a testing phase in five library organizations across the United States. The program will begin accepting candidates in January 2010. Based on survey information and other expressions of interest, project staff estimates that at least 300 library support staff will participate in the LSSC program in the next three years.

The LSSC Program was approved by the American Library Association to be an official certification of ALA in July 2009. More information about the LSSCP is available online at http://www.ala-apa.org/lssc. Please direct questions to Jenifer Grady at jgrady@ala.org or 312-280-2424. The program will be managed by the American Library Association-Allied Professional Association.

Rates for Advertising in the Federal Librarian newsletter, is the quarterly journal of the American Library Association's Federal and Armed Forces Libraries Round Table (FAFLRT), publishing two times electronically and two times in hard copy. It presents recent developments and events of interest to the Federal and Armed Forces library community, including news and reports on international, federal, state, and local government issues. The Federal Librarian subscription base is approximately 600.

The Federal Librarian is published four times per year. In 2009, Volume 27 was issued as two print copies and two electronic-only issues. All issues are available at ala.org/faflrt/

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The Pritzker Military Library in Chicago provided the setting for presentation of the 2009 FAFLRT awards recognizing early career librarians with high potential and seasoned professionals who have made outstanding contributions to the profession.

Adelaide del Frate Conference Sponsorship, Kenneth Kozel, Valdosta State University

Kenneth Michael Kozel of Valdosta State University is the 2009 recipient of the Federal and Armed Forces Libraries Round Table’s Adelaide del Frate Conference Sponsorship Award. The Conference Sponsorship Award supports the attendance at an ALA annual meeting of a library school student who has an interest in Federal Librarianship. The $1,000 award was established 13 years ago, in 1996, in memory of Adelaide del Frate, distinguished federal librarian and active member of our Round Table. This year the award was again generously supported by Ron Clowney of ProQuest.

Ken is in the Master of Library and Information Science program at Valdosta State University. He expects to graduate this fall with an emphasis in management and technology. Ken has maintained a 4.0 grade point average throughout the distance learning program. He is a member of Omicron Delta Kappa, the VSU Leadership Honor Society and was nominated by VSU as a 2009 PMF Presidential Management Fellowship Nominee.

Since 2006, Ken has been Assistant Librarian at the Pitts Library of Andrew College, a small private academic library, where he manages the daily operations of the library and manages work-study students. He is also a Focus Lab Mentor at Andrew College, tutoring students with attention deficit disorders and learning disabilities. He brings years of library experience to his studies and current position: ranging from special libraries, information centers, and academic libraries. While at the Centers for Disease Control, Ken became aware of his great desire to serve the public and a greater cause. It is important to him that his work is relevant and somehow makes a difference in the scheme of things. Ken is eager to grow in the profession and upon graduation hopes to work for a federal organization like the Environmental Protection Agency, National Institutes of Health, or the Library of Congress.

The Awards Committee received glowing recommendations from Ken’s professors at VSU describing him as a leader, a take-charge person, and actively engaged in in-class discussions; qualities that we all look for in our library workforce.

Cicely Phippen Marks Scholarship, Michelle Demeter, Florida State University

Michelle Demeter of Florida State University is this year’s recipient of the ALA Cicely Phippen Marks scholarship award. Now in its third year, this scholarship helps support the education of a student enrolled in an ALA-accredited master’s degree program in library and information studies who has an interest in working in a federal library. Named in honor of the late Cicely Phippen Marks, federal librarian, the scholarship is supported by a generous donation from her husband, Charles L. Garris. The late Ms. Marks was a 24-year member of ALA who was active in FAFLRT. The annual award of $1,500 is sponsored and administered by FAFLRT.

Michelle is completing her second semester in the College of Information at Florida State University. She completed her undergraduate degrees in English literature and religious studies at the University of South Florida and also earned an M.A. in religious studies at USF. She was appointed the Public Services Graduate Assistant for FSU Libraries for the 2008-2009 term. Michelle is also Vice President of the Student ALA Chapter at FSU and is very active in coordinating presentations and events. She coordinated a presentation about federal libraries, giving a PowerPoint presentation about how to use the USAJobs application site. Two speakers also attended the presentation, which was well received by the FSU MLS students. As a result, she was invited by FAFLRT to speak about this presentation at the “Careers in Federal Libraries” event for the ALA 2009 Annual conference. Michelle currently works as a graduate assistant in the FSU Strozier Library, Public Services Department. She has taught high school English and also worked for several newspapers and literary journals as an editor and copy editor. As a community outreach member for AmeriCorps Hillsborough Reads, Michelle was responsible for developing, creating and distributing tutor recruitment materials. She helped recruit and train more than 200 community reading tutors for elementary schools countywide.

