

# CLS Newsletter

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## CLS Chair Initiates Mechanisms to Recruit & Involve Librarians

Many exciting initiatives have been launched this year in the College Libraries Section. However, all of these new projects have only one focus-- you -- the members of the section! I hope you will share my excitement and participate in these various new endeavors.

First, save the date - **Friday, June 25, 1999** - for the first section dinner. We will have a Dutch-treat dinner at a restaurant in New Orleans, where section members can have an opportunity to meet, mingle, and learn more about the activities of the section. Details on the dinner will follow in the spring issue of the *CLS Newsletter*.

Second, to meet the needs of new, old and prospective members, CLS has--for the first time--a Membership Committee. The newly formed Membership Committee is charged with developing and implementing a continuous program to recruit new members; creating orientation activities for new section members; evaluating why members leave the section; monitoring statistical changes in section membership; developing (in conjunction with the Communications Committee) a section brochure and other sectional promotion materials; coordinating section outreach activities to promote college librarianship; and serving as a link with ALA/ACRL Membership Committee. Work has already begun on a section brochure.

Third, since not all section members (especially members new to the profession) can afford to regularly attend two ALA meetings a year, this year the Membership Committee is also charged with exploring a new form of CLS committee participation. The committee is investigating virtual CLS committee participation (via e-mail).

Fourth, to provide more time to discuss substantive issues vital to members, the Saturday meetings of the Executive Committee are being re-organized (starting with Midwinter). All informational items from committees will be distributed before the Saturday Executive Committee meetings. Only action items will be dealt with at these meetings. Since all CLS Executive Committee meetings are open to members, please plan to attend these lively sessions.

Finally, professional standards affect all section members. As Chair of the College Libraries Section and as a member of the ACRL Standards and Accreditation Committee, I am very proud to state that the College Libraries Section is the first ACRL section to revise its standards based on the ACRL Task Force on Academic Library Outcomes Assessment report. The CLS Standards and Accreditation Committee has done an outstanding job of responding to the new outcomes assessment outlined in this report in drafting new standards for the section.

This past year I appointed 37 CLS members to chair or serve on committees. (I am pleased to report that every CLS member who volunteered to be on a committee was appointed to one.) I believe these new initiatives clearly reflect the dedication and energy of CLS members working together to strengthen the section and to serve its members.

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## **Continuing Education Videotape and Survey**

Following up on a previous committee project, we are still promoting the *Hot Topics in College Library Management* videotape. The tape features short interviews with some of the leading lights in the college library field discussing "Funding and Budgeting for Technology," "Web Integration," "Reorganization," and "User Instruction for the Electronic Age." One librarian

suggested that the individual 15-minute segments would be a good focus for staff meeting and in-service training. The tape is available from ACRL. At the 1997 Annual conference, the Continuing Education Committee sponsored a small group discussion and materials swap & shop relating to staff development. Participants shared experiences as well as print materials such as position descriptions.

The Continuing Education Committee plans to post its Needs Assessment Survey on the COLLIB-L listserv in order to gather additional responses. The survey was previously published in an earlier edition of this newsletter.

*Technology Decision-Making in the Small Academic Library*, a program by committee members, will be presented at the ACRL conference to be held in Detroit in April 1999. The Committee is also investigating the possibility of sponsoring an open house/tour of a college library at the 1999 annual conference in New Orleans. Additional details for both of these projects will be provided as they become available.

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## **New Library Director Program**

These are daunting times for librarians. Change is happening so fast that it makes the head spin. There's the World Wide Web, CD-ROMs, Internet filtering, electronic filtering, electronic this and electronic that, and librarians are in the middle of it all. A normal reaction might be to take cover and wait out the raging winds of change. Who in their right mind would want to step forward and offer to lead others in times like these? Well, I found myself spending three days and nights in New Orleans with eleven of just those kind of people. We were all participants in the New Director Mentor Program so ably administered by Larry Hardesty for six years now. Others told me that this would be a great experience and they certainly were right. As I began meeting with my mentor, I began to appreciate the value of the program.

I went to New Orleans with high expectations and found all I expected and more. Larry Hardesty, Mignon Adams, and Evan Farber did their usual magic and created an atmosphere that promoted the frank and open exchange of ideas.

