



FOOTNOTES

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Orlando: A Town of Food, Diversity, and (of course!) Mickey Mouse

Marilyn Ochoa
Member Services Director, NMRT

Orlando, just south of Gainesville, is among my top five Florida destinations. It offers a wide variety of things to do, see, eat, and simply enjoy in and around town. Here I offer just a few ideas since, despite traveling many times to Orlando, I've only explored a small portion of what the town offers.

Why is that? Orlando is BIG and spread out, with so much more to it than theme parks. So, note well, ALA visitor, don't just conjure up images of Mickey and his friends...think of Orlando also as a town

of good food, shopping, and interesting cultural locations.

As I mentioned, Orlando is quite large. I can't say that I could walk Orlando in the same way that I can walk Washington, D.C. or San Diego, and I certainly would hesitate to try to in June. It's not just because I'll have my car with me this conference; it's more that I'd rather not deal with the heat of a Florida summer. If driving is not reasonable, I plan to take the ALA shuttle or the I-Ride Trolley, and I encourage you to as well. The trol-

leys are a convenient and cheap way to travel exclusively throughout the International Drive Resort Area; maps and trolley stop locations are available at <http://www.iridetrolley.com>.

Since I started conference-going, I've found that after a long day of meetings, a good meal is critical to maintain my stamina for the upcoming day. A number of restaurants are plentiful in the Convention Center area. Granted, I recommend those in conference hotels, such as Cafe *Orlando*, continued on page 4

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Man's Place in Librarianship: A Discussion

Chrissie Anderson Peters
Secretary, NMRT

According to the 2002 Statistical Abstract of the United States, there were 203,000 people employed in libraries in the US in 2001. Of that number, 85.7 percent were women; only 14.3 percent were men.

When I volunteered to write an article discussing the issue of men in librarianship, I thought that I had chosen a narrow topic, something manageable in a short article. As my research progressed, however, I realized that the numbers are simple, but some of the issues are anything but elementary. The purpose of this article is not to champion or offend any gender or group; not to empower or disempower anyone; not to uphold, crush, or create stereotypes; not to do anything that might be construed or misconstrued as political or serving a personal agenda. What I hope to accomplish is to throw out some numbers about men in the profession, to share some thoughts from a

few male colleagues, and to give readers something to think about - whether in agreement or in disagreement. It's only through thinking that things can begin to take the form of action, whether it's pro-action or re-action.

Advantages to Being a Man in Librarianship

Responses to this side of the issue have included a half-serious example citing "It's a great way to meet women," as well as being thankful for being in such a "nurturing" working environment. Okay, I'm not suggesting that master's programs should advertise themselves as "meat markets," but typically, people in master's programs are there because they are at least semi-intelligent, semi-motivated, and semi-ambitious, so maybe there is some validation to seeking a mate with those qualities if you happen

Man's Place, continued on page 8

3M/NMRT Professional Grant Awarded to Three Individuals

Tiffani Conner, Sarah Robbins, and Nanette Wargo have been selected as the 2004 recipients of the 3M/NMRT Professional Development Grant. This grant, sponsored by 3M Library Systems, covers round-trip airfare, lodging, and conference registration fees for attendance at the American Library Association (ALA) Annual Conference.

Tiffani Conner is a Library Associate at the University of Tennessee, Knoxville. She will graduate from library school in May 2004 and plans to use her time in Orlando to assist her state library association with its goals by making contacts, discussing issues of concern with vendors, and gaining exposure to improved library products and services.

Sarah Robbins is currently employed as Electronic Services Coordinator with the University of Oklahoma Libraries. As a new librarian, Robbins plans to use this opportunity to develop her skills for providing quality library service. Part of her job involves communicating between public service librarians and library technology staff, and she hopes to study established practices in this area.

Nanette Wargo is Technical Services Manager with the Champaign Public Library in Champaign, Illinois. While in Orlando, Wargo plans to make final arrangements for the NMRT Student Reception Committee, which she chairs. She also hopes to bring insights gleaned and information gathered through discussions and programs back to her colleagues who are unable to attend the conference.

Since its inception, almost 100 NMRT members have benefited from this grant. Further information about the 3M/NMRT Professional Development Grant, including award criteria and a list of past recipients, is available at: <http://www.ala.org/ala/nmrt/applyfor-funds/applyfunds.htm>.

Make Your Resume Shine in Sunny Orlando

Donna Braquet
Co-Chair, Resume Review Service Committee

NMRT's Resume Review Service (RRS) Committee organizes an on-site resume review service at each ALA conference. This service is free and open to any ALA conference attendee.

A list of reviewers and their specialty areas will be posted on the RRS website around June 1. The RRS Committee does not take appointments prior to the conference, but the website will give an idea of which reviewers/time slots are of interest.

Once in Orlando, stop by the ALA Placement Center and make an appointment to meet with a reviewer. She/He will be a librarian who has experience in the hiring process, on search committees, or in a human resources department.

Listen and ask questions during the meeting; our reviewers have great advice and are truly glad to help. On the way

out, pick up a copy of the Library Job Hunting Resource Guide, a compilation of web sites, articles, books and other resources created by the Resume Review Service Committee.

Want to be a volunteer?

We are seeking volunteers to staff the check-in table and help with scheduling and answering questions. The slots are 1 hour (or volunteer for more!) and it is a great way to meet people, offer words of encouragement, and have fun. Watch for a call for volunteers on NMRT-L.