Michelle is very much interested in working in a federal library because of the wide range of opportunities federal libraries offer. She believes federal libraries hold themselves to high standards and seek to provide the best information possible to their users. She is considering working overseas, possibly on a military base, as she feels our servicemen and women need and deserve the best assistance they can get as they take classes and learn more about their specialty areas. She is also considering academic libraries and the Smithsonian...

Continues on page 5
library/museum system. She is looking forward to the time when she begins applying for these jobs in the hopes of finding a career that is both rewarding and helpful to others.

**FAFLRT Distinguished Service Award, Fran Perros, U.S. Department of State**

The Federal and Armed Forces Libraries Round Table’s Distinguished Service Award recognizes a FAFLRT member for outstanding and sustained contributions to the Round Table. This year we were delighted to be able to present the FAFLRT Distinguished Service Award to long time FAFLRT member, Fran Perros of the U.S. Department of State.

Fran Perros is Branch Chief for Information Resources at the Ralph J. Bunche Library U.S. Department of State, a position she has held for over 20 years. She is a graduate of Mercy College and earned her MLS degree from the University of Michigan. She began her career as an Army Librarian and held several positions of increasing responsibility within the Army library system and in federal libraries.

All who know Fran will share the sentiments of Fran’s nominator who wrote “It is an honor to nominate Fran Perros for the FAFLRT Distinguished Service Award. Fran Perros has been an active member of FAFLRT for many years. Throughout her time as a member of FLRT (later FAFLRT), she has served the roundtable in many capacities, including Secretary/Treasurer, Director, Nominating Committee Chair, and representative to the Public Employees Roundtable. In each of these positions she has given generously of her time and expertise to promote the mission of the organization.”

Perhaps Fran’s most significant contribution to FAFLRT has been her work on the bylaws - one of the most important and onerous duties in any organization. When FLRT and AFLRT decided to merge, Fran worked with Jewel Player to develop a new set of bylaws that were approved by the two merging boards with minimal revisions. The bylaws were then approved by the membership. She tackled this assignment with her usual attention to detail and her sense of humor. She is considered FAFLRT’s bylaws guru and is often called upon to assist with updates and other revisions.

Fran served for many years as FAFLRT representative to the Public Employees Roundtable...
Roundtable (PER). As a member of the PER board, Fran made significant contributions to that prominent organization. As always, she represented FAFLRT with professionalism and her extensive knowledge of the issues and concerns affecting public employment. In addition to serving on the PER board, Fran served a three year term as a member of the Committee that evaluated the nominations for the Public Employee Service awards presented each year during Public Employee Recognition Week.

In sum, Fran is the kind of Round Table member that keeps other members inspired, motivated and eager to participate. She is always available to offer a helping hand, solve problems, and support Round Table programs and activities. We congratulate Fran for her extraordinary contributions to FAFLRT as an active, effective, and tireless member.

**FAFLRT Achievement Award, Donna Scheeder, Library of Congress**

Donna W. Scheeder of the Library of Congress is this year’s recipient of the FAFLRT Achievement Award in recognition of her distinguished service to the federal information community. Donna is the Director of Law Library Services and Acting Director of the Law Library of the Library of Congress since April 1, 2009. As Director of Law Library Services, Donna provides leadership for the provision of a wide range of information and collection services for the U.S. Congress, the Courts, the Executive Branch agencies and the public. The Directorate includes both the Collection Services and the Public Services Divisions of the Law Library which includes responsibility for the over 3.3 million item collection over 50 percent of which is in languages other than English, and a 60,000 volume collection of rare materials. Since coming to the Law Library, Donna instituted a number of new programs including the digital reference “ask a librarian” service and has taken on responsibility for some additional programs already in existence including content ownership of THOMAS, the legislative database for the public. An RSS feed was recently added to Thomas under her direction. She is involved with the Global Legal Information Network (GLIN), a shared electronic legal resource. She also had a role in the initiation of Legal Blawgs, a resource that the Law Library began building in 2007.

