NMRT Footnotes

August 2003, Volume 33 No. 1

NMRT President's Column
Beth Kraemer, the New Members Round Table (NMRT) President for 2003-2004, introduces herself and shares her vision of NMRT for the next year.

Thoughts on Toronto
Beth Ashmore, a weary Toronto conference attendee, shares some humorous thoughts and insights about her recent trip above the border.

What You Said: A Summary of the Footnotes Survey
Jennifer Knievel, Footnotes Editor for 2002-2003, shares the results of the Footnotes survey in which members make suggestions about content and format.

ALA Council Notes from the 2003 ALA Annual Conference
Stacey Shoup, NMRT Councilor, gives an overview of the ALA Council meetings in Toronto.

- President's Program: Places Your MLS Can Take You: Alternative Careers for Librarians - Kathrin Dodds
- Resumé Review Service at ALA/CLA Annual Conference: A Smashing Success - Laura Kortz
- Meet the NMRT Board: Marilyn Ochoa, Member Services Director - Shannon Tennant
- Member Profile: Chrissie Anderson Peters - Jill E. Grogg
- NMRT Delegate Report from COPE III - Eli Edwards
- NMRT Professional Booth: A Conference Report - Bruce Stoffel and Amanda Roberts
- NMRT Orientation in Toronto - Bill Modrow

- 3M/NMRT Social: "Together In Toronto" - Heather Momberger

Announcements

- Activities in the works for 2004 ALA Midwinter Meeting
- Be a MOVER and SHAKER!

Online Photo Gallery

- Check out pictures from the 2003 ALA Annual Conference in Toronto

August 2003 Vol. 33, No. 1

NMRT *Footnotes

Editorial Board | Footnotes Committee
Editorial Policy | Submissions | Volumes & Issues

Volumes & Issues

- February 2004 issue - Volume 33, No. 3
- November 2003 issue - Volume 33, No. 2
- August 2003 issue - Volume 33, No. 1

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Footnotes is the official newsletter of the New Members Round Table (NMRT) of the American Library Association. Footnotes is published four times per year in August, November, February and May. All issues except the May issue are delivered electronically; the May issue is delivered in print. It is free to NMRT members and is not available through regular subscription services.

The purpose of Footnotes is to disseminate information and news to NMRT members; to alert members 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.

Submissions

News notices and articles to be considered for inclusion in Footnotes should be sent to:

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NMRT *Footnotes

NMRT President's Column

by Beth Kraemer, NMRT President

As your new President, I'd like to welcome you all to a new year in the New Members Round Table (NMRT)! I'm pleased to announce that we have an outstanding group of committee chairs and excellent turnout of volunteers seeking committee placement, so we can all expect a fun and productive year.

My goal for this year is to develop programs and projects that will help NMRT members enhance their leadership skills in practical ways. For example, the recently renamed Leadership Development Committee (formerly the Leadership Development Forum) will be leading discussions on NMRT-L that will focus on topics such as "how to run an effective committee," "how to delegate tasks," and "effective email communication." The 2004 NMRT President's Program at the American Library Association (ALA) Annual Conference will also share this theme of developing leadership skills.

We have lots of new projects being undertaken by other committees as well. Our very own Footnotes will be entering the world of online publishing; the Student Chapter of the Year Award will for the first time be presented by the brand new committee of the same name; the Web Committee will continue to develop our new NMRT web site; and a special ad hoc task force will be looking into the possibility of revitalizing the NMRT Affiliates Council, a group once used to maintain contact between our national NMRT and state NMRTs.

On a personal note, I would like to share the exciting news that my husband and I are expecting our first child in November . . . Actually, we're expecting our first and second child, as I am having TWINS! It was quite a surprise to us, I assure you, but we are growing more excited about the idea as the days go by. I share this news with you to let you know that while I plan to make myself as available as possible over the winter months, there may be delays in my responses to emails; I assure you, however, that our Executive Board will be well prepared

to deal with my absence and to step in for me as needed.

As always, please feel free to contact me with questions, concerns, or suggestions for making NMRT a more valuable and rewarding organization for all of its members. I can be reached at kraemer@oakland.edu. I look forward to working with you all!