Resume Review Service Hours

(Located within the ALA Placement Center at the Convention Center)
Friday, 1-5 pm; Saturday, 9-5 pm;
Sunday, 9-5 pm; Monday, 9-1 pm. For more information, contact nmrttrs@yahoo.com or visit <http://www.geocities.com/nmrttrs/>.

A Note from Vice President/President-Elect

Sally Gibson
Vice President/President-Elect, NMRT

2004-2005 is off to a great start, and it does not officially begin until after the Orlando conference. I am pleased that so many of you have volunteered to serve on a committee, and I look forward to working with you over the next year. It is not too late to fill out a committee interest form. Many committees such as the Student Chapter of the Year Award, Exhibitors Contact and Relations,

Governance, and Orientation need more members. Committee descriptions are available in section four of the NMRT Handbook, and the committee volunteer form is available on the NMRT website, at <http://www.ala.org/ala/nmrt>. Please feel free to contact me at sallyg@creighton.edu with any questions or concerns. The key to NMRT is an active membership.

Reserve Your NMRT Conference Hotel Room

NMRT has a block of rooms for the 2004 ALA Annual Conference in Orlando, Florida. Rooms are available from Thursday, June 24 through and including Tuesday, June 29 at the Quality Inn Plaza. Rates are \$72 single/double, \$77 triple, and \$82 quad. Rooms are available for NMRT members only.

The Quality Inn Plaza was selected for its low rates and very convenient loca-

tion (1/4 mile from the convention center and across the street from Pointe*Orlando, an open-air shopping, dining and entertainment complex.)

To reserve a room in the NMRT block, use the following URL: <http://www.expoedge.com/its/0406libm-co/start.asp?group=NMRT>. For more information, contact Bill Jenkins, NMRT Treasurer, at wcyj1@cornell.edu.

NMRT Member Profile: Anna Ferris

Jill E. Grogg
Editor, *Footnotes*



Educational background:

B.A. (major: French; minor: Spanish), City College, City University of New York, 1977; Licence ès Lettres, Lettres Modernes, Université de Nancy II, France, 1978 (equivalent to B.A. in Humanities); Diplôme d'Études Supérieures Européennes, Centre Européen Universitaire de Nancy, France, 1979 (equivalent to M.A. in European Studies of Civilizations and Literature); M.L.S., Southern Connecticut State University, 1998

Professional history:

Anna's first professional job in a library was as a copy cataloger at the Divinity School Library at Yale University in 1998. Later in 1998, Anna transferred to the main library, Sterling Memorial Library, where she was able to catalog a larger selection of foreign language materials. In 1999, she began working in her current position as an original cataloger at Norlin Library at the University of Colorado at Boulder.

As a result of her very first experience volunteering in a library, Anna decided to pursue a career in librarianship. Anna noted that "Helping out at my children's elementary school library made me realize what a valuable, yet often unacknowledged, service librarians provide to everyone." Anna went on to say that

while she truly enjoyed working with children, she was particularly drawn to the workings of the catalog. She learned how important the catalog was to the students and teachers who depended on it for their assignments and general reference.

After six years as a volunteer, she knew librarianship was the perfect job for her. Anna comments, "To this day, I am very happy that I chose to become a cataloger because that particular field has developed to such a great extent. The catalog has become the new gateway to countless resources that supplement (one could even say supersede) the bibliographic resources we are so accustomed to consulting."

Anna became a member of NMRT in 2000 and is the current chair of the Archives Committee (2003-2004). Anna noted that NMRT has allowed her to become a productive committee member and subsequently an effective chair. In addition to her NMRT activities, Anna is a member of the American Library Association (ALA) and the Association for Library Collections and Technical Services (ALCTS). Anna is also a member of the Colorado Digitization Program, specifically its Metadata Standards Working Group.

When asked about the pressing issues facing librarians at the moment, Anna replied: "There are so many pressing issues for libraries at the moment, i.e., salaries, aging of the profession, closures, budgetary constraints, etc., that it is easy to let ourselves become overwhelmed by so many negative topics. This may be wishful thinking on my part, but I would love to see our profession go through a miraculous make-over. We could use a radical change in outlook, a flood of positive publicity about how wonderful this profession really is, stressing the finer points about what we do, about how much we offer our patrons and how much we are truly appreciated by them."

The Benefits of NMRT

Melody Allison
Chair, Governance Committee

As a new librarian, I was clued in to NMRT as a place to get acquainted with ALA conferences and receive information about professional development. I became familiar with the organization's goals, which to me are remarkable. There are many groups that deal with library professional and work issues. But I knew none that focuses on the librarian's needs - such as the need for professional and career development, the need for finding a job, the need for mentoring - until I met NMRT.

I soon benefited from a number of NMRT programs. One thing led to another, as it usually does in NMRT, and I found myself doing things that were not always within my normal comfort zone - doing them comfortably! Not only is NMRT a big surprise in itself, you find that you yourself are a surprise - happily doing things that you had not imagined ever doing, with the support of the NMRT network always behind you.

NMRT has provided me with the possibility to be involved in a professional organization, opportunities and support for leadership experiences, and the good fortune to meet wonderful colleagues from around the country. In each experience, I have grown and become more familiar with NMRT and our profession. Having positive experiences promotes positive experiences.

