Greetings From the President:
The Library of the Future … is NOW!

The schedule of programs at the 2010 Annual Conference of the American Library Association is almost set and our Round Table will have a number of programs that speak to the future of libraries in the federal and armed forces. Our programs will talk about what is on the horizon as well as how we are adapting to the changing methods of distribution of government information. We’ll continue our popular series of Careers in Federal Libraries and we’ll have a special program talking about military families and how we can serve the whole soldier in today’s armed forces.

These programs reflect the fact that the future of Federal and Armed Forces Libraries is not some distant concept. It is a reality that we all face every day. Our libraries are changing to meet the needs of our Agencies, Commands, and the public users that seek information from our government. This ALA Conference program demonstrates the best of what our colleagues have to offer and it’s going to be a great conference. We’ve received strong support from the vendor community and additional sponsors are signing on to make our programs valuable and meaningful.

What our organization needs now and moving forward is a renewed commitment from each and every member to participate, contribute, and promote our Round Table as a valuable avenue for professional development and community support. The community of libraries in the federal government and armed forces is truly diverse and complex. No two libraries are created equally…but we all have information that we can share with one another and experiences that we can all learn from together.

If you’re not able to make it to Washington, DC for the conference, I hope you’ll take advantage of your membership in FAFLRT to make some connections in your own community and build a network of fellow librarians.

Candidates for Round Table Officers in 2010/2011

The following slate of officers was provided to the American Library Association in February 2010. Round Table elections will occur during the ALA election cycle in March 2010.

• Vice-President/President-Elect: Vicky Crone, Librarian, National Agriculture Library

• Federal Director: Angelique D Simmons, Programming Librarian, U.S. Army Garrison - Hohenfels

• Secretary: Kim Megginson, Director, Vogelweh Library and Sembach Branch Library

• Armed Forces Director: Lucille M. Rosa, Head, Technical Services, Naval War College Library

In addition to elected positions, ALA Round Tables are always looking for appointed positions for members to fill. FAFLRT has appointed positions representing the Round Table on coordinating councils, liaisons to ALA Committees, and point people for specific activities. If you want to become active in the Round Table, send an email to Richard Huffine at richardhuffine@yahoo.com.
Born to Read

Preschool programming explodes with enthusiasm...and attendance at Eielson AFB Library, Alaska

During the long, dark and often -40 temperatures of winter, Eielson AFB Library, Alaska continues to draw preschoolers and parents to their weekly “Born to Read” program. The “Born to Read” preschool program is in line with the Air Force Library’s mission and demanded by both 5 Star and Golden Eagle Standards. This program exceeds those standards providing educational and socialization opportunities for both preschoolers and parents.

Located in the family housing area of the base, the 200% growth of the program this year is due, in large part, to the efforts of military moms. These dedicated mothers have reached out to pull in others in creating a program so that not just one busy mom is responsible for the total program. Moms have established a calendar of volunteers who rotate weekly planning and presentation of library stories, songs, and crafts all around a kid-centered theme.

Changing the program to year round from nine months has helped to increase participation. In addition, inviting guest readers has greatly increased interest. MSG commander Colonel Carlton Johnson has asked that he be a guest reader at least monthly and has been a big hit with listeners.

Other program areas on base have also become involved. The Eielson Marketing department has obtained a $500 sponsorship from a local business, which provides updated craft materials for the “Born to Read” program.

MSG Commander Carlton Johnson during his monthly “Born to Read”

Considering that Eielson is an Air Force base where families serve 3- or 4-year tours, time is short in which to get to know one another and become involved with other military parents. Attendees in the program appreciate the opportunity for their children to learn and socialize as well as parents’ own opportunity to network/socialize with other base families. Each week, Library staff provides a basket full of informative fiction and nonfiction books, cd’s, and Playaways for the busy parents with compressed schedules while their children enjoy the programming with the option to check out the titles to take home.

After attending the “Born to Read” program, the fun often continues as preschoolers and parents attend activities in the play area of the Community Center located in the same building. One stop service for Air Force Families in this Arctic region of the world!