The seminar began on a Tuesday evening with the usual awkward moments of introduction in the hotel lobby while Mignon and Larry organized a trip to the small restaurant that had been suggested by our hosts at Loyola University. The walk to the restaurant through a misty New Orleans neighborhood provided the first opportunity to make acquaintances. The restaurant, Sara's, is probably the best-kept secret of New Orleans cuisine. Even the cashiers at the drugstore around the corner from it couldn't tell us where it was. When we finally found it, we realized that we had lost our guides, Larry and Evan. They finally caught up with us and we completed the introductions. Dinner conversation over a fantastic meal ranged the gambit from kids and home to electronic reserves.

Mornings began with chicory coffee and croissants in the dining room of our hotel, which had been built for the World Cotton Exchange Exposition of 1885. The formal seminar meetings took place in the Loyola university student center. Sessions consisted of visits by outside guests, the insights of our three facilitators, collective exercises that focused on problem solving and general discussions of common concerns. As new library directors, many of us face an environment lacking clear guidelines for success. It is difficult to balance the desire to change and innovate with the practical realities of institutional culture. The seminar offered a venue where people, ready to try new ideas and programs, could test these ideas on colleagues and listen to the advice of others who already had been there. Our conversations spilled out of the doors of the meeting room and onto the tables of the restaurants where we went in small groups during the evening. The experience was a valuable mix of experienced librarians willing to share advice and colleagues sharing ideas and plans in candid conversation.

The twelve new directors who participated in this year's program represented nine different states and an even wider variety of experiences. They were full of challenging ideas and all were willing to share in the most open and collegial manner. During introductions we spent part of our time talking about our individual career paths. Some of us had chosen a career in libraries early on while others became librarians as a second career. I am always amazed at the rich background most people bring to this field. We represented institutions with a wide range of missions, endowments, and student populations. Our diversity gave us a deep pool of ideas and opinions from which to draw and made our commonalties all the more pronounced. In looking back, I can't decide which was more valuable, the formal sessions or the informal discussions in the restaurants and the St. Charles Street Trolley. But as I think back on the food, the dinner conversations take on a certain glow. The knowledge that there are a group of eleven friends out there sharing the same adventures and dealing with the same frustrations is somehow fortifying whenever I question my wisdom in choosing to step forward and lead in the times we live.

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## Communications Committee

The Communications Committee is happy to announce that Damon Hickey, Director of Libraries at The College of Wooster, will be the new listowner for the Section's listserv, COLLIB-L. Damon will begin his duties sometime in October. He replaces, Larry R. Oberg, University Librarian at Willamette University, who created the listserv and has been its owner for several years.

The Communications Committee is working on several projects. Along with the Membership Committee, we are developing a membership brochure. If all goes well, the brochure will be available for distribution at ALA Annual in New Orleans next summer.

John West, Systems Librarian at Austin College, has worked with the Communications Committee to link electronic versions of college library newsletters to the Section's Web page. From the Welcome page (<http://www.ala.org/acrl/cls/index.html>) click on College Library Newsletters. This is an evolving project, so if your newsletter is now in electronic form and not linked to the Web site, send the chair of the Communications Committee ([srichards@western.edu](mailto:srichards@western.edu)) an e-mail with the newsletter's URL. Browsing these newsletters is a great way to see what your colleagues are up to at other college libraries around the country.

The Committee is also pursuing the development of a Section award to be given to a college library or librarian for outstanding efforts in the area of college librarianship. This is in the early stages, so if you have any ideas or comments, be sure to pass these along to a committee member.

Finally, the Communications Committee is always interested in members comments about the newsletter, the Web site and the listserv. You can contact any member of the committee with your remarks. This year's committee includes: Susan Richards, Chair, Western State College (Colorado); Rosemary Arneson, Queens College (North Carolina); Sharon Britton, Hamilton College (New York); Melinda Dermody, Lake Forest College (Illinois); Paul Frisch, Newsletter, Washington and Jefferson College (Pennsylvania); Larry Hardesty, Web Master, Austin College (Texas); and Larry Oberg, Listserv Owner, Willamette University (Oregon). Their phone numbers and e-mail addresses are available on the CLS Web Site.