Share Thoughts about Forum

This is the first year the Nominating Committee has hosted both an in-person and online candidate forum. The committee welcomes feedback and any ideas on how we can improve. The committee also welcomes suggestions about areas next year's committee can explore further. Send comments to lbliss@princeton.edu.

Orlando, continued from page 1

Gauguin in the Rosen Center (http://www.rosencentre.com/dining_orh.html) or the Peabody Hotel's multi-award-winning Dux (<http://www.peabodyorlando.com/>). If price is a concern, many other options abound.

It goes without saying, however, that outside the immediate conference area are restaurants that serve up other tasty treats. Your concierge can help you to locate one and provide transportation options if needed. Plus, I recommend visiting All Ears Net to view Disney areas' restaurant menus and attractions (<http://allearsnet.com>). Among my personal favorite locations for dining are Epcot (the Norwegian Restaurant Akershus offers "all you care to eat") and the Downtown Disney area for free access to the House of Blues, Wolfgang Puck's Café and others. Further, because of my occasional need to inundate myself with things (Jimmy) Buffett, I also enjoy Margaritaville at Universal Studios CityWalk, after I pay my fee to enter and before I gulp down that funny neon drink roving bartenders offer for a tidy sum.

Another dining option is the dinner show; some recommended are Arabian Nights, Medieval Times, and the Dolly Parton Dixie Stampede. Also, my Orlando pals have boasted time and again (albeit to a vegetarian) that feasting at either the Wyndham Palace's

Outback, an open grill steak house, or Disney's Yachtsman's Steakhouse (reviewed in Zagat's) is a no-brainer.

Wherever you decide to go, it's the after-dinner entertainment that excites me most. You can hang out at CityWalk (the Hard Rock Live has music) or

*So, note well,
ALA visitor,
don't just conjure up
images of
Mickey and his
friends...think of
Orlando also as
a town of good food,
shopping, and
interesting cultural
locations.*

Downtown Disney's Paradise Island; both offer food establishments, bars and dance clubs for a fee. But like me, you'll probably want to stick around the conference area. I'm sure you'll chance upon a cool location to hang out, such as the popular music venue, The Social (<http://www.orlandosocial.com/>).

Food and nightlife aside, you might want to be a tourist. I recommend visiting one of Orlando's theme parks: Walt Disney World, Epcot, The Disney Institute, Universal Orlando, SeaWorld®, American Gladiators, or Wet 'n Wild. Take a day to fully explore one if you have time. Also, within Orlando, art and cultural spots such as the Civic Theatre, Orlando Opera Company, Southern Ballet, the Shakespeare Festival, Museum of Arts, and the new Orlando Science Center make Orlando a special and diverse town to visit. Plus, Eatonville, the nation's oldest incorporated African-American municipality, is only six miles away.

For shopping, Orlando has more shopping space than any U.S. city of comparable size. Popular shopping venues include Pointe*Orlando (across the street from the Convention Center!) and several outlet malls less than 10 miles from the Convention Center. For recreation, 123 golf courses, the Kennedy Space Center Visitor Complex and Cocoa Beach are all within a 45-minute drive of downtown.

So many places and things to see; the list could go on! Before you travel, I recommend doing your own research. The Orlando/Orange County Convention & Visitors Bureau, Inc.'s website is a great place to begin at <http://www.orlandoinfo.com/attractions/>.

Apply to be a Conference Mentor

Do you remember being overwhelmed at your first ALA Conference? Do you consider yourself a Conference Pro now?

The NMRT Mentoring Committee is seeking mentors for their Conference Mentoring Program for the 2004 ALA Annual Conference in Orlando, Florida. The Conference Mentoring Program is designed to connect first-time conference attendees with a "seasoned professional" who can help them in navigating the ALA Annual Conference and guide them as they enter the field of librarianship. Mentors need a minimum of two to three years professional experience and to have attended at least two ALA Annual Conferences.

The Conference Mentoring Program is open to all ALA members, and the application deadline is May 7, 2004. Mentors are encouraged to apply early. Mentorship is a way to give back to the profession, build leadership skills, and reminisce on those early days - plus it looks great on a resume or a tenure dossier.

For more information and to download an application form, visit the Mentoring Committee link from the NMRT website at <http://www.ala.org/ala/nmrt>. For more information, email Valentine Muyumba, Chair, NMRT Mentoring Committee, at nmrt_mentoring@yahoo.com.

Apply for a Conference Mentor

Attending your first ALA Conference? Want to learn the ropes?

The NMRT Mentoring Committee is accepting applications for their Conference Mentoring Program for the 2004 ALA Annual Conference in Orlando, Florida. If you are on your way to becoming a librarian, or are new to the field, this program is for you. You will have the company of an experienced colleague at the conference and possibly beyond, someone to provide you with guidance without having to worry about performance. The Conference Mentoring Program is open to all ALA members, and the application deadline is May 7, 2004. Mentees are encouraged to apply early. For more information and to download an application form, visit the Mentoring Committee link from the NMRT website at <http://www.ala.org/ala/nmrt>. For more information, email Valentine Muyumba, Chair, NMRT Mentoring Committee, at nmrt_mentoring@yahoo.com.

Meet the NMRT Board: Nadine Flores

Stephanie DeClue
Member, *Footnotes* Committee



Nadine Flores is the Network Director for NMRT, which means she pairs NMRT members with liaison opportunities with other ALA committees. Nadine also supervises the Midwinter Social and Local Arrangements Committees. Nadine has a B.A. and an M.A. in art history from the University of California, Riverside (UC, Riverside). She received her M.L.I.S. from University of California, Los Angeles in 1995. She is currently an Adult Librarian II at the Echo Park Branch of the Los Angeles Public Library.

Like many librarians, Nadine "fell" into librarianship. She was working on her M.A. in art history and found herself interning at the slide library in the art department at UC, Riverside and working on cataloging projects for the univer-

sity's art gallery. Having a librarian's soul, Nadine enjoyed these tasks and her advisor suggested the library and information science program at UCLA. During her M.L.I.S. coursework, Nadine had the opportunity to intern at the Archives of American Art (a branch of the Smithsonian Institution located in Southern California). It was during this internship that Nadine "knew that art librarianship was for me!"

Nadine feels that NMRT is a good place to start for new librarians who might find themselves in "career limbo." Nadine's first post-MLS job was as a children's librarian at the Los Angeles Public Library. She enjoyed the job, but still held on to her dream of working as an art librarian. Nadine feels that her NMRT involvement helped her get her career back on track and was instrumental in helping her to move to an adult librarian position at a branch in an artist community (Echo Park), where she is able to utilize her knowledge of art history.

Nadine is proud to be a native of Southern California (not counting the brief seven-year stint in Texas when her father was in the military). When she is not working, she enjoys attending museum exhibitions, painting and going to movies. Nadine also enjoys giving free tarot card readings for friends and family. Everyone who attended this year's Midwinter Social will remember Nadine's expertise with those tarot cards!

NMRT President's Program Leads the Way

Do you feel stuck in your job and want to move up? Are you new to the library profession and wondering how to become more of a leader? Find out how at the NMRT President's Program, scheduled for the 2004 ALA Annual Conference in Orlando, Florida.

The program "Leading the Way: Developing Leadership Skills for New Library Professionals" will feature four panelists, three of whom are relatively new to the field of librarianship, and one of whom trains library professionals to foster leadership and career skills.

The speakers work in various settings (academic and public libraries) and all four will share their experiences and advice about developing leadership skills. For more details on the program and panelists, visit: <http://www.ala.org/ala/nmrt/nmrtannual2004/NMRTPresProg.htm>.

The event is scheduled for Saturday, June 26, 2004, from 1:30-3:30 p.m., with the location to be announced shortly. For more information, please email Ron Peterson, Chair, NMRT President's Program Committee, at ron.peterson@jhu.edu.

Expand your
professional network.
Get involved in NMRT!

That Dreaded Librarian Stereotype: What You Think

Amanda Roberts

Assistant Editor, *Footnotes*

When I wrote my November 2003 *Footnotes* Tips & Tricks column, "Combating Ageism: Lessons Learned by 'Baby' Librarians," I intended to offer some light-hearted advice to my NMRT colleagues who were interested in some tips for dressing for success. When the article was co-published on LIScareer.com (http://liscareer.com/roberts_ageism) and made the rounds on various library listservs such as NexGen-L and Newlib-L, I discovered that I had opened up an enormous can of worms. Concerned librarians, paraprofessionals, and students emailed me comments both praising and criticizing the ideas and assumptions of the article. Some wrote letters of thanks because they, too, had felt the sting of an off-handed comment about their too-young appearance.

Others, however, expressed the concern that dressing in a professional uniform is tantamount to conformity. "Many of us would like to change the traditional librarian stereotype," writes medical reference librarian Maureen Knapp, who cautions against buying into the "sensible shoes, buns & pearls phenomenon ... Quirky is more approachable than a severe dress and tight scowl." Similarly, State of Florida librarian Emily Stresky explains that by adhering to the "dress code of suits, skirts, heels, and makeup," one's identity may be "lost in the fashion shuffle."

After reading similar comments on various listservs created for the younger set, I realized just how concerned the Generation X and Y library crowd is about our stereotype. This prompted me to send an informal questionnaire to these listservs for further investigation. The questionnaire consisted of three basic questions: 1) Is changing the librarian stereotype important to you?; 2) Are there specific things that you do to combat our librarian stereotype?; and, 3) Is there anything librarians/information professionals or ALA or other librarian/IS associations need to be doing to change our image in the public's eye?

What you think: Summary of Responses

Lianne Hartman, a Reference/Instructional Librarian at a small college library, does not believe that she works against the librarian stereotype in a conscious way. But she adds: "Will extreme fashion make users more comfortable asking questions? Probably not. Will traditional library garb scream 'I know nothing about technology'? Maybe. Am I thinking of my patrons' perceptions of me and of librarians in general when I go shopping for work clothing? Absolutely." Another respondent, who sees our stereotype as a

I realized just how concerned the Generation X and Y library crowd is about our stereotype.

hot issue within the profession, doesn't think that our stereotype is necessarily harmful, but admits that a male librarian may think differently.

Ihsia Hu, a cataloging librarian, reports that she hears nothing but good things from people, such as "librarians are saints!" and "I've always wanted to become a librarian too!" Ihsia thinks it is more important for librarians to educate the public about what librarians really do, rather than try to change our image.

Similarly, another respondent believes that it is more important for librarians to be recognized as "individuals whose intellectual and technical capabilities are quite appropriate outside the library."

Future young adult librarian Devon Crosby-Helms thinks that it is important to change the librarian stereotype

because "too often people shy away from the profession because they think that it takes a certain 'type' of person."

Devon believes that her bright blonde hair, tattoos, and style give a youthful impression that works in her favor since she will be working with young adults. She adds, however, that she "push[es] the boundaries" through her ideas and not through her clothing. Another respondent thinks it is less important to change the sensible shoes image of the librarian than to totally obliterate the "shushing" stereotype. This respondent declares, "I am very noisy and talk a lot ... The library, especially the reference desk area, is a teaching area ... NOT a quiet zone. It really bugs me when patrons shush me!"

Tiffani Corner, a University of Tennessee graduate student and Library Associate II, is also less concerned with the physical appearance of librarians and more with their approachability. "In some ways I think librarians can appear arrogant or off-putting," she explains, "because they are shy or intent on what they are doing or task-oriented or whatever - but this needs to change in a big way!"

Angelica Cortez, an MLS candidate at Texas Women's University, reports her discouraging experience during her job hunt. Despite her six years' library experience, she was told by one potential employer that he would want someone with more "life experience" and who would "fit in." Angelica believes the profession could stand to hire more diverse employees, and the stereotype of the shy, older Caucasian female librarian is in existence because it has an element of truth to it. "Employers should not hire someone based on who he/she thinks will 'fit in' the best with all of the other librarians. It only creates a cycle to hire the same 'kind' of people ... Combating the stereotypes begins with personal bias."

Stereotype, continued on page 7

Stereotype, continued from page 6

Solutions

In his 2000 LJ article "We aren't a stereotype," Dan T. Hutchens offers three suggestions to change our stereotype. 1) Change the title of positions from "librarian" and "library" to "public information consultant" and "information center." 2) Expand graduate school admissions and hiring criteria to include "social skills, personality, and love of people." 3) Hire media consultants to reshape our image.

To a certain extent, the American Library Association "@ your library" campaign attempts to update this image, but it has met some criticism. John N. Berry III in his LJ editorial "Tell 'em what librarians do each day: let's not trade the old lady with the bun for a bar-hopping airhead" posits that the "@ your library" campaign is merely creating a new set of stereotypes and doesn't reveal the beliefs of new librarians.

It comes as no surprise that we new librarians have similar suggestions and concerns. Christine Borne, creator of NexGen Librarian (www.nexgenlibrarian.net) exclaims (and wants her statement to be read as if she is shouting): "We need public service announcements on TV, on the radio, and in our local newspapers ... READ posters aren't enough ... We need to infiltrate popular media with information about how libraries can help non-readers too."

Shelly McCoy, Head of the Digital User Services Department at the University of Delaware, agrees that ALA can conduct a campaign to change our public image, but more important things "should and do take precedence over this issue: filtering, the Patriot Act, and funding to name a few."

John N. Berry III. "Tell 'em what librarians do each day: let's not trade the old lady with the bun for a bar-hopping airhead." (Editorial). *Library Journal* 126, no. 17 (Oct 15, 2001): 6(1).

Dan T. Hutchins. "We Aren't a Stereotype." *Library Journal* 125, no. 2 (Feb 1, 2000): 57.

Add Your Local Flavor to an NMRT Basket

The NMRT Booth Committee plans to raffle off two baskets to people who fill out NMRT membership surveys at the 2004 ALA Annual Conference in Orlando, Florida.

One basket will have items of local interest from Orlando; the other basket will be made up of items that NMRT members contribute from their own local areas. NMRT members who work at colleges and universities can send items with the school's logo.

NMRT members who work at public libraries or other libraries might send items of local interest - a sports team or an item from a nearby tourist attraction. The Booth Committee is not requesting costly items. If you are interested in contributing an item, send the items to: Sally Bickley, 116 South Luque, Sinton, TX 78387.

Attention, Library School Students!

For the 2004 ALA Annual Conference, the NMRT Student Reception will take place on Sunday, June 27 from 8-10 p.m. Representatives of ALA divisions and roundtables will be available to discuss membership benefits for students and librarians new to the profession. In addi-

tion, the 2004 ALA Student Chapter of the Year Award will be presented. Refreshments will be served.

The location will be announced shortly. Questions? Contact Nanette E. Wargo at nwargo@champaign.org.

Booth Committee Seeks Volunteers in Orlando

The NMRT Booth Committee seeks volunteers to staff the NMRT Booth at the 2004 ALA Annual Conference in Orlando, Florida, June 26-29.

The NMRT Booth features friendly faces eager to share the NMRT experience as well as information about NMRT membership, NMRT conference activities,

professional development grants, and opportunities for volunteering and networking through NMRT committees.

The Booth is located at #238 in the Orange County Convention Center. Contact C.J. Wong at catherine.wong@quinnipiac.edu to volunteer.

Participate in NMRT discussions
Become a resume reviewer
Volunteer for a committee
Enlist as an ALA or library school liason

NMRT Needs YOU!

Make the most of your membership and
get involved today!

For more information, visit <http://www.ala.org/ala/nmrt> or email Sally Gibson, President-Elect, sallyg@creighton.edu

Man's Place, continued from page 1

to be going into the profession, anyway. Knowing the person who made the comment about the nurturing environment as I do, I can vouch for his sincerity in this statement. He really doesn't mean it in a sexist or stereotypical way. What he means is that the women in his workplace can help him think about things from perspectives that he might not think of on his own (likewise, he often helps us to accomplish the same thing).

They want to see him succeed, not because he is male and they are females, but because he is part of their tight-knit library family - he's part of their team - and order for the team to be successful, the individual players must also attain some level of achievement. That's not to say that he wants his female counterparts to hover over him, mothering him, holding his hand, etc., but to suggest that he does not know everything and appreciates the help (professionally and personally) that he gets from these women.

The leading factor that I heard in response to the advantages of being a man in librarianship, concerns promotional opportunities for men in the profession. Despite the fact that there is a low percentage of men in the overall profession (roughly 15 percent in libraries overall), a proportionately larger number of administrative positions within the profession are held by men than women. Whether a man sets out on the path to become a library administrator or not, his chances of doing so seem more viable in the profession than a woman's path to the same sort of higher-level position.

The ARL Annual Salary Survey 2002-03 breaks down several categories of consideration in the Academic and Research Libraries' (ARL) member libraries across the United States and Canada. June 2003's "ARL Salary Survey Highlights," by Mark Young (available online at <http://www.arl.org/newsltr/228/salsvy.html>) points out the following statistics that favor men in the profession: 1) The average salary for ARL librarians who are men is \$58,295 - that's \$3578 higher than that of female librarians in ARL

libraries, and with the same average years experience (16.8 years); 2) Minority male librarians salaries for United States ARL libraries is also higher -- \$54,469 - that's \$2434 higher than minority female librarians in United States ARL libraries and with slightly less experience than their female counterparts (14.1 years experience vs. 15.0); 3) The total number of directors in ARL libraries who are men is 55, meaning that there are 56 female directors in the 111 ARL libraries - 55 out of 2,832 total positions by men in ARL libraries are directors, while only 56 out of 4,959 total positions filled by women in ARL libraries are directors (roughly 19.5% of

*Whether a man sets out
on the path
to become a
library administrator
or not, his chances
of doing so seem
more viable
in the profession
than a woman's path
to the same sort of
higher-level position.*

all male librarians and 11% of all female librarians have reached director positions in the data provided for last year's survey). Reasons for this discrepancy run the gamut of logical and illogical charges and can certainly be discussed better in a forum than this unscientific article.

Disadvantages of Being a Man in Librarianship

Responses I received on this side of the coin have included that women sometimes take things more to heart than a man might and therefore small things can become big things (of course, ignoring issues can make small things become big things, too); one male colleague said that it has been his experience that women in a predominantly-female work-

place can be more "petty" and "vicious" in their treatment of certain situations, including men in the workplace who aren't performing as the women feel is appropriate/necessary. Another friend complained that "Even the stereotypes of librarians don't necessarily apply to men" in the profession. He went on to explain that he has had numerous women just presume that he is gay when he tells them that he works in a library.

Several men I have corresponded with have mentioned that one of the major drawbacks to being in the library field is the salary (not exactly a newflash or surprise since salary continues to be one of the biggest issues for everyone in our field, professional or paraprofessional, and regardless of race, ethnicity, and experience). Some people blame the small salaries of certain professions like librarianship, teaching, and social work on the fact that these positions are typically held by women and women are historically underpaid in business settings.

Wrapping Up

I don't think there is a clear-cut answer to the issues surrounding the small percentage of men in librarianship - why there are so few of them, why it seems easier for them to progress through the ranks of the career field, how to recruit them into the profession more heavily, or even if such recruitment would help the plight of librarians overall. Nor do I think that women in the profession mean to leave them out of the equation as sometimes seems to be the case. I do believe that they have issues and don't want to be included in stereotypes any more than women in the profession do.

The fact is, we're in the field together and there are countless issues and problems that should be approached by all of us, regardless of gender. Someone needs to speak up and make us more aware of things from a male perspective in librarianship, just like the perspectives of other groups with small numbers in our profession. But next time, I hope it will be a man in the profession who can speak from a position of experience instead of a woman who thinks that the idea is one worth investigating on her own.

Orange You Glad @ Your Library: NMRT Social

Melanie Sims

Co-Chair, 3M/NMRT Social Committee

Looking to relax after a long day of committee meetings? Want to mingle with old friends? Want to enjoy some dancing? Mark your calendar for Sunday, June 27. That's the 3M/NMRT Social from 7:30 p.m.-11:00 p.m. at the 2004 ALA Annual Conference to be held in Orlando, Florida. The Social will be at the Rosen Centre Hotel, Grand Ballroom A-C. All current and alumni members of NMRT are invited.

The theme for the social is "Orange You Glad @ Your Library." This event will honor recipients of the 3M/NMRT Professional Development Grant.

Attendees will also enjoy an exciting evening of free food, great music, door prizes and dancing. This will be an excellent opportunity to mingle and network with colleagues.

All attendees are requested to bring a children's book (new or used). These books will be donated to the Children's Home Society of Florida (<http://www.chsfl.org/>).

Check the NMRT website at <http://www.ala.org/ala/nmrt> for more information. This event is sponsored by 3M Corporation.

Zora Neale Hurston Program in Orlando

The ACRL's Anthropology and Sociology Section (ANSS) and the African American Studies and Librarianship (AFAS) Joint Program at the 2004 ALA Annual Conference will be "Her Eyes Were Watching Humanity: Zora Neale Hurston as Ethnographer, Novelist, and Feminist." The program will be held Sunday, June 27, 2004, 8:30 a.m.-noon, with the location to be announced.

This program is also sponsored by the ACRL Literatures in English Section and Women's Studies Section; ALA Feminist Task Force; and NMRT Diversity Committee.

This program will focus on Zora Neale Hurston, noted African-American ethno-

grapher, novelist, and feminist from the early 20th century. Hurston was from Eatonville, Florida, the first all-black township in America, which is in the Orlando metro-area. Panelists will address Hurston's life history, her work with the Federal Writer's Project, her political and philosophical ideas, and her extant papers and manuscripts available in various repositories. More information is available at: <http://www.library.uiuc.edu/edx/zora>.

Speakers for the program are: Valerie Boyd, Arts Editor, *Atlanta Journal and Constitution*; Pamela Bordelon, Ph.D., of Pensacola, Florida; and Deborah G. Plant, Associate Professor, Department of Africana Studies; University of South Florida, Tampa, Florida.

Subscribe to NMRT-L Today!

Subscribe to NMRT-L today for up-to-date NMRT information and lively discussions on a variety of subjects relevant to new librarians.

To subscribe to NMRT-L, send an e-mail message to <listproc@ala.org>.

In the body of the message, type: subscribe nmrt-l Firstname Lastname (e.g. subscribe nmrt-l Jane Doe). Do not include a subject line or signature file.

There are also several other NMRT discussion lists available for members: NMRTWriter, NMRTBD, and NMRTSTUDL.

Several focused discussions are planned for various lists. Be a part of the action and participate in these discussions. Check the NMRT website at <http://www.ala.org/ala/nmrt> for more information.

Are you receiving all issues of *Footnotes*?

The publication schedule for *Footnotes* has changed from a print-only schedule to an online and print schedule. Beginning with the 2003-2004 publication year, *Footnotes* is published online in August, November and February and in print in May. NMRT members receive notification of online publication via email alerts. The print issue is mailed to the NMRT membership in May.

To insure you receive both the email alerts and the print issue, update your information with the American Library Association at <http://www.ala.org>. Questions? Email Jill Grogg, Editor (2003-2004), *Footnotes*, at jillgrogg@yahoo.com.

Tips & Tricks: Keepin' It Local: The Beginning of the Florida NMRT

Amanda Roberts

Assistant Editor, *Footnotes*

In the fall of 2001, three months after graduating with an MLIS from Louisiana State University, I landed my first job as a reference librarian at Nova Southeastern University in Ft. Lauderdale, Florida. New to the area, and knowing absolutely no one, I embarked on a mission to meet as many new librarians in my geographic area as possible. But I found this a bit difficult since many of my colleagues were new to librarianship and Florida as well. Two and a half years later, I have amassed an email list of new librarians large enough to band together and start a New Members Round Table (NMRT) discussion group of the Florida Library Association (FLA). Why did I do it? Well, partly due to self-interest (I want to meet more Florida librarians) and partly because I wanted to welcome librarians to our field and to the state of Florida.

As of Monday, March 8, 2004, the Florida Library Association recognized the NMRT Discussion Group. As of March 12, 2004, the group consists of a few core members with big plans: Tracey Reed, Rachael Cathcart, Dongmei Cao, Tomaro Taylor, Jean Andrews, Sarah King, and J. Michael Shires.

We are planning to meet face-to-face during the FLA Annual Conference to discuss our dreams and hopes, as well as

bylaws and committees. We have collectively chosen to model ourselves after the New York Library Association NMRT.

Following are some suggestions put forth by Zahra Baird, who is heavily involved in the New York Library Association (NYLA) NMRT:

President and Vice President are essen-

*I am hopeful that with
a lot of marketing,
hard work, and good old-
fashioned friendliness,
the FLA NMRT will
grow in future years.*

tial. The president and vice president can perform a lot of the membership chair tasks until the group grows larger. Secretary and Treasurer may be combined into one position at the beginning. Newsletter/Web Editor might be a good thing so that you could start to spread the word.

ALA NMRT Liaison is a good idea. Mentoring, Awards and Booth chairs can all come later once you decide what

awards, mentoring programs and also conference programs you might want to sponsor.

Here are some objectives and goals of the NYLA NMRT, to be adopted by FLA NMRT:

1. To contact each NYLA new member once during their first year to welcome them to NYLA by touching base with them via e-mail, phone or letter.
2. To have 10 percent of the NYLA new members become active in any NYLA Unit. ("Active" can be defined as serving on a committee, volunteering at the conference booth, writing an article or book review, running for office, or mentoring.)
3. To come up with a campaign to increase membership involvement (example: 10 ways to become more involved in NYLA NMRT and/or NYLA as a whole).
4. To support the activities of the NYLA Membership Committee.

I am hopeful that with a lot of marketing, hard work, and old-fashioned friendliness, the FLA NMRT will grow in future years. If you are a librarian in Florida and are interested in joining the movement, email Amanda Roberts at aroberts@fau.edu or visit the Yahoo! Groups site at http://groups.yahoo.com/group/fla_nmrt/. We look forward to hearing from you.

NMRT Orientation Program at Annual

William Modrow, Chair, Orientation Committee and Jessica Kopecky, Member, Orientation Committee

The NMRT Orientation Committee wants to invite all those attending the 2004 ALA Annual Conference in Orlando to join us for the NMRT Orientation program on Saturday, June 26, 2004, 8:30-10:00 a.m., location TBA. Attendees will get an opportunity to meet and interact with people in all areas of librarianship, hear about exciting things to do while in Orlando, receive tips on how to navigate through the conference/exhibits, and how to become involved in ALA. Excellent speakers, tote bags chock-full of information, and a chance to meet and network with other new librarians - what more could you ask for?

As Walt Crawford wrote, "It's not an orientation to the New Members Round Table; it's an orientation for new attendees by NMRT. I wish I'd paid attention 28 years ago!" (Walt Crawford, *Cites & Insights: Crawford at Large*, 4, no. 3 (February 2004): 2). Stay tuned to the NMRT Annual website for more information on orientation, conference tips, and other happenings during annual at <http://www.ala.org/ala/nmrt/nmrtannual2004/nmrtannual.htm>. For more information, contact William M. Modrow, Chair, Orientation Committee, wmodrow@mailier.fsu.edu.

Shirley Olofson Award Winner

Genevieve Gallagher is the 2004 recipient of the NMRT Shirley Olofson Memorial Award. This award, named in honor of late NMRT President Shirley Olofson, is given annually to a member of the American Library Association (ALA) NMRT in order to defray the costs of attending the ALA Annual Conference. Criteria for the award include membership in ALA and NMRT, promise or activity in the area of professional development and financial need.

Gallagher is the Youth Services Librarian at Orange County Public Library in Orange, Virginia. She is a 1996 graduate of the B.A. program at Barnard College, Columbia University, and a 2000 graduate of the M.L.S. program at the Pratt Institute in Brooklyn, New York.

She is also a member of the Association for Library Service to Children (ALSC); the Young Adult Library Services Association; and Beta Phi Mu, The International Library and Information Studies Honor Society. Gallagher recently served on the Chapter Relations Committee as an Intern; and currently serves on the Youth Services Advisory Board of the State Library of Virginia; the Literacy Volunteers Board in Orange County, Virginia; and the ALSC Great Websites Committee as chair. She also writes and publishes book reviews for the School Library Journal and the Library Media Connection.

The committee would like to thank all who applied for this year's Shirley Olofson Memorial Award. Further information about this award, including past recipients, is available at the NMRT awards page: <http://www.ala.org/ala/nmrt/apply-forfunds/applyfunds.htm>.

Good Public Relations Key for Libraries

Jeff Weddle

Assistant Professor of Communications, Mississippi University for Women

Public relations for librarians is a hot topic. There are workshops and books aplenty designed to teach administrators how to plan and evaluate marketing campaigns, reach out to patrons, and generally make folks aware of the good works libraries do for their communities.

Libraries can spend a lot of money figuring out how to run an effective PR campaign and even more in actually running one.

Good PR doesn't have to cost a fortune, though. Indeed, the best PR is probably free. In the first place, there is no substitute for positive word-of-mouth advertising. If your patrons like and appreciate the services you provide, they will be likely to come back for more and, in many cases, tell others about the wonderful things you have to offer.

In many smaller communities, weekly newspapers still run columns by librarians detailing the new books, programs for young readers, or any number of exciting events cooked up by an enterprising staff. Even better, some newspapers assign reporters to cover these events in occasional feature stories.

But the truly enterprising librarian should understand that local media coverage can extend beyond the confines of print journalism. Radio and television stations may be willing, perhaps even eager, to provide air time in support of the library. The trick to gaining their support is having a concise, focused message with broad appeal to the community.

As a case-in-point, a few years ago I served as director for a small library sys-

tem in the Mississippi Delta. Our county government was strapped for cash and unable to provide the library with money for an acquisitions budget for an entire fiscal year. I made it a priority to be available at any time to reporters from the local newspaper and never failed to mention the hardships our budget crunch were visiting upon our patrons.

A few newspaper stories later, a local radio station offered to host a "radiothon" to raise book money. A public affairs show on a local television station agreed

*There is no substitute
for positive
word-of-mouth
advertising.*

to have me on to discuss our plight and to plug the radio station's fund raiser. The night of the radiothon, two television stations sent reporters to cover the event.

I won't lie and say the radiothon made a lot of money for the library, but it and the attendant press coverage did raise public awareness of the library's situation. A few months later, when I had to go before the county supervisors with next budget request, the library got everything I asked for.

Editor's Note: Jeff Weddle will be an Assistant Professor in the School of Library and Information Studies at the University of Alabama beginning fall 2004.

a note from the editor....

Currently, *Footnotes* volume 33, issues 1-3 reside on the Mississippi State University Libraries server, http://library.msstate.edu/Ala/Nmrt/Footnotes/august_2003/about.htm. During the summer of 2004, these issues will be moved to the ALA server, which will be the permanent home for past and future issues of *Footnotes* online. Make sure your information is up-to-date with ALA to receive email alerts about the release of future online issues of *Footnotes*. Questions? Email Jill Grogg at jillgrogg@yahoo.com.

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The purpose of Footnotes is to disseminate information and news to NMRT members; to alert members of NMRT to developments of interest in ALA and in the library world; and to inform members of NMRT Board actions, state and regional events, and NMRT conference programs and committee activities.

News notices and articles to be considered for inclusion in the 2004-2005 volume of *Footnotes* should be sent to:

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