NMRT *Footnotes

Thoughts on Toronto

by Beth Ashmore, conference attendee

After returning from Toronto exhausted by the monolith that is the American Library Association (ALA) Annual Conference and the simple process of international travel (even if it isn't over an ocean), I realized that next time I go to an ALA/Canadian Library Association (CLA) joint conference there will be a few things that I would do differently.

1. Go into a media blackout one month prior to the conference.
I'm generally not the alarmist type, but, man, I was starting to feel like I was at DEFCON 1 with all of the Severe Acute Respiratory Syndrome (SARS) talk that was flying around. And yet, when I went back to the Centers for Disease Control and Prevention (CDC) and World Health Organization (WHO) websites everything seemed under control, at least so long as I didn't go licking doorknobs at the local hospital and remembered to wash my hands like a good girl.

2. Don't lose my wallet before I even leave my own airport.
Yup, I'm that crazy person you see in the airport, frantically dumping out all of their belongings onto a bench with the quizzical look of one who has just been smacked in the face by a mackerel.

3. Don't count on the trip from the airport being "about an hour."
Just because it only takes me 15 minutes to get to the airport at home does not mean that life is that convenient in a major metropolitan area. If you plan on attending a meeting the day you arrive - on second thought, just don't plan on attending a meeting the day you arrive. Your colleagues will thank you for not showing up looking like a refugee fresh off the helicopter; plus, if you do show up in time, you can be the special surprise guest.

4. Don't forget the first rule of travel: shoes, shoes, shoes.
I don't know if there is a real Dr. Scholl out there, but if he exists and happens to read Footnotes, I would really appreciate a consultation before I plan my next trip. I don't know if it's a victim of the time change or jetlag but the shoes I find more than comfortable at home never seem to hold up to that standard once I get them out on the road.

5. Try to figure out the shuttle bus schedule on the first day of the conference
I know I'll never be a city planner and my logistics skills may be lacking, but I would think that I

would be able to get down the pick-up/drop-off concept by the end of the conference. Thankfully, bus drivers are a forgiving lot and will usually get you pretty close to where you want to go.

All in all, Toronto was an unbelievably welcoming and beautiful city and the conference was a big success as far as I was concerned. Now, if I can just keep my palms from sweating the next time I go through customs, I should be all set.

NMRT *Footnotes

What You Said: A Summary of the *Footnotes* Survey

By Jennifer Knievel, former *Footnotes* editor (2002-2003)

Once again, thank you very much to all of you who responded to the Footnotes survey conducted in December of 2002 and January of 2003. We received over 150 responses -a very good number. Have you been wondering about the survey results? Here is a summary.

Overwhelmingly, you asked Footnotes to continue the Meet the Board and Member Profile columns, and add sections with New Members Round Table (NMRT) member news, tips and tricks for librarianship and conference photos. You wanted to maintain the current balance of announcements and stories, and overall you use Footnotes to keep up with NMRT activities, to get to know the characters of NMRT and to get conference and scholarship announcements. Footnotes plans to add the sections you asked for and continue to include announcements and conference information in each issue. As a group, you were particularly enthusiastic about learning more about NMRT members and reading more advice about being a new librarian.

You were a little more divided about the format of Footnotes. More of you preferred online access than anything else, followed by email access and then paper delivery. You were tied on whether or not you wanted to receive the same number of Footnotes issues, or more issues each year. Most of you agreed that you would prefer to have only one version of Footnotes, rather than two different versions in different formats. Footnotes has decided to compromise by giving you a little bit of everything! Beginning with this issue, Footnotes will be delivered to you four times per year, rather than three. Three issues each year will be online issues, and one issue per year, the issue right before the American Library Association (ALA) Annual Conference, will be delivered on paper. For each online issue, you will receive an email alert reminding you to read the latest issue of Footnotes online. Don't forget to update your email address with ALA so that you will continue to receive uninterrupted access to Footnotes.