Submitted by Marcia Lee
Eielson AFB Supervisory Librarian

Rates for Advertising in the
GeneRAl InfoRMAtIon

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/

ADVERtISInG RAteS (Single Issue)

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MAILING I NRuCrsIOnS

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Joyce Greene was selected as the new Systems Librarian at the Research Library, George C. Marshall European Center for Security Studies, Garmisch-Partenkirchen, Germany in early December 2009. Joyce’s last assignment was as Supervisory Librarian at Wiesbaden Army Airfield from 2002-2009 and she was the Library Director at the U.S. Army Ft. Richardson Post Library from 2002-2003. Joyce earned her MLS in Library Science from Syracuse University and has attended the Sustaining Base Leadership and Management Course at Army Management Staff College. She completed the U.S. Army Business Transformation Lean Six Sigma Green Belt training and certification and was awarded the Certificate of Accreditation by the Society of Indexers Training and Accreditation Board (London).

The Joint Forces Staff College’s Ike Skelton Library is pleased to announce these recent appointments.

- Ms. Dawn Joines previously worked at the Newport News Public Library System as a Senior Reference Librarian. At JFSC, Dawn is the primary bibliographer and a full-time Reference Librarian for the Joint Advanced Warfighting School, the Joint and Combined Warfighting School, and the Advanced Joint Professional Military Education (AJPME) distance learning program.

- Ms. Catrina Whited previously worked at the Eastern Virginia Medical School as a Reference/Clinical Librarian. At JFSC, Catrina is a Reference Librarian, focusing on distance learning and coordinating student resources and services in Blackboard.

- Mr. Jason Girard previously worked for Ingram Content Group as a Collection Development Librarian and as a Digital Content Specialist. At JFSC, Jason is the Systems/Reference Librarian, focusing on developing the Internet, Intranet, electronic resources and reference services for patrons.

Ms. Patricia Lane retired from the Library of the Marine Corps, 16 February 2010 after 30 years of government service, most of which was spent working with the Marines at Quantico. She was the go-to person for Marine Corps doctrine and history and will be sorely missed by staff and patrons.

Kim Lyall, from the NASA Center for AeroSpace Information and FAFLRT Federal Director 2010-2011, recently presented on “Gov 2.0 and the Competitive Intelligence Professional” at the 2nd Annual CUA-SLIS Symposium “Bridging the Spectrum” on Friday January 29, 2010.

Presentation slides can be found at: http://slis.cua.edu/res/docs/symposium/2010-symposium/Lyall-Gov-2-0-for-Cl.pdf

Laurene E. Zaporozhetz, Director of The D’Azzo Research Library at the Air Force Institute of Technology (Wright-Patterson Air Force Base, Ohio) has been appointed to the Air Force Library Steering Committee effective Fall 2009. The committee reviews and develops long range strategic plans, future initiatives, operational goals and library management tools for Air Force libraries worldwide.

Richard H. Mansfield, Jr. joined the D’Azzo Research Library in May 2009 as a reference librarian and was reassigned as Electronic Resources Librarian, effective 31 January 2010.

Amanda Lindsay joined The D’Azzo Research Library as a reference librarian, effective 14 September 2009.

Ken Kozel, FAFLRT member and the 2009 Adelaide Del Frate Conference Sponsorship Recipient, just returned from the American Library Association (ALA) Mid Winter Conference in Boston. He was chosen as an ALA 2010 Emerging Leader. One hundred librarians from around the country are picked to participate in this program. Ken’s group will create a wiki and podcast for CALM and serve on the DC Committee. C.A.L.M. stands for International Committee on Archives, Libraries, and Museums. Ken will attend the ALA annual conference June 2010 in Washington DC to present the group project. Ken is currently working as a public library director and applying to PhD programs.

Christine E. Barrett is now Librarian in COCOM Support Unit, at the Defense Technical Information Center (DTIC) on 1 February 2010. She previously served 4 years as Chief of the Digital Library at the Center for Army Lessons Learned (CALL), Ft Leavenworth.

The USDA National Agricultural Library announced the appointment of Dr. Simon Y. Liu as the new Director of the National Agricultural Library (NAL), effective 14 February 2010. Dr. Liu was an Associate Director of the National Library of Medicine (NLM) and the
Director of the NLM Computer and Communications Systems in Bethesda, MD, a position he held since May 2000.

As a native of Taiwan, he received his undergraduate training there. In post graduate training in the U.S., he earned masters degrees in Computer Science, Business Administration and Government from Indiana University, University of Maryland and Johns Hopkins University, respectively. He has received two doctoral degrees (Ed.D in Higher Education and PhD in Computer Science) from George Washington University. He now holds adjunct faculty and graduate school appointments at several of these institutions.

Dr. Liu is active in professional societies and associations and as an editor of a web technology journal and an information technology professional magazine. Prior to his NLM service, he held information technology and management leadership positions with the U.S. Departments of Justice and Treasury. Working in the private sector, Dr. Liu provided supporting software development for NASA information systems and space mission studies. As Director of the National Agricultural Library, Dr. Liu will provide leadership to the world’s largest and most accessible research library focused on agriculture and related subjects.

Cathryn (Cathy) Jordan, formerly Walter Reed Army Medical Center (WRAMC) Public Services Librarian, passed away suddenly on the morning of Friday, 8 January 2010. Cathy was an excellent medical librarian, who spent her career working for the Dept of Veteran Affairs, Army, and Navy after earning her MLS at the University of Washington in Seattle. While at Walter Reed she received much positive feedback from the clinical staff for initiating an email FYI Alert Service. Her medical librarian colleagues were also recipients of these Alerts via the MEDLIB electronic discussion list in which she regularly posted “FYI Articles of Possible Interest.”

Cynthia Shipley
Transitioning out of NSPS

NSPS was implemented by the various branches of the service according to their own interpretations. Likewise, transitioning out procedures vary depending on the Branch for which you work. Please consult with your own branch guidelines. DOD has approved the plans presented to them by the DON as well as other services.

An NSPS Transition page on the web http://www.cpms.osd.mil/nsps/transition/ provides updates to transition documents as well as tools that could help you understand more about how you will transition out. Many NSPS employees will convert back into the GS pay system. On this page, you will find a CBT called GS 101 which is a very basic overview of how the GS system works. If you aren't familiar with the GS system, this is a good place to start.

You will also find a tool called an “NSPS Transition Simulator”. To use this tool, you must know your current pay schedule and pay band, e.g. YA 02, your base pay, i.e., your pay before locality pay is applied, and your GS Grade that you will be converting to when you transition out of NSPS. The simulator will tell you what your new step and base salary are based on the information that you provided them. If your pay exceeds the highest step, it will also tell you that you will be placed on pay retention. Please note that the results of the NSPS Transition Simulator are not intended to be an official proclamation. Each employee will receive an official letter explaining the details of their own particular situation.

DOD is operating on the principle that NO ONE will lose pay when they transition out of NSPS BUT you also won’t be placed in the next higher grade just because your pay exceeds the grade to which you are set to return to upon transitioning out. If that happens, you are likely to be placed on Pay Retention. This means that, though your pay will not be reduced to the step 10 of your grade at the time that you transition out, when the Government-Wide Pay Increase (GPI) kicks in each January, you will only get 50% of that until your pay and the step 10 catch up to each other.

Some individuals may need to have their position reviewed to determine if their grade has changed since they converted into NSPS. Potentially, if an employee’s duties and responsibilities have changed, that person could be placed in a higher grade or even a lower grade. Other folks who were hired directly under NSPS may have a PD that was never classified in the GS system. Before they can convert out, the work of classifying their PD will have to take place. The folks in Human Resources have their work cut out for them.

Some employees do not occupy positions that fall in the GS system. Neither the transition simulator nor GS 101 will be useful to these folks.

So how is it determined who will transition out when? In the Dept. of the Navy, all employees transitioning back to the GS system will transition out this year, i.e. 2010. All others, mostly medical and dental professionals, will transition out next year in 2011. A schedule of proposed transition dates has been released.

It is also important to note that though we are moving out of NSPS, DOD intends us to remain in some kind of pay for performance system. The initial system that we transition to is being considered an interim pay for performance system to be used until DOD comes up with their final plan.

To keep up to date with the latest guidance available, visit the above mentioned NSPS webpage. Once there, click on “Related Links” where you will find links to the webpage for your own branch of the service.

Respectfully submitted, Lucille M. Rosa, Naval War College NSPS Transition Team Member

Dan Clemmer

We are sad to note the passing of Dan Clemmer in early April. Dan served as President of the Federal Librarians Round Table (FLRT now FAFLRT) from 1993-1994. He received the FAFLRT Achievement Award in 2002 for his many contributions to the federal information community. He was President of DCLA (1995-1996), a member of the GPO Depository Library Council (1994-1998), and he served on the FLICC Executive Board (1993-1996). He worked at the Library of Congress, the Smithsonian Institution Libraries, and the Department of State Ralph J. Bunche Library. He retired as head of the Ralph J. Bunche Library in 2002 with 35 years of government service. His accomplishments were recognized with the Secretary’s Career Achievement Award and the Assistant Secretary’s Award for Excellence on the occasion of his retirement.
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Bringing Knowledge to Life.
This Midwinter meeting marked the first ALA meeting under the newly compressed schedule. The length of the conference was shortened by one day, which made attending all the required and important meetings a bit of a challenge. It was also the first time that ALA met in the new convention center in Boston. Future Midwinter Meetings will be held at San Diego (2011), Dallas (2012), Seattle (2013) and Philadelphia (2014). Future Annual Conferences will be at Washington, D.C. (2010), New Orleans (2011), Anaheim (2012), Washington, D.C. again (2013) and Las Vegas (2014).

Council Information Session: Before convening Council I, an information meeting was held. BARC (Budget Analysis and Review Committee) Chair James G. Neal reported on ALA’s financials for FY2009. In 2009, ALA anticipated a revenue shortfall and therefore implemented a furlough for all employees. However, as the FY2009 revenues exceeded expectations, ALA restored the lost wages to employees at the end of the fiscal year. ALA ended the year with a surplus. For FY2010, which began on September 1, 2009, ALA will be facing budgetary challenges similar to those anticipated in FY2009. As a result, a similar approach to that used in FY2009 will be used for the FY2010 budget. Dan Bradbury, ALA Endowment Fund Senior Trustee, presented the ALA Endowment Fund Report. In 2009, the value of the Endowment Fund rose to $28,680,000, still below the high of $31,220,000 in 2007, but a significant rebound from its low of $21,000,000 in 2008. ALA President Camila Aline and President-Elect Roberta Stevens presented their reports. President-Elect Stevens outlined her initiatives for her upcoming presidential year, which will include a program at the 2011 ALA Annual meeting titled “Our Authors, Our Libraries” and a contest for youth to produce YouTube videos on “why I need my library”. A drive to significantly increase the Spectrum Presidential Initiative: National Initiative for Inclusivity in America’s Libraries was kicked off by Betty Turock, former ALA President. To get the drive off to a quick start, her family donated $100,000.

Council I: Council unanimously approved a “Resolution Declaring and Promoting 2010 as the Year of Cataloging Research” introduced by Diane Dates Casey and Janet Swan Hill for ALCTS. At the conclusion of Council I, Executive Director Keith Michael Fiels reported on meeting attendance and the overall membership and trends in membership of ALA (see below).

ALA-APA Council: ALA/APA continues to struggle financially and currently employs only one staff member. In order for ALA/APA to meet its financial obligations, ALA increased its loan to the APA by $25,000. There is some hope that income from course offerings will begin to provide a steady income stream for ALA/APA.

Council II: Kent Oliver reported on the Freedom to Read Foundation, http://www.ftfr.org. He introduced the new Executive Director of the Office of Intellectual Freedom, Barbara Jones. All Councilors were encouraged to become members of the Foundation. Rod Hersberger, ALA Treasurer, gave the Treasurer’s report, presented the 2010 ALA budget, and spoke about the financial status of ALA at the end of FY2009. He also discussed the proposed FY2011 budget in which ALA expects to experience continued diminishing revenues and rising costs. He raised a concern over the rapidly increasing costs of ALA’s obligations to its retired employees. These costs are projected to have an increasingly large impact on future ALA budgets. Programmatic Priorities for 2010 to 2015 were approved unanimously by Council and will be used as a guide for preparing ALA’s FY2011 budget.

Since a resolution in support of health care had passed in 2009, another resolution seemed unnecessary, so a “Resolution in Support of National Health Care” was defeated.

Council III: Council elected Kevin Reynolds, Chapter Councilor from Tennessee and J. Linda Williams, Coordinator of media services at Anne Arundel County Schools, to the ALA Executive Board for three year terms beginning at the ALA Annual Conference in 2010. Martin Garnar, Chair of the Intellectual Freedom Committee, gave the IFC report. A “Resolution in Honor of the LeRoy C. Merritt Humanitarian Fund’s Fortieth Anniversary” was approved by Council. The Fund had been “...founded in 1970 to help librarians who have been denied employment rights because of their defense of intellectual freedom or because of discrimination.” Mario Ascencio, Chair of the ALA Committee on Legislation presented the report of COL and several action
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Preliminary ALA 2010 Conference Schedule

FAFLRT is planning numerous programs and events that will be very good. There are no costs associated with any event listed below:

FRIDAY, JUNE 25

9:00 AM – 12:00 PM — Careers in Federal Libraries
Location: Library of Congress, Madison Building, Montpelier Room
Directions: Take the metro to Capitol South station, walk one block to Independence Avenue. The building is on your right.
Contact: Nancy Faget (zemogogog@yahoo.com) to reserve a space and provide necessary clearance.
Description: Did you know the average salary for librarians in the Federal government was $84,796 in 2009? Want to find an exciting career where you serve citizens in a meaningful way? Register for this event to gather tips on applying for a federal job. Learn from the experts how to improve your game and your chances for landing a federal job. Co-sponsors FLICC, LSU School of Library and Information Science, Library Associates Companies.

7:30 PM - 9:00 PM — FAFLRT Awards Reception
Location: Department of Justice Great Hall, 930 Constitution Ave, NW
Directions: Enter the building at the corner of 10th Streets and Constitution Ave., NW
Contact: Richard Huffine (richardhuffine@yahoo.com). Security issues require each person to preregister for this event at least one week in advance. Please contact Richard at the above email address and provide him with your name, date of birth and social security number.

SUNDAY, JUNE 27

10:30 AM -12:00 PM — FAFLRT Board and Membership Meeting
Location: On-site, please check the program

1:30 PM - 3:30 PM — Meet the Author, Kathy Roth-Douquet
Location: On-site, please check the program
Description: Kathy is the wife of Marine Col. Greg Douquet, who is currently deployed. She is the author of AWOL: The Unexcused Absence of America’s Upper Classes from Military Service and How it Hurts Our Country and the co-author of several other books. In the spring of 2009 she and several other military wives met with First Lady Michelle Obama at the White House to discuss what could be done to support military families especially during deployments. Kathy is the chair and founder of “Blue Star Families.” A book signing will follow this session.

4:00 PM - 5:30 PM — Institutional Repositories in Action: Stories from the Federal World
Location: On-site, please check the program
Description: While many libraries continue to struggle with the definition, creation and ongoing development of their institutional repositories, librarians in the federal environment have created successful models that can be adopted by other librarians in academia and elsewhere. Panelists from the three largest US national libraries will present information on how they have successfully created ingestion, cataloging, indexing, access and preservation methods for content storage within their repositories. They will also discuss the challenges they faced creating these repositories.

Continues on page 11
items. A “Resolution to Support Digital Information Initiatives at the U.S. Government Printing Office” was passed. A “Resolution on Transparency and Openness in the Federal Government” and a “Resolution on Universal Access to Broadband” were both passed unanimously. Beverly Lynch, Chair of the International Relations Committee presented a “Resolution on Rebuilding Libraries and Archives Damaged or Destroyed by the Earthquake in Haiti.” This worthy resolution passed unanimously. It had been announced earlier that roughly $27,000 had been collected for Haiti relief during the few days of the Midwinter Meeting.

Earlier in the conference, Camila Alire, ALA President, had appointed a task force to study the Google Book settlement. Jim Rettig, chair of the task force, presented a brief report to Council on the anticipated work of the Task Force. There will be several programs at ALA Annual focusing on the Google settlement and its implications for libraries. A “Resolution in Support of 2010 Spectrum Presidential Initiative” was passed unanimously. With this resolution, ALA Council showed its commitment to the fund and expanding diversity in the library profession.

At the conclusion of the meetings, Executive Director Keith Michael Fiels announced that the total registration for the conference was 11,095. This compared reasonably well with attendance in recent years – in 2009 registration for Midwinter in Denver was 10,220, 13,601 at Philadelphia in 2008, 12,230 at Seattle in 2007 and 11,084 at San Antonio in 2006. Keith also reported on ALA membership, which was down 2.7% from 2009 levels and reported that an audio version of the Council deliberations will be available on the ALA Web Site. As there had been much discussion on Council List about the ALA Event Planner and its shortcomings, he reported that changes suggested will be incorporated into the Event Planner for ALA Annual and that it should be much improved. Council III completed its business several hours earlier than usual.

Jane Sessa
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Application to Become a Mentor or Coach

Mentoring is a one-on-one, trusted, often long-term relationship between two librarians where one (the mentor) is or has been a federal librarian and serves as an objective source of guidance, counsel and encouragement. The mentee may wish to join the federal workforce or may already work in some capacity within the federal sector and is seeking to develop as a federal librarian as well as develop their career within the larger profession.

Coaching is a short term relationship between the coach, who possess specific skills, and the protégé who needs to develop similar skills to solve a problem or expand skills in a particular area of practice.

Please complete this application and submit it with a resume, curriculum vitae or summary of your work and educational experience. You may apply to be either a Coach and/or a Mentor on the same form.

To become a mentor, please complete the Mentoring Program Section. To become a coach, please complete the Coaching Program Section.

First Name ______________________ Last Name ____________________________________________

Mailing Address: ______________________________________________________________________

City ___________________________________ State ________ Zip ______________________

Email Address ________________________ Alternate Email Address _________________________

Primary Telephone Number ______________ Alternate Telephone Number ____________________

My employment status is ________________________________________________________________

Federal/Military Employees, please indicate your agency/branch: ______________________________

Please provide any other information you feel is relevant that is not included in your resume.

____________________________________________________________________________________

____________________________________________________________________________________

Mentoring Program Section

Mentoring is a one-on-one, trusted, often long-term relationship between two librarians where one (the mentor) is or has been a federal librarian and serves as an objective source of guidance, counsel and encouragement. The mentee is one who is seeking to develop as a federal librarian within the larger profession and wishes to join the federal workforce or may already work within the federal sector. I want to be a mentor. Agree □

Select up to three (3) mentoring priorities. I would like to mentor people on how to:

☒ Become a federal librarian.

☒ Gain agency and organization knowledge.

☒ Improve reference and research skills.

☒ Refine collection management expertise.

☒ Explore library technology management.

☒ Improve library leadership, management and advocacy skills

☒ Improve content organization and description skills

☒ Learn specialized knowledge, skills and/or abilities. (Briefly describe.) __________________________

Are you willing to mentor someone: ☒ within your agency   ☐ outside of your agency/organization.

What is the maximum number of people you are willing to mentor at the same time? ____________
Coaching Program Section
Coaching is a short term relationship between the coach with specific skills, and the protégé who needs similar skills to solve a problem or experience in a particular area of practice. I would like to be a coach. Agree □
Please select the areas of interest you are willing to coach.

☐ Acquisitions
☐ Administration and Management
☐ Agency and Organization Context and Culture
☐ Agency Regulations, Policies and Guidelines
☐ Best Practices and Evaluation
☐ Cataloging Classification and Metadata
☐ Collection Access and Control
☐ Collection and Development
☐ Customer Education and Training
☐ Federal Laws and Regulations
☐ Information Assurance and Security
☐ Language (Please describe.) ______________________________________
☐ Library and Content Management Systems
☐ Professional Development
☐ Program Development and Outreach
☐ Public Relations and Library Promotion
☐ Research Analysis and Search Strategies
☐ Research Tools and Services
☐ Resource Protection and Preservation
☐ Resource Sharing
☐ Intellectual Property Rights Management
☐ Specialized Subject Knowledge (Please describe.) ___________________

☐ Supervision and Human Resources
☐ Technology

Types of Coaches
Are you willing to coach someone: ☐ within your agency ☐ outside of your agency/organization.

What is the maximum number of people you are willing to coach at the same time? ____________

Please submit completed application or apply online at www.ala/faflrt.org.
Federal and Armed Forces Libraries Round Table Board: 2009-2010

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