

CLS Newsletter

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From The Chair

In *The Social Life Of Information*, John Seely Brown and Paul Duguid discuss the value of "communities of practice" and offer this advice: "Become a member of a community, engage in its practices, and you can acquire and make use of its knowledge and information." For college librarians, CLS is a community of practice that encourages our professional development and advances the quality of library services at our institutions. Academic librarians from throughout the country serve on the CLS board and on its committees and, in so doing, learn from each other and grow into a community.

Several members whose terms of office ended this past summer made major contributions to our community. As CLS Chair for 1999-2000, John Jaffe created a climate of cooperation and innovation, moving the board forward on new initiatives such as virtual membership and online committee volunteer forms, and collaborating with the University Library Section on the well attended and thought-provoking program, "20/20 Vision for the Future."

I also want to recognize Will Bridegam, whose leadership as Chair of the Standards Committee fostered the development of the new *Standards for College Libraries*, now approved by the ACRL Board, published in *C&RL News*, and posted on the CLS homepage. Following up on this effort, Lis Chabot, outgoing Chair of the Continuing Education Committee, organized and presented an outstanding panel at Annual on applying these new standards in our libraries.

As Chair of the Communications Committee, Susan Richards was responsible for significant improvements in the CLS website, including the posting of committee minutes on this site within

a few weeks after our meetings. A very important member of her committee, Paul Frisch, stepped down as CLS Newsletter Editor this year, after producing six excellent issues for our membership. Alice Bahr's leadership of the Research for College Librarianship Committee (RCLC) produced the highly acclaimed guide *In Print: Research Opportunities for College Libraries*, currently being revised for one of ACRL's first online publications.

A special note of appreciation is due to Jeanne Sohn, the founding Chair of the Medium-Sized Libraries Discussion Group (MSLDG). Jeanne approached the CLS board in 1996 with the idea of creating a discussion group for librarians from medium-sized academic institutions; since then, she and co-Chair Charlotte Slocum have done a wonderful job of moderating this group, in many cases engaging over 60 participants in animated discussions on topics of common interest.

The CLS board is grateful to Mark Cain for the prompt, clear and concise minutes he provided over the past year. Although his term as Secretary is over, Mark continues to serve the section this year by updating the CLS Manual and by working with our new Secretary, Florence Goff, in developing consistent job descriptions for all CLS offices and committee chairs.

To build on the good work of these colleagues, we welcome Catherine Lee as Newsletter Editor and several incoming chairs: Bill Nelson for the Standards Committee, Rita Gulstad for the Continuing Education Committee, Melinda Dermody for the Communications Committee, Christopher Millson-Martula for the RCLC, and Jo-Ann Michalak and Susan Cirillo for the MSLDG. Over the past year, I have appointed 42 members to the CLS committees and discussion groups. These new chairs and committee/discussion group members will energize our section with their ideas and perspectives.

This year the CLS community will be participating in a number of activities that are well under way. At Midwinter the RCLC and CLIP Notes committees will jointly sponsor a discussion session entitled "1-800 Publish: Helplines for Advancing Yourself in the Profession." At the national conference in March, the Leadership Committee will present the panel program "The College Library Directorship as a Career Alternative for Mid-Level University Library Managers" and the Continuing Education Committee will sponsor a program on recruitment of students to the library profession.

Marilyn Dunn, Chair of the 2001 Program Committee, is finalizing plans for an exciting program, "Virtuous Place/Virtual Space: Models for the 21st Century." Sam Demas, Library Director at Carlton College, will discuss the library's role as cultural center on campus; Dr. Laverna Saunders, Dean of Library, Media and Learning Services at Salem State, will talk about the transformation of a college library to virtual services and resources. Panelists responding to these models will include Deanna B. Marcum from the Council on Library and Information Resources and Stephanie Bangert from the Western Association of Schools and Colleges. This program will challenge us to think in new ways about integrating the electronic learning

environment with our commitment to the academic library as a place for intellectual discourse and cultural activity.

Mickey Zemon
Chair, College Library Section
Library Director
Emerson College
Boston, MA 02116

Outcomes, Peer Lists, and Mission Statements Dominate Discussion of New College Library Standards at ALA

Applying the New Standards for College Libraries" was the focus of the CLS Program at the ALA Annual Conference in Chicago on July 9.

Will Bridegam (Amherst College), chair of the CLS Standards Committee that produced the new standards, provided an overview of how the new Standards for College Libraries differ from past standards. The big difference, mandated by ACRL in response to new directions among regional accrediting agencies and the U.S. Department of Education, is the emphasis on "outcomes," rather than "inputs" and "outputs." The latter, such as the well-known 6% standard (the percentage of the Education and General Budget that colleges were "supposed" to devote to libraries), were often arbitrary numbers chosen by leading college librarians, and told little about how effective libraries were. By focusing on outcomes, the committee hopes that libraries will shift their attention to how their collections, services, and programs affect the educational experiences of students. Libraries are also encouraged to create their own peer groups against which they can measure themselves in the traditional ways. But no national norms of collection size, staffing, or budgets are to be found in the new standards. David Pilachowski (Williams College) described the process that led to the adoption of the new standards, emphasizing the supportive role of ACRL and the many efforts to get feedback from CLS members.

Sharon McCaslin (Longwood College) emphasized the importance of each library's developing a mission statement that reflects the mission of its college, and developing outcome measures relevant to that mission. In other words, libraries should be able to show that they are actually accomplishing what they say they are trying to do. For example, rather than just trying to show that it has a lot of books, periodicals, and videos, a library needs to show that what it has supports the courses the college offers and the research needs of its students. "Phrases and patterns from the college mission statement" should make their way into the library's, she emphasized. The statement should also say what services the library provides, whom it serves, and its values, beliefs, and principles.

Richard Hart (Penn State, Erie) suggested ways to choose peer institutions for input and output comparisons, suggesting that there be both a "literal" peer list (those to which one is most

similar) and an "aspirational" peer list (those which one seeks to emulate)—and that the lists be made up of peer colleges, not peer libraries, since that is what interests college administrators.

James Mullins (Villanova) discussed how inputs and outputs may be applied, especially the use of regression analysis. Bonnie Gratch Lindauer (City College of San Francisco) provided an overview of outcomes assessments (less familiar to most librarians than inputs and outputs), suggesting a variety of ways that they can be gathered, applied, and publicized. She stressed that gathering outcomes data should become a way of life for libraries, not just an occasional exercise.

Rebecca Bostian (Governors State) offered advice about how to carry out the process of self-evaluation. Bill Nelson (Augusta State) and Bob Fernekas (Georgia Southern) discussed using the standards in an external assessment, such as reaccreditation.

In the discussion following the presentations, the audience asked for more concrete examples of the application of the new standards to a library's self-assessment, and were promised that future programs would address this issue. The PowerPoint slides used for the presentations, as well as a "Bibliography for Evaluation/Assessment" (compiled by Joanna Burkhardt and Lisabeth Chabot), and the new Standards for College Libraries, 2000 edition, are available online.

Damon D. Hickey
Director of Libraries
The College of Wooster
Wooster, OH 44691
Phone: 330 263-2483
Fax: 330 263-2253
E-mail: dhickey@acs.wooster.edu

Friday Night Feast Update

Sixty-three college librarians gathered in Chicago at The Berghoff for an evening of good food and great conversation during the ALA annual convention. While enjoying a choice of Schlatte-Platte, Wiener Schnitzel, Chicken Schnitzel, or Vegetable Platter, the group traded advice, told stories and drank a little German beer. Yoriko Miyabe, a librarian from Japan, traveled the farthest to attend, while The College of Wooster (Ohio) received the "Highest Attendance by One Library" award with eight librarians and guests in attendance. Rumor has it they won last year, too. John Jaffe, then CLS Chair, made a few opening remarks, as did Mickey Zemon, incoming Chair. But there were no speeches by design, so that we had plenty of time for socializing. It was such fun that many lingered long after the food was consumed.

Not to be outdone by those Germans from Chicago, the San Francisco version will have (what else?) a Chinese theme. Mark your calendars for June 15, 2001 at 6:30 p.m. as college librarians again gather for an evening of fellowship. The Canton Seafood and Dim Sum Restaurant at 655 Folsom Street (a short walk from the Moscone Center) will welcome us with a multi-course Chinese banquet. Menu and reservation details will appear on COLLIB-L. The cost will be in the neighborhood of \$37 per person and will include light hors d'oeuvres. It's bound to be the social highlight of the conference, so don't miss it.

Susan Richards
Executive Board Member-at-Large
Lawrence University (Wisconsin)

Catch These CLS-Sponsored Programs at ACRL X in Denver

"Developing Future Leaders through the College Library Directors Mentor Program"

This panel session will focus on leadership preparation through the College Library Directors Mentor Program. Three presenters, Larry Hardesty, Mignon Adams, and Evan Farber, will provide an overview of the nine year-old program through its history, purpose, and goals. A panel of participants, led by Damon Hickey, will discuss the positive impact of the program and how participation can benefit others. This question and answer session will highlight the impact of the program on its participants, including what makes a good mentor and what a protégé can learn from a mentor and vice versa. The emphasis of this panel presentation is how the success of the College Library Directors Mentor Program can serve as a model for other mentoring programs.

"Recruiting Students to Academic Librarianship: Strategies for Success"

The rise in retirements among academic librarians has led to an increased awareness of the need to recruit students to the field. Yet, college librarians already have a long and successful history of leadership in this area. In this program, attendees will learn some of these successful strategies, including the use of mentors, internships, fellowships, alumni networking, and career days. The moderator for the program is Carolyn A. Sheehy (North Central College). The presenters are Oakley Coburn (Wofford College), Ray English (Oberlin College), Nancy Magnuson (Goucher College), and LeRoy Stohl (Mary Washington College). The College Libraries Section's Continuing Education Committee is sponsoring this program.

"The College Library Directorship as a Career Alternative for Mid-Level University Library Managers"

A college library directorship provides an opportunity to "run your own show," work closely with faculty and students, and participate broadly in campus governance. Steven Bell, library director at Philadelphia University, will moderate a panel consisting of Barbara Brown, University Librarian at Washington and Lee University, Susan Richards, University Librarian and Library Director at Lawrence University, and Susan Swords Steffen, Director of the Library at Elmhurst College. Brown, Richards and Steffen have all made the migration from larger institution to

smaller. Topics considered will include similarities and differences between university librarianship and college librarianship, transferable skills, the college library directorship, the rewards and frustrations of playing a leadership role at a college, and how university librarians might sell themselves in this new market. This program is sponsored by the CLS College Library Leadership Committee.

Check the conference program for program times and locations.

College Librarians Wanted!

ACRL is on the lookout for a few good mentors. ACRL is seeking mentors for two programs: the **New Member Mentoring Program** and **Job Shadow Day**. The New Member Mentoring Program is designed to help new ACRL members develop in both their careers and in their involvement with ACRL through contact with more experienced, senior librarians whose advice and direction will help guide them. If you're currently active in ACRL and have been a member for at least five years, you're eligible to be a mentor. ACRL will match you with a new member and provide opportunities at the ALA Annual Conference and Midwinter Meeting for you to meet and connect with each other. If you are interested in being a mentor (or a mentee), you can get more information and an application form online at <http://www.ala.org/acrl/mentoringprogram.html>. The second program, Job Shadow Day, is designed to introduce junior high and high school age students to the library profession and help them understand what librarians do. ACRL is looking for volunteers from academic and research libraries to serve as library coordinators and mentors for this event, which will be held on February 2, 2001. Last year, the ALA Divisions had over 125 young people participate in their first-ever Job Shadow Day. Interested librarians can find more information and a commitment form online at <http://www.ala.org/acrl/jobshadowday.html>.

CLS Committee Updates

Clip Notes Committee

The CLIP Notes Committee welcomes volunteers interested in compiling titles for the series. The CLIP (College Library Information Packet) Notes series allows small and mid-sized academic libraries to share information on practices and procedures they have implemented to address common issues or problems. It thus provides valuable assistance in establishing and refining services and operations. Potential compilers can check the CLS web site for the "Guidelines for Compilers". All proposals are reviewed by the CLIP Notes Committee on a first come, first served basis. Current topics being considered for CLIP Notes include Appropriate Use Policies, Assessment Tools for Information Literacy, Plagiarism Policies and Procedures, and an update of the Student Assistant CLIP. Information on recently published CLIPs is available at <http://www.ala.org/acrl/clips.html>. Anyone who wishes to be authorized to compile a CLIP Note should have knowledge and interests relevant to the subject of the proposed publication and some publication experience. Compilers must also be employed in academic libraries of the type served by the CLIP Notes program. At the time the proposal is approved, if there are co-compilers, at least one of them must be employed at such an institution.

Communications Committee

The Communications Committee would like to extend great thanks to Paul Frisch for his years of excellent work as CLS Newsletter editor. We are also very happy to announce that Catherine Lee, Library Director, Wesleyan College, has agreed to replace Paul and serve as the new editor of the CLS Newsletter. Thanks Paul and welcome Catherine!

Remember that the CLS web site is an excellent place for you to promote your college library's newsletter. If your newsletter is not already linked up to our web site, contact Melinda Dermody with your URL. Your site will be added to our growing list of links to college library newsletters.

You can now find the approved minutes of all the CLS committees on the CLS web site. The web site will also serve as the archive for past minutes.

The Communications Committee is always interested in members' comments about the CLS Newsletter, COLLIB-L listserv and the CLS Website. You may contact any member of the committee with your remarks. This year's committee includes: Melinda Dermody (Chair), St. Cloud State University; Lynea Anderman, Warren Community College; Terry Ballard, Quinnipiac University; Catherine Lee, Wesleyan College; Rosemary Arneson, Montevallo University; Wayne Bivens-Tatum, Gettysburg College; John West, Austin College.

Melinda Dermody
Access Services Coordinator
Miller Center Learning Resources & Technology Services
St. Cloud State University

Nominating Committee

The Nominating Committee, consisting of Will Bridegam, Janis Bandelin, Marilyn Mitchell, and Susan Richards, submitted the following slate of candidates for CLS posts in 2001.

They are:

Mark Cain and Charles Getchell for *Vice-Chair/Chair-Elect*
Alice Bahr and Dena Hutto for *Secretary*
Lisabeth Chabot and Lewis Miller for *Member-at-Large*

Discussion Group Updates

College Librarians and Staff Discussion Group

Chair
Rita Cecilia Knight, Catalog Librarian
Grinnell College Libraries

The College Librarians and Staff Discussion Group will meet at Midwinter on Sunday from 4:00 to 5:00. This is an opportunity for all college library personnel to gather and discuss shared interests and concerns. Recent topics of discussion have included distance learning, contracting for electronic resources, serving a combined public/ academic patron base, and faculty contracts for librarians.

College Libraries Directors Discussion Group

Co-chairs

Tara L. Fulton, Library Director

Lock Haven University

Charles M. Getchell, Jr., Director

Quinnipiac College

Join your colleagues at Midwinter on Sunday from 2:00 to 4:00 for a lively discussion of a variety of issues of interest to Library directors and managers. The roundtable format of the College Libraries Directors Discussion Group allows attendees to participate in the one or two discussions that are of greatest interest to them. Examples of recent roundtable topics include construction, fundraising, personnel and staffing, and "e-everything".

Medium-Sized Academic Libraries Discussion Group

Co-chairs

Susan E. Cirillo, Director of Library Services

Southern Connecticut State University

Jo-Ann Michalak, Director, Tisch Library

Tufts University

The Medium-Sized Academic Libraries Discussion Group is planning a lively discussion of assessment tools on Sunday from 9:30 to 11:00 at Midwinter. Assessment is receiving increasing emphasis from libraries themselves, their home institutions and their regional accrediting agencies. There are an expanding number of assessment tools which can be employed, including quantitative methods (system-wide statistics, questionnaires and user surveys), qualitative ones (focus groups, interviews and unobtrusive observations) and a relatively new one, benchmarking or identification of best practices.

Librarians who have experience with assessment tools will be asked to share their knowledge; librarians who are interested in learning more about the topic are urged to attend!

KUDOS

Alice Harrison Bahr, Director of the Library at Spring Hill College, Mobile authored "Library Buildings in a Digital Age, Why Bother?" *College & Research Library News*, v.61 n.7 2000: 590-91, 608.

Steven Bell, Director of the Library at Philadelphia University authored "To Keep Up Go Beyond: Developing a Personal Professional Development Plan Using E-Resources Outside the Bounds of Library Literature," *College & Research Libraries News*, v.61 n.7, 2000: 581-84.

Norman Desmarais, Acquisitions Librarian at Providence College, authored the book, *ABCs of XML: The Librarian's Guide to the eXtensible Markup Language*, New Technology Press, 2000.

Paul Frisch, former Director of the Library at Washington and Jefferson College, has been appointed as Director of the Library and Instructional Technology at SUNY College at Old Westbury. He holds the rank of Librarian with tenure. He was also elected as CLS Member-At-Large.

Wendy Knickerbocker, Director of Library Services at the Maine Maritime Academy in Castine authored the book *Sunday at the Ballpark : Billy Sunday's Professional Baseball Career, 1883-1890* (Scarecrow American Sports History Series, 17), Scarecrow, 2000.

Sally Jo Milne, an associate librarian at Goshen College, traveled to Mogosany, South Africa (a small village in the Northwest Province, near the Botswana border) from July 14 to August 10, 2000 to work for the World Library Partnership, Inc., a non-profit organization dedicated to improving understanding and peace on a global scale by promoting literacy, learning and access to information.

Joanne Ren, Mickey Zemon, Ken Rodriguez authored "A Model for Monitoring Use of Your Library's Web Site," *College and Undergraduate Libraries*, v.7 n.1, 2000: 1-10.

Carolyn A. Sheehy, Director of Library Services at North Central College in Naperville, IL was elected to a two-year term (2000-2002) to the Board of Directors of the Illinois Library Computer Systems Organization (ILCSO), a consortium of 45 college and university libraries in Illinois.

Carolyn Sheehy authored "Who Says It's Always Greener on the Other Side?" *American Libraries*, v.31 n.8, September 2000: 52-54.

The Robert and Sally Vogel Library at Wartburg College in Waverly, Iowa, has received one of ten outstanding project awards for expansion, renovation, and modernization from the *American School and University Architectural Portfolio*. The library will be one of 260 projects profiled in the November issue of *American School and University*.

Mickey Zemon, Library Director at Emerson College in Boston was elected to NELINET'S Board of Directors and will serve a three year term commencing July, 2000.

Mid-Winter Panel Explores ALA Programs to Help You Get Involved in Writing for the Profession

The Research for College Librarianship Committee and CLIP Notes of the College Libraries Section will host a panel discussion, ***1-800-Publish: Helplines for Advancing Yourself and the Profession***, on Sunday morning, January 21 at the ALA Mid-Winter Meeting. Three pairs of mentors/mentees from several ALA programs will discuss their experiences and describe how the mentoring strategy can work to provide the support and advice often needed to enter the world of professional authorship. Please consult the official program for exact location and time of the program.

*See the related article by Mickey Zemon and Alice Bahr in the September 2000 issue of **College & Research Libraries**.*

Who would have guessed eight years ago that the College Library Directors Mentor Program would have touched such a responsive chord among college librarians? With the class of 1999-2000, 113 first year directors and over 75 experienced directors have participated in the program. This is a testimony to both the needs of new college library directors and the willingness of their more experienced colleagues to help them. For more information regarding the program contact Larry Hardesty, at Austin College (lhardesty@austinc.edu or 903-813-2490).

SCHEDULE OF CLS MEETINGS AT 2001 MIDWINTER

Saturday, January 13

9:30 a.m. – 11:00 a.m.
Executive Committee

11:30 a.m. – 12:30 p.m.
CLIP Notes Committee

11:30 a.m. – 12:30 p.m.
Standards Committee

2:00 p.m. – 4:00 p.m.
Communications Committee

2:00 p.m. – 4:00 p.m.
Conference Program 2002 Committee

Sunday, January 14

8:00 a.m. – 9:00 a.m.
Research for College Librarianship Committee

8:30 a.m. – 11:00 a.m.
Conference Program 2001 Committee

9:00 a.m. – 11:00 a.m.
CLIP Notes/Research for College Librarianship Discussion Session

9:30 a.m. – 11:00 a.m.
Medium-Sized College Libraries Discussion Group

2:00 p.m. – 4:00 p.m.
College Library Directors Discussion Group

4:00 p.m. – 5:00 p.m.
College Librarians and Staff Discussion Group

Monday, January 15

8:00 a.m. – 9:30 a.m.
Membership Committee

9:30 a.m.– 11:00 a.m.
Continuing Education Committee

9:30 a.m.– 11:00 a.m.
Leadership Committee

2:00 a.m.– 4:00 p.m.
Executive Committee

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Editor:

Catherine Lee
Willet Memorial Library
Wesleyan College
4760 Forsyth Rd
Macon, GA 31210
(912)757-5200
Fax: (912)757-3898
clee@wesleyancollege.edu

Layout and Design:

Kimberly Buffington
Willet Memorial Library
Wesleyan College
Macon, GA 31210