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## Kudos for CLS Members

Douglas Anderson, Director of the Library at Presbyterian College in Clinton, South Carolina, was elected as a Solinet delegate to the OCLC Users Council for a three-year term.

Alice Bahr, Library Director at Spring Hill College in Mobile, Alabama, and Mickey Zemon, Library Director at Emerson College (Boston), had an article--"An Analysis of Articles by College Librarians"--published in *College & Research Libraries* 59 (September 1998).

Steven Bell, Director of the Library at Philadelphia College of Textiles & Science, had two articles published--"Making the Library Management Systems Acquisition: Achieving Resolution of a Tough Decision" (with C. Cronin-Kardon) *College & Research Libraries* 59 (July 1998), and "Mounting Presentation on the Web: Presentation Software, HTML or Both?" *Online* (September/October 1998).

Kathryn H. Carpenter, former University Librarian at Valparaiso University, was appointed Director of Library Services and Professor of Library Science at Purdue University Calumet. She was also appointed associate editor of *Library Administration & Management*, the official magazine of the Library Administration & Management Association, through October 2000. She will then assume the editorship through October 2002.

David Ehrensperger, formerly of SUNY Delphi, is now an Assistant Librarian at the University of Minnesota, Morris campus.

Valerie Jackson Feinman was re-elected Chair of the Faculty Senate at Adelphi University, for the year 1998-99. She is the first library faculty member to serve as Chair. She's interested in corresponding with others in a similar post.

Evelyn Greenlaw, Campus Librarian, has been promoted to Director of Library and Media Services for Lewiston-Auburn College, University of Southern Maine.

Larry Hardesty, Library Director at Austin College (Texas), had an article--"Computer Center-Library Relations at Smaller Institutions: A Look from Both Sides"--published in *Cause/Effect* Vol. 21, No. 1 (1998). He has also been selected to serve on the executive library committee of Southern Methodist University.

Eric W. Johnson, Assistant Director for User Services at Southeastern Louisiana's Sims Memorial Library, was recently elected Vice President/President Elect of the Louisiana Chapter of ACRL.

Jeff Kosokoff, Reference/Instruction Librarian at DePaul University, was recently appointed to the *Reference Books Bulletin* Editorial Board and also to the Illinois Library Association Membership Committee.

Maribeth Krupczak, Head of Collection Development at Union College, has been elected as ALA Councilor for the New York Library Association.

Myrna McCallister, former Library Director at Muhlenberg College, is now the Library Director at the University of Baltimore.

Michael J. McLane, former Director of Libraries at SUNY Oswego, has been appointed Director of the Blackwell Library at Salisbury State University (Maryland).

T. John Metz has been appointed College Librarian Emeritus at Carleton College.

Terry Metz recently completed a January--July tenure as Interim College Librarian at Carleton College. Beginning November 1, he will begin an 18-24 month term as Interim Director of Administrative Computing.

Eugene S. Mitchell was recently appointed Dean of Library Services and Technology at Alvernia College in Reading, Pennsylvania. He was previously Director of Library Services at Alvernia College.

Orthella Polk Moman, Assistant Librarian at Tougaloo College, was elected as chair-elect of the Mississippi Chapter of ACRL.

Ru Story-Huffman, Public Services Librarian at Cumberland College (Kentucky), was recently promoted to Associate Librarian.

Dawn Thistle, former Reader Services Librarian at College of the Holy Cross, has been appointed Director of Library Services at Assumption College in Worcester, Massachusetts.

Robin Wagner, Interim Director of Library Services since July 1997, has been appointed Director of Library Services for the Musselman Library at Gettysburg College.

Mickey Zemon, Director of Libraries at Emerson College (Boston), and Alice Bahr, Library Director at Spring Hill College, had an article--"An Analysis of Articles by College Librarians"--published in *College & Research Libraries* 59 (September 1998).

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## CLS Slate of Candidates

The CLS Nominating Committee (Connie Vinita Dowell [chair], Carl Bengston, and Tara Fulton) have put together the following slate of candidates for the spring 1999 election:

Chair-Elect

Lynn Chmelir  
Mickey Zemon

Member-At-Large:

Marilyn Mitchell  
Susan Richards

Secretary:

Mark Cain  
Jennifer Taxman

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## CLS Presenters at ACRL Conference in Detroit

The following CLS members have been selected to present papers or participate in panels at the ACRL Conference in Detroit, April 8-11, 1999:

Steven Bell, Director of the Library at Philadelphia College of Textiles & Science, will present "Use of the Scenario Approach for Achieving Sustainable Development in Academic Libraries."

CLS Continuing Education Committee's program is "Decision-Making and Technology in the Small Academic Library." The panelists are Joanna Burkhardt, Library Director at University of Rhode Island College of Continuing Education Library; Rita Gulstad, Library Director at Central Methodist College (Missouri); Paul Jenkins, Library Director at College of Mount St. Joseph



(Cincinnati); and Pam McKirdy, Director of Instructional Resources at Greensboro College (North Carolina).

CLS Leadership Committee's program is "Hiring Leaders, Getting a Leadership Position." The panelists are Evan Farber, College Librarian Emeritus at Earlham College (Indiana); Ann Miller, Documents Librarian at Duke University; Chris Nolan, Head of Reference at Trinity University (Texas); and Darlene Ziolkowski, Manager of Employee Relations at the University of Illinois at Chicago. The program planner is Jeff Kosokoff, Reference Librarian at DePaul University.

Alison Scott Ricker, Science Librarian at Oberlin College, is the program planner and speaker in the Science and Technology Section's program--"The Web as a Teaching Tool to Develop Information Literacy."

Carolyn Sheehy, Library Director at North Central College (Illinois), is a panelist for "Whose Job Is It Anyway? Educating Academic Librarians for the 21st Century."

Rebecca Wilson, Assistant Director of the Library at Susquehanna University (Pennsylvania), will present "Revelry, Revelation, or Research: What Are Students Really Doing on the Internet?"

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## **ACRL/CLS Program: *When Education Becomes a Business***

*When Education Becomes A Business, What Happens to Traditional Library Values?* brought together four college librarians in "The News Hour with Damon Hickey." Hickey, the College of Wooster, posed a series of provocative questions to four librarians who agreed that higher education has to succeed financially and librarians must adopt good business practices without losing the essence of what we are about. Panelists enumerated collecting and accumulating knowledge, serving patrons, and educating people as essential library values.

Lee Hadden, U. S. Geological Survey, emphasized that administrators often see the "value" of a library through its collection, but librarians must articulate that the real value of the library comes when staff select, organize, and provide access to the collection.

Linda Scarth, Mount Mercy College, encouraged librarians to build constituencies on and off campus in order to develop entrepreneurial activities and to convince administrators that libraries are not commodities valued only in financial terms.

Barbara Fister, Gustavus Adolphus College, pointed out that faculty are in charge of "knowledge production" and teaching on campus--two areas that are the most difficult to quantify fiscally.

Since librarians are partners in this process, maintaining alignments with faculty may be one of our most successful strategies.

John McGinty, Marist College, observed that librarians are good at speaking many languages--business, technology, and education. We should use this skill to articulate our case that there is "no way to outsource a library." A listen to the audiotape of this session will yield much food for thought about values and college libraries. Sponsored by the College Libraries Section of ACRL.

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## Library Leadership for the Non-Director

How do you get to be a college library leader without the special advantages, such as travel money, released time, authority, and visibility, that accrue to library directors? Three library staff members, a new library director, and a small audience discussed that question at the ALA Annual Conference in Washington, in a forum sponsored by the CLS Leadership Committee.

Jane Hedberg, serials librarian at Wellesley College, explained that leadership can be seen as facilitation. For her, the four cardinal rules for becoming a leader are (1) follow your bliss--do things you enjoy; (2) when you come to a fork in the road, take it--challenge yourself; (3) underpromise and overdeliver--give them more than expected, hedge deadlines, then meet them, and don't overcommit; and (4) think big but act small--little touches and gestures are important. While released time, travel money, and encouragement help, librarians should expect to use some of their own time and money as well, she said. And when you have to say "no" to any opportunity, suggest someone else who might like it.

Jeff Kosokoff, reference librarian at De Paul University, urged librarians who want to become leaders to look for where the opportunities are, bug your boss to let you get into things, pick your fights carefully, and avoid involvements that don't offer empowerment. He noted that librarians in smaller institutions have a built-in advantage in finding leadership opportunities.

Pamela Snelson, the new college librarian at Franklin & Marshall College, urged librarians not to be too quick to say "no," especially early in their careers, because you never know where the opportunities will be and because you can't lead if no one knows you. Become an expert in a particular area, she advised. Get involved in cross-campus committees and take some chances. And get off campus to network with other people. You never know when you may end up working with someone who will also become a leader. She has benefited from bosses who were unselfish and passed on to her opportunities, encouragement, and funds, and she hopes to be that kind of director.

Susan Barnes Whyte, public services librarian at Linfield College, learned as a student at Earlham College watching College Librarian Evan Farber that college librarians are teachers. Now she takes risks, teaches wherever she has worked, likes change, and pushes herself to do things differently. Working with people who don't want to change is her biggest challenge.

In the discussion that followed these presentations, several spoke of the resentment that often arises from other staff members when someone other than the director becomes active. Mark Cain, chief information officer at the College of Mount St. Joseph in Ohio, suggested that within the library, a non-director who wants to lead must avoid complacency and not do things the same way just because they've always been done that way; stay ahead of the director; not think you don't have anything new to contribute, even if it has been said before; make suggestions to superiors in private not in public; talk out ideas with someone, not necessarily your supervisor, to get at the good ones; and seek training for things that you aren't comfortable doing.

The CLS Leadership Committee hopes to bring together another group of non-directors at ALA Midwinter for a follow-up discussion: "I Never Knew I Was a Leader, Part 2."

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## Distance Learning Section

The Distance Learning Section of ACRL focuses on the delivery of library services to students in distance learning programs. Formerly known as the Extended Campus Library Services Section,

the members voted in spring 1998 to change the name to one that more accurately conveys our professional activities. More than 1,000 librarians participate in this section, making it one of the fastest-growing in ACRL.

In the Distance Learning Section we discuss, promote and support library services delivered to students who might live 20 miles from a central campus or 200 miles or even across an ocean.

Areas of interest to our members include reference and referral services, library instruction, cooperative library agreements, consortia arrangements, document delivery and many of the other issues confronting librarians today. The ACRL Guidelines for Distance Learning Library Services developed by this section provide guidance for these programs. Library services in a distance learning framework are ever-evolving, and the section actively promotes opportunities and new ways to think about connecting students with information.

We cooperate with other ALA groups to investigate learning at a distance, electronic reserves, copyright issues, and collaborative relationships among libraries. We seek continued networking with other sections to maintain this dialogue of how to serve students better who do not live on or near a geographically-defined campus.

For more information, please contact Rob Morrison, Chair of the Distance Learning Section and Coordinator of Distance Education Library Services at the SciTech Library, Utah State University, Logan, UT 84322-3100. His e-mail is: [robmor@cc.usu.edu](mailto:robmor@cc.usu.edu).

The Distance Learning Section's Web page is: <http://ecuvax.cis.ecu.edu/~lbshouse/home.htm>

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## Tentative Schedule of CLS Meetings at 1999 Midwinter

### *Saturday, January 30*

8:00 - 9:00 am	CLIP NOTES Committee	9:30 - 11:00 am	Executive Committee
11:30 am - 12:30 pm	Communications Committee		

### *Sunday, January 31*

9:30 am - 12:30 pm	CLS President's Program		
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2:00 - 4:00 pm	College Library Directors' Discussion Group		Leadership Committee
4:30 - 5:30 pm	College Libraries Discussion Group		

**Monday, February 1**

8:00 - 11:00 am		Membership Committee
8:30 - 11:00 am		Conference 1999
9:30 - 11:00 am		Continuing Education Committee
		Leadership Committee
2:00 - 4:00 pm		Standards Committee
		Medium-Sized Libraries Discussion Group
		Research Committee
		Standards Committee

**Tuesday, February 2**

8:30 - 11:30 am		Executive Committee
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