Previously, she had served for 30 years in the Congressional Research Service in increasingly responsible positions climaxing in being appointed the Deputy Assistant Director of the Information Research Division. As a manager, she played a role in redefining the role of library professionals in CRS and assisted in raising the status of library professionals to that of other CRS professional staff. As an information professional, she has served the profession well.

Donna has been a consultant to parliamentary research libraries and organizations and has traveled to Japan, Brazil, Australia, and Canada to give keynote addresses, lectures and workshops at the request of the parliamentary library or the association of parliamentary libraries. She is a member of the IFLA Standing Committee on Parliamentary Libraries and Research Organizations (1997 to present). She has been a presenter at Computers in Libraries, Internet Librarian, Internet Librarian International, National On-Line, and KM-World Conferences. She has also written articles and served as the guest editor for the winter 1990 issue of Special Libraries.

Donna has also served the Special Libraries Association with distinction. She served for three years on the Board as Treasurer (1994-1997) and was chair of the Finance Committee. She has also been a member of the Strategic Planning and Office Operations Committees. She was subsequently elected to the presidency of the association where she provided strong leadership during her presidential year from 2000 to 2001. She has served as chair of the Awards and Honors Committee (2001-2003) and has been active in the News Division, the Leadership and Management Division, and the Washington, DC Chapter.

Her contributions have been previously recognized with induction as an SLA Fellow (1998) and the John Cotton Dana Award (2004). In the News Division, she received the Ralph Shoemaker Award (1994) and the Agnes Henebry Roll of Honor (1997). The DC/SLA Chapter awarded her the Board of Directors Award in 1989. Donna is a leader in the Federal and legal information field who is known nationally and internationally. She has achieved and will continue to achieve in the Federal library community.

Please join us in congratulating this year’s award winners!

**FAFLRT Awards Committee**

Shirley Loo, LC  
Maria Pisa, NAL  
Michelle Worthington, GPO
This is a library.

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If you were not able to attend either of the professional conferences this Summer then you missed a very clear trend: Federal librarians are stepping forward to digitize the print holdings of their respective Departments and Agencies. There were a number of sessions at both the Centennial Special Libraries Association Conference, June 13-17 and the American Library Association Annual Conference July 9-14 that highlighted the work federal and armed forces libraries are undertaking to improve access to their libraries’ holdings. From the Naval Postgraduate Schools’ Homeland Security Digital Library to the National Agriculture Library’s AgSpace, federal and armed forces libraries are embracing the digital library.

Digitization Efforts

At the US Geological Survey, the USGS Library is a partner in efforts to digitize the entire catalog of over 130 years of publishing in the earth and natural sciences as well as an effort to digitize over 300,000 topographic maps that illustrate the changes in the American landscape as our cities and towns have grown over the last century. The USGS Library also has an extensive library of historic photographs that were taken during scientific explorations from the 1850s forward. USGS has developed a Publications Warehouse for serving digital publications, a Web site for access to historic photography, and access to digital map products through the USGS Store. The USGS Store provides access to download digital publications and maps for free or order print-on-demand copies for a fee.

In addition to digitizing the products of their organizations, some federal librarians are also digitizing out-of-copyright literature in order to expand access to their valuable library holdings. The most extensive of these efforts is the Smithsonian Institutions’ Biodiversity Heritage Library. The Smithsonian has partnered with Botanic Gardens, Natural History Museums and academic institutions to invest in digitizing the life science literature from the earliest works through the early 20th Century. Their efforts are placed in the public domain on the Internet Archive’s Digital Library. The Smithsonian’s contribution to that effort are being digitized by the Internet Archive both on-site at the Smithsonian and in a scanning center operated on-site at the Library of Congress. The Library of Congress’ FEDLINK Program has developed a fee-for-service model for other federal and armed forces libraries to use the Internet Archive scanning center. The service, called FedScan, places digitized publications in the Internet Archive Digital Library in formats that can then be downloaded and placed in federal library collections. Many federal and armed forces libraries are either contracting for digitization or establishing their own capabilities to digitize their library holdings. Most federal and armed forces libraries are scanning journal articles and book chapters in order to electronically fulfill interlibrary loan requests. These on-demand requests are forming the core of growing digital library holdings in many libraries all across the government sector.

Standards

With all of these efforts, a number of issues have emerged around the standards that are being used to create these new digital collections. Issues about bit depth, resolution, quality, formats, etc. are being addressed through collaborative working groups. Two such working groups include a Federal Libraries and Information Centers Committee (FLICC) Working Group on Preservation and Digitization and a Federal Digitization Workgroup being led collectively by the Library of Congress, Government Printing Office and National Archives.

These groups are working together to identify the appropriate standards and guidelines and to assist agencies and departments in developing their digitization efforts in ways that incorporate standards inherently. The FLICC Working Group is currently surveying agencies and departments and will be publishing the results of that survey in the coming year. The Federal Digitization Workgroup has developed a Web site where they are posting their work products for use by the broader community.

Share Your Experience

If your library is digitizing collections and you want to share your experience, consider writing an article for the Federal Librarian. We all learn from one another and this venue is a great place to reach others in a similar situation. If you haven’t started a digitization project but you want to in the future, I recommend getting involved in the FLICC Working Group or starting a small group with other agencies or departments with similar goals and challenges. The FEDLINK FedScan program will allow you to do a test batch and you can then test out your own capabilities for handling the metadata, transfer, and ingest processes involved with digitization.

Continues on page 11
It is exciting to see federal and armed forces libraries stepping forward to digitize their collections and serve their users in new ways. There is a wealth of experience in our community and both ALA and SLA have active forums for learning from one another.

**Links:**


FEDLINK FedScan Service – [www.loc.gov/flicc/contracts/pdfs/FEDSCAN_IAFAQs.pdf](http://www.loc.gov/flicc/contracts/pdfs/FEDSCAN_IAFAQs.pdf)

FLICC Working Group on Preservation and Digitization – [www.loc.gov/flicc/about/FLICC%20WGs/preservation.html](http://www.loc.gov/flicc/about/FLICC%20WGs/preservation.html)


*By Richard Huffine*
Library to Lockers

The Naval War College has long prided itself on its library collection and the services that it provides to the graduate level student population and researchers. Imagine our surprise when we were told in early summer that the NWC was receiving a shipment of lockers and the lockers would be placed in the Library. Lockers, 256 of them, in a library already starved for space? These were not the fairly manageable lockers from our high school or college days. These were lockers in which a person could set up house. They are 7 feet tall and 3 feet wide. The sample that was delivered made us think of Darth Vader, because not only were they big, but they were pitch black!

The question most often asked is: Why the Library? The answer given is: Sprinklers. The Library was the only place with a ceiling high enough to accommodate lockers and sprinklers at the same time. No other acceptable location had enough clearance above the lockers for the sprinkler system.

We were told that the lockers would be here on August 14 and we needed to be ready to receive them on that date. There was severe shock on our part, because of all the work that had to be done. Library materials had to be identified to go into storage. Storage had to be identified. A moving and storage contract had to be placed. Materials had to be prepared. Problems had to be solved. Work had to be done.

Library Director, Bob Schnare, made a decision that the easiest way to deal with the move was to put that part of the library collection that fell between K and U in storage along with all of the Z’s, some of the J’s and some K’s. Collection Development Librarian, Barbara Donnelly, analyzed the collection and came up with recommendations as to disposition of certain titles. Acquisitions Librarian, Gina Brown, trained the summer hires to change the codes of the materials, to scan the barcodes, and to otherwise prepare the materials to be moved. Technical Services Head, Lucille Rosa, worked with the Director of Facilities to prepare a statement of work and with the chosen vendor to assure that the work could be done.

William B. Meyer, Inc., a NELINET vendor, was chosen to move and store the collection. Manager Carla Caforio paid a preliminary visit to make sure that there were no unidentified problems. Large orange bins were delivered by the moving company staff and the job of moving approximately 32,000 books was over in a day. The next day, Meyer staff came back to shift the U’s and V’s. They were very efficient and did very professional work. What remained looked like a vast open space that we all knew was not to stay that way.

In the end, there were drawbacks to having to do this but benefits as well. The main drawback was having the collection split as it was in the end. While we kept as much as we could onsite, 32,000 volumes is a lot to send to a remote location. Patrons were not thrilled about having the collection split up. They did not like having to wait a day or so to use formerly ready at hand materials. A major benefit was that the process uncovered invalid barcodes and other errors that we were able to clean up as a result of the move. We found numerous titles that simply were not in
Library to Lockers
Continued from page 1

the database. We found books that had spine label typos that put them in the wrong classification. At some point, a dyslexic staff member reversed some of the class number so that books ended up in very interesting shelf locations versus their actual topics. These had been undiscoverable by any means other than thoughtful shelf reading prior to the actual move of the books.

While we would love to have our collection whole again, the staff at Meyer have been most helpful in making the process as easy as possible. They even have a study room where we can send a researcher to work with materials at their facility if that seems the easiest way to accomplish the goal of serving the patrons’ need.

The lockers do look out of place in the Library, but they have become a fairly silent presence that has so far been far quieter than we envisioned they would be. The students recognize that this is still a library and for the most part, they are quiet when they go to the lockers to pick up or drop things off. Someday, the lockers will be gone, the books will be back, and we will remember Darth Vader lockers as part of our history.

Submitted by Lucille M. Rosa, Naval War College

Leadership in Uncertain Times:
Federal Librarians Envision Use of Physical Space Through 2020

Below is the Executive Summary for the FLICC Special Project on Planning for Library Spaces. This report examined the future of federal library spaces from three sources. The report was a project of the Libraries and Emerging Technologies Working Group.

Executive Summary

This paper is the product of three complementary activities: a survey of librarians with interest in the future of federal library spaces; a literature review on each of the areas the survey explores; and the collective experiences of the authors of the paper as individuals facing the same challenges as their colleagues across the U.S. federal government. The result is an extensive review of issues facing federal librarians as they plan for the provision of services and collections within their own agency or department. Some of the most striking results presented in this paper include:

A majority of respondents are not directly responsible for planning for their future physical space requirements.

• While the use of physical space will change, most respondents project that the amount of space allotted to the library will remain the same for the foreseeable future.

• Most respondents do not feel that they will go virtual (with no physical collections) in the foreseeable future.

• Respondents are maintaining two expensive systems, physical and virtual library services, to meet the functional needs of librarians and information needs of users.

• Technology is changing the relationship the library has with its customers, but it is not diminishing the need for services provided by the library.

Taking all input into consideration, the overall sense of the committee is that government agencies and departments continue to need physical library services and collections. The paradigm shift toward digital libraries has been slower in government libraries, but it is definitely occurring. The value of the physical library—and its physical collections—may vary based on the dispersion of staff (via telework, etc.), the availability of electronic resources in the subject areas of interest; user demand for virtual services, the commitment the organization makes to information technology and training, and the integration of resources into the work of the organization. However, federal libraries as physical spaces are not going away wholesale. The changes will take time, require considerable fiscal investment, and to be successful, will take the guidance and foresight of librarians and their managers to understand how to serve the mission of their organizations.

The link to the full report is: http://www.loc.gov/flicc/about/FLICC%20WGs/libemergtech.html
CIC-Google Government Documents Project
Update October 2009

The libraries of the CIC universities are partnering with Google to digitize a comprehensive collection of U.S. Federal Documents. It is believed this collection will comprise between 1 and 1.5 million volumes. The workflow and scanning process for the initiative was tested by the University of Minnesota, which has sent Google approximately 85,000 duplicate holdings from its St. Paul campus. As the pilot phase of this initiative draws to completion, Pennsylvania State University is preparing to move the project forward by readying a portion of its collection for scanning. Digital facsimiles of successfully scanned Federal Documents from Minnesota and other CIC institutions — will be accessible through Google Book Search, with copies also being returned to the HathiTrust Digital Repository, where public domain material can be universally accessed.

This project is part of an overarching CIC Library Director-led initiative to assess the opportunities HathiTrust might provide for more cost-effective management of less frequently used print resources. With three CIC universities designated as comprehensive Regional Depositories for print documents (Minnesota, Iowa, and Wisconsin), it is anticipated the Selective Depositories might be in a position to make coordinated decisions about print retention. The U.S. Federal Documents collection is one of several categories of material where our libraries believe they can achieve efficiencies by better managing the relationship between digital and print resources, with assurances that an adequate number of print copies are available for future use.

The CIC Library Directors have charged the CIC Steering Committee on Federal Documents Digitization with responsibility to plan this initiative. The Committee is completing a planning document that outlines steps for the project to continue, which will be reviewed by the CIC Library Directors in November 2009. A principles document has been developed to provide additional information on the project basics.

Comments and questions are welcomed.
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