The Footnotes committee really appreciated all the encouragement and praise you included in your responses. It's always nice to hear you're doing a good job. Hopefully, our decisions about the future of Footnotes, based on your responses, will help Footnotes be as useful and interesting as possible to NMRT members. As always, your submissions to Footnotes are welcome. Thanks for a great year. For more information, contact the new Footnotes editor, Jill Grogg, at jgrogg@library.msstate.edu.

NMRT *Footnotes

ALA Council Notes from the 2003 ALA Annual Conference

by Stacey Shoup, NMRT Councilor

Below are some notes and topics discussed by the American Library Association (ALA) Council at the 2003 ALA Annual Conference in Toronto. Information about all 2003 Annual Conference ALA Council actions is available at: http://www.ala.org/Content/NavigationMenu/Our_Association/Governance/Council/Council_Actions/2003-AC-AS.htm.

Please note that all ALA Council meetings held during the ALA Midwinter Meeting and Annual Conference are open to any ALA member who is interested in observing. If you have issues or resolutions that you would like the ALA Council to consider, please feel free to contact me as the NMRT Councilor at sshoup@solinet.net.

CONFERENCE ATTENDANCE, FINANCES
At the end of the day on Monday, June 23, 2003, there were 17,482 ALA/Canadian Library Association (CLA) registered conference attendees as compared with 20,723 that same day the previous year in Atlanta. Cuts in entertainment and other areas helped make the fiscal losses more manageable.

VIRTUAL MEMBERS AND ELECTRONIC MEETINGS
Definitions of "virtual members" and "meetings," as passed by Council at the 2003 ALA Midwinter Meeting, were presented by the Committee on Organization (COO) in their report to Council. It was clear to me that there are many misunderstandings about what is and is not accepted as "official" in accordance with ALA policy. I think that many perceive the policy to be much more limiting than it really is, and I followed up by asking the COO chair to meet with the NMRT Board and membership to explain and clarify the policies for us.

CIPA DECISION
The Supreme Court issued its opinion in the Children's Internet Protection Act (CIPA) case during ALA Annual on June 23, 2003. The Court reversed the lower court's ruling and upheld the federal law in a very narrow plurality opinion. More information about the decision and a CIPA FAQ is available at www.ala.org/cipa.

ALA/APA
Along with an ALA/Allied Professional Association (APA) Council meeting (ALA Council also

serves as the Council for ALA/APA), an ALA/APA Information Session was held. A $60,000 loan from ALA to the ALA/APA has been approved and is in the process of being transferred. No money has been spent by the ALA/APA at this time, and work is being done to iron out the process of partitioning ALA and ALA/APA expenditures such as staff time, meeting and council costs, paper/printing, etc. An Executive Director search has begun.

PRIVACY
The Intellectual Freedom Committee has developed a privacy tool kit that will be available shortly. It will include not only guidelines but also a model policy. During its research, the Committee had a difficult time coming up with good samples from the field, but will continue to work on developing resources in this area.

WEBSITE
There was a great deal of discussion among Councilors about the new ALA website. Council passed CD#62, Resolution on Implementation of Electronic Archiving, which read: "That Council directs the Executive Board to facilitate the implementation of ALA Policy 10.1.2, Archiving of Electronic Publications, and ensure that documents made unavailable due to the April 7, 2003 Web site migration be made available in an electronic archive as soon as possible."

Council also passed a resolution that charges the ALA Committee on Organization (COO) with the task of reviewing the charge of the current ALA Web Advisory Committee to ensure that the ALA membership has a more active voice in the design and organization of the site. In addition, a report was provided from the June 7, 2003, Invitational Meeting on the ALA Web Site. The group identified several priorities that it encouraged ALA management to work towards, including:

- improving communications with the ALA membership about planned technology changes
- establishing policies, style guides and procedures for content development of the website (this will help ensure that all ALA divisions and round tables are consistent and solve some of the search engine problems)
- improved usability and functionality testing throughout the rollout cycle of all new major technologies
- clearly delineated Request for proposals (RFP) for all technologies
- census of material not yet moved to the new site (it was reported that the old site has an estimated 20,000 pages not yet made available on the new site)

HEALTH COVERAGE FOR ALA MEMBERS
The ALA Membership Committee has been exploring the options for ALA to make health insurance available to ALA members at a reasonable rate. The Committee reported that they have recommended the National Professional Group (NPG) as the preferred insurance broker and plan to make health coverage a reality this Fall/Winter. Members will be notified via press releases, American Libraries, electronic lists, and the web site. For more information, please contact Julie Greenfield, ALA Membership Marketing Manager, at jgreenfield@ala.org.

IRAQ LIBRARIES

Several groups worked hard to produce a balanced resolution that passed. CD#18.4, Resolution on Iraq, was adopted as amended to read: "That the American Library Association (ALA) deplores the inaction of the U.S. and British authorities to secure cultural institutions to prevent the loss of precious cultural resources in Iraq; that ALA urges the U. S. Government to ratify and comply with The Hague Convention for the Protection of Cultural Property in the Event of Armed Conflict and its Second Protocol; that ALA urge the U.S. Government to provide funding for the reconstruction and rebuilding of libraries and other cultural institutions in Iraq, and to collaborate with UNESCO and other international and national bodies working to remedy this loss to the cultural record of humanity; that ALA urges the U. S. Government to ensure that library experts be included in upcoming missions to Iraq to provide professional evaluation and assessment in the international effort that is needed for the cultural reconstruction of Iraq; and that this resolution be sent to the President of the United States, members of Congress, the Secretary of Defense, and the Secretary of State."

INTELLECTUAL FREEDOM ISSUES IN CUBA

Council voted to adopt CD#18.5, Resolution on Access to Information in Cuba, which read: "That the American Library Association (ALA) urges the Cuban Government to respect the rights of all individuals to freedom of expression and access to information and to eliminate any policies that infringe on those rights; that ALA also urges the U. S. Government to eliminate existing policies, including the economic embargo, that limit the ability of the people of Cuba to access information, and that inhibit the continuation of professional exchanges between the two countries, including Cuban librarians trying to obtain visas to participate in conferences and exchanges in the U. S. or U. S. territories and Americans seeking to travel to Cuba for similar purposes; that ALA reaffirms its relationship with the Cuban Libraries Association (ASCUBI) in order to support the on-going development of Cuban libraries and librarians; that ALA calls upon the International Federation of Library Associations and Institutions (IFLA) to convene an international Commission of eminent librarians to hold public hearings to investigate further the role of `independent libraries' in Cuba; and that ALA encourages such a Commission to publish and disseminate widely the results of its findings." It was also voted to hold an informal discussion on this resolution and to refer CD#18.5, Resolution on Access to Information in Cuba, to the International Relations Committee and the Intellectual Freedom Committee.

NMRT *Footnotes

NMRT President's Program: Places Your MLS Can Take You: Alternative Careers for Librarians

by Kathrin Dodds

The 2003 New Members Round Table (NMRT) President's Program provided a panel of MLS-holders who have taken their library careers outside of the library and into companies not generally thought of as employing librarians. Approximately 150 people attended this standing-room-only event, which was co-sponsored by the Association of Specialized and Cooperative Library Agencies (ASCLA) Independent Librarian Exchange.

If you've ever considered what other career options you can explore with an MLS degree, this was the program to attend. The panel of guest speakers included Peter McCracken, Co-founder of Serials Solutions, Inc.; Beverley Geer, BioOne Marketing Representative, Amigos Library Services; Sue Easun, Acquisitions Editor, Scarecrow Press; and Katy Ginanni, Training Specialist, Ebsco Information Services. All of the panel members hold MLS degrees and have worked as librarians, but have since taken their degrees and experience into exciting opportunities related to the library field. The program gave them the opportunity to tell their individual career path stories, as well as offered a forum for alternative career suggestions and a question and answer session for audience members.

Peter McCracken was frustrated by the lack of viable solutions to electronic journal management provided by existing serials providers and took that frustration one step further. By taking his experiences and the practical knowledge gained while working for various libraries, McCracken conceived of and founded Serials Solutions, Inc., now a well-known leader in serials management. McCracken understands that MLS-holders have a deeper understanding of the culture of libraries and can put that understanding to use as sales and product managers for information products. He feels that in an information economy, those who can manage information effectively are at an advantage, and opportunities exist in almost all situations. The key is creating the opportunity for yourself and making it happen. He encouraged the audience to pursue opportunities and send resumes to libraries that you would like to work in whether they advertise open positions or not.

Beverly Geer took her 26 years of experience as a serials librarian to BioOne where she is responsible for marketing and sales in the United States and Canada as the BioOne Marketing Representative, Amigos Library Services. Working primarily from home, her position allows her to live where she wants to live while doing something she enjoys. Her current career was not

necessarily something for which her library degree prepared her. She met people throughout her career that influenced and mentored her. Most librarians seem to have traits in common, such as organizational skills and curiosity; librarians seem to be people who like structure. These are things that can be used in many different careers. Geer advised attendees exploring career paths to "find something you're good at and try to make a living at it and THEN see if you love it."

Sue Easun's career in libraries has been pretty diverse. She began a career in public libraries, moved on to academia, and then become a book buyer for the National Book Centre in Canada. Later, she moved on to become founding coordinator of the Toronto Centre for the Study of Children's Literature, principal investigator of the Oral History of Children's Public Library Services in Canada, original publisher of the electronic journal The Looking Glass and then chief designer of InfoMOO, a virtual community. Where is she now? She is now Acquisitions Editor for Scarecrow Press. Easun explained that there is a real role for those with MLS degrees in all areas of publishing. From positions as editors - ranging from acquisitions to production editors (who she calls the catalogers of the publishing world) to proofreaders, freelance writers and database managers. The world of publishing abounds with opportunities for organized people with an eye for detail. Essentially, those in publishing are dealing with the same question those in libraries deal with, only marketing it in a slightly different way. How do I get this piece of information to someone who wants to buy it? We are all trying to find the key to understanding what users of a product want and are thinking and getting that piece of information to that user. Easun suggested attendees learn as much as possible about working on teams, know the right questions and approach life with intelligence, humor and courtesy.

Katy Ginanni worked as a trainer, educator and librarian in both the public and private sectors before becoming a Training Specialist for EBSCO Information Services, Information Systems and Services. Ginanni knew she wanted to train people before the opportunity to do so came open. As a librarian she knew she enjoyed the process of showing patrons how to use the tools provided to find what they needed. She took her desires, found the opportunity and then took full advantage of it. Her suggestion for audience members seeking different experiences is to take advantage of professional development opportunities, and repeated the most discussed element of the presentation - common courtesy. All of the panel members agreed that good manners not only make you more memorable to others, but may also increase the amount of opportunities you encounter.

The presentation provided an excellent forum for all types of librarians to learn about additional alternatives to traditional library experiences. It's apparent that there are plenty of places an MLS degree can take you - you just have to explore the possibilities and make the opportunities.

For more information about the program panelists and copies of program handouts, visit the President's Program website at http://ron.mse.jhu.edu/NMRT/2003index.html or email Catherine Collins at catherine@sabreshockey.com.

NMRT *Footnotes

Resume Review Service: A Smashing Success

by Laura Kortz, Chair (2002-2003), Resume Review Service Committee

Attendance at the 2003 American Library Association (ALA) Annual Conference may have been lower than expected, but the Resume Review Service had its best conference ever! Between opening on Friday, June 20 at 1:00 p.m. and closing on Monday, June 23 at 1:00 p. m., about 300 job seekers visited us. Roughly 40 percent of these visitors had their resumes reviewed. These numbers represent a 100 percent increase from the 2003 ALA Midwinter Meeting in Philadelphia, PA.

Reviewers also attended the ALA/New Members Round Table (NMRT) Student Reception and four reviews were done there. Special thanks to Jean Alexander, Beth Thomsett-Scott and Debra Andreadis for reviewing at the student reception.

If we had had more reviewers, more reviews would have gotten done. Unfortunately, several of our stalwart reviewers had to cancel for a wide array of reasons, including but not limited to fear of Severe Acute Respiratory Syndrome (SARS). All in all, though, our numbers were way up and energy was really high.

Reviewers came from all around the United States and Canada and represented an impressive array of institutions, including Harvard, Duke, Vanderbilt, Wayne State, York University and Wilfred Laurier University. Reviewers are generally librarians who have many years of experience in the profession and have been on hiring and search committees and/or have experience in human resources.

Praise for the service was abundant from both reviewers and job seekers alike. Job seekers said the following:

- "I think you did a really nice job with the whole way it was set up. Very organized, and everyone involved was extremely helpful and kind."
- "I very much appreciated having the opportunity of having someone who is unbiased and has HR experience review my resume. I was looking to move from public libraries to academic libraries and it was most fortunate that the person who reviewed my resume worked in an academic library. She was able to tell me how to tailor my resume to more closely match the needs of a college or university. Please include this service

in all future conferences."

- "I really appreciated the resume review service at the ALA/CLA Annual Conference and would certainly use it again if the opportunity arose. I was able to see a reviewer right away. Since I am hoping to move from an academic setting to another type of library, it was helpful to have my resume reviewed by someone from a public library setting. She was friendly and gave helpful comments and suggestions."
- "I had a wonderful resume review . . . I did have to wait twenty minutes but I spent those talking to a potential employer in the Placement Center so it was not a problem for me. She had many helpful suggestions and actually read my resume as an employer would. I was very pleased with the resume review service in Toronto! I would definitely use the service again."
- "I should be thanking you for the opportunity to use the resume review service. I had a great experience. My reviewer was from a public library, which is my area of interest, and had really good comments for my resume that I put to use immediately. Talking with her and hearing her comments on my resume also gave me a boost of confidence. I have to give a presentation to the ALA Student Chapter at my library school, and I am definitely going to recommend that people use this service."
- "Although the libraries represented were few, the service was great! I was able to walk in for a resume critique and benefited greatly from the reviewer's focus and experience in career transitions."

Reviewers always enjoy the experience as well. Here are some of their comments:

- "The pleasure was all mine. I thought this was one of the most important things I did at ALA this year."
- "It was a real pleasure. Sorry I could only do one hour. Pls ask me for Midwinter too."
- "I'm happy to help. It's pleasing to see that SARS didn't scare the jobseekers away. I noticed how busy it was myself."
- "I very much enjoyed it. I realized after I signed up that I probably shouldn't have taken the time, since I had other meetings, but I decided after being there that it was worth it no matter what."
- "It certainly was busy at the booth which I was pleased to see. I always enjoy doing the reviewing and will definitely want to do it again in San Diego. This year I was particularly happy that I helped several Canadians since I don't often get to share my knowledge of the Canadian job market and I think they appreciated having a fellow Canadian to talk to."

The Resume Review Service Committee is responsible for the Resume Review Service at both the ALA Midwinter Meetings and Annual Conferences in addition to running a year-round email service. The conference service is open to anyone, but the email service requires NMRT membership. For more information, visit the NMRT website at http://www.ala.org or e-mail nmrtrrs@yahoo.com.

NMRT *Footnotes

Activities in the Works for 2004 ALA Midwinter Meeting

San Diego in January...sunny days, beautiful beaches, average high temperature 65 degrees, average low 50 degrees. Sound ideal? Start planning now to attend the 2004 American Library Association (ALA) Midwinter Meeting, January 9-14, 2004. Midwinter is smaller in size than the ALA Annual Conference and that makes it a great conference for newcomers. The NMRT Midwinter Activities Committee is putting together information about how you can enjoy the beautiful city of San Diego on a budget. We're also planning a social event for all NMRT members. You'll have opportunities to meet old friends and make new ones. Date, time, and location will be coming soon! If you're interested in attending, send a quick response to Gaye Hinchliff at ghinchli@kcls.org.

August 2003 Vol. 33, No. 1

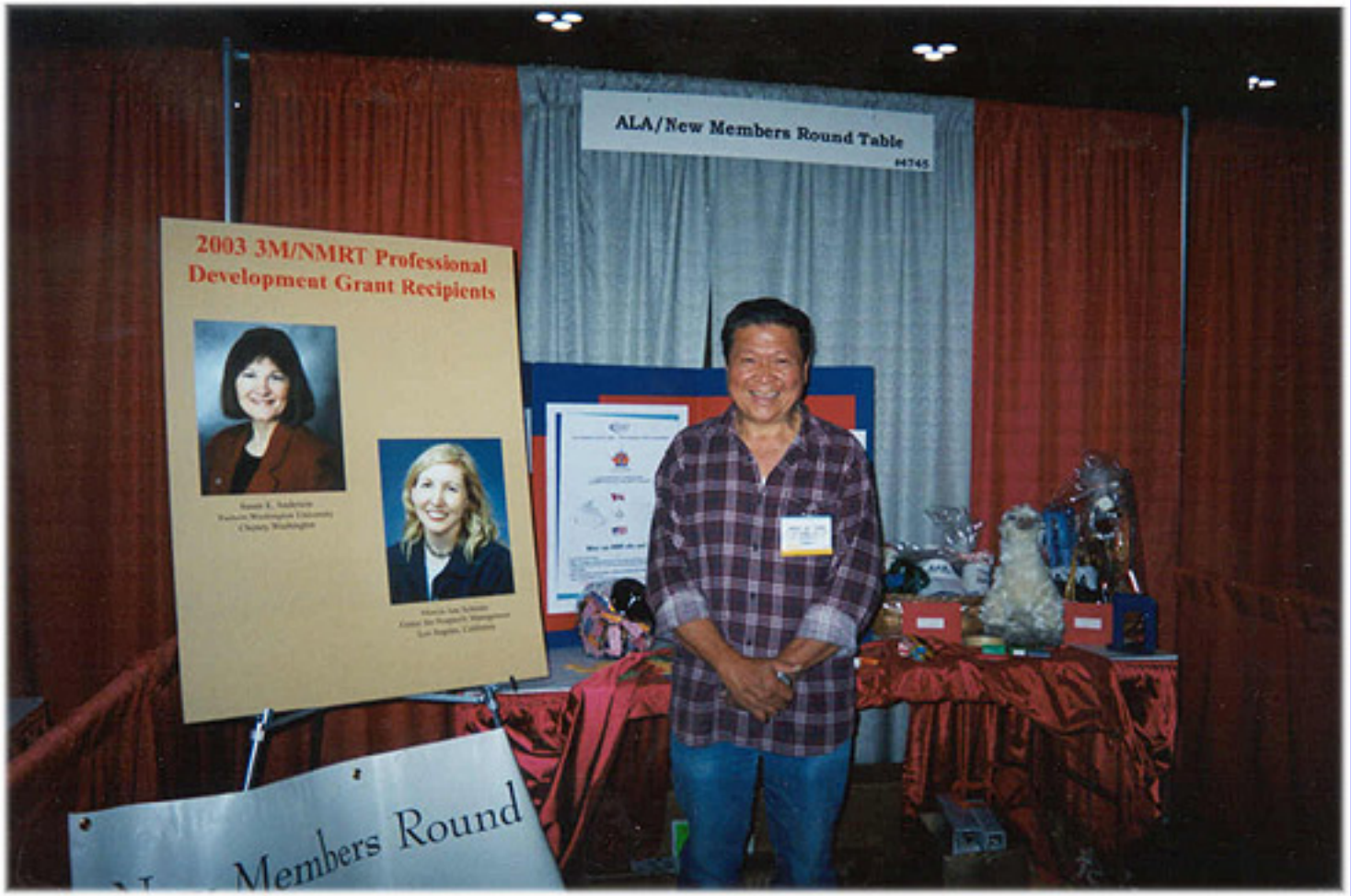
NMRT Booth volunteers Dante Tang, Bruce Stoffel, and Caroline Cason celebrate opening day at the **New Members Round Table Booth** at the 2003 ALA Annual Conference in Toronto.

Tanzi Merritt and Sue Anderson enjoy a relaxed moment at the NMRT Booth.

Despite its location at the far end of the South Hall at the Metro Toronto Convention Centre, the NMRT Booth attracted a few hundred visitors!

ACRL/RBMS member Nora Quinlan lends a helping hand to the NMRT Booth.

Marilyn Ochoa and Amanda Roberts breathe a sigh of relief after the completion of the Booth setup. Special thanks goes to LAMA for raffling off the stuffed llama featured above to attendees of the NMRT Orientation.



Thanks, Mr. Tang, for all your help in the setup and breakdown of the Booth! (Mr. Tang is the proud father of an NMRT member, and the NMRT Booth Committee is grateful to him for all his help at the Toronto conference!)

Congratulations to Susan Anderson, Joyce Bratton, and Marcia Schmitz, who were

selected as the 2003 recipients of the **3M/New Members Round Table (NMRT) Professional Development Grant**. This grant, sponsored by 3M Library Systems, covers round-trip airfare, lodging and conference registration fees for the American Library Association (ALA) Annual Conference.

Congratulations also to Michelle Crowell Fossum, who was the 2003 recipient of the **New Members Round Table (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.

NMRT *Footnotes

NMRT Delegate Report from COPE III

by Eli Edwards, NMRT COPE III Delegate

(Note: On May 16 and 17, Eli Edwards attended the American Library Association (ALA) 3rd Congress on Professional Education (COPE3) as the New Members Round Table (NMRT) delegate. Eli is currently a graduate student in the School of Library and Information Science at San Jose State University, and works at the Stanford University Libraries in Government Documents. Below is a summarized version of her report on the congress.)

It was reported at the congress that there are an estimated 140,000 MLS degree holders who currently work in libraries and an estimated 300,000 library workers who don't have MLS degrees. In the past, ALA has been perceived as not being especially supportive of the concerns and needs of non-MLS holding library staff.

The ALA 3rd Congress on Professional Education (COPE3) worked to help bridge this gap and focus on how to better serve all library workers. Nearly 150 delegates participated in the congress, including delegates from various ALA divisions and roundtables, ALA executive staff, state library associations and library support staff associations, such as Council on Library Technicians (COLT). There were also individual, non-delegate attendees.

Three areas were highlighted as being the focal points of COPE3 in regards to library support staff:

1. career advancement (i.e., "ladders")
2. compensation
3. education and training opportunities

Other significant issues included mutual respect among all library workers - regardless of position or educational level - and the recruitment of support staff, particularly in light of the predicted waves of retirements affecting libraries within the next five to 10 years.

At the conference, the approximately 150 participants gathered for opening remarks by the Chair of the Steering Committee, Julie Huiskamp; ALA Executive Director, Keith Michael Fiels; and ALA President, Mitch Freedman (via videotape). A majority of people in the room had been in libraries for over 20 years and between 40 to 50 percent of the delegates said that

they were probably going to retire within the next five years. Thus, they are as concerned about upcoming shortages among their ranks as professional librarians profess to be.

The delegates broke into 18 pre-assigned small groups for four strategizing sessions, using a process called Appreciative Inquiry. This means that the focus of each session was on positive aspects, characteristics and the potential of library support staff in their workplaces and professional associations. The four sessions were designated as:

1. Discovery (strengths and successes of library support staff)
2. Dream (the status and accomplishments of library support staff in 5 years from this point)
3. Design (ideal practices affecting library support staff)
4. Destiny (specific action items that can aid or catalyze the development of ideal practices identified in the Dream session)

Some of the key strengths, strategic goals and actions items that were identified in this process are:

- Library support staff are very flexible and very loyal to their institutions, have excellent communication skills and strong customer-service skills and are eager to learn new competencies.
- Library support staff want more professional and continuing education opportunities, increased job satisfaction and security and more representation in library associations at the local, state and national levels. Library support staff also want pay equity and standardized education/certification standards.
- ALA should begin an outreach/membership campaign that specifically targets library support staff; ALA should also press for standards for library technology programs, formulas for salary recommendations and certification programs.
- Library support staff want ALA to include all library workers in its annual salary surveys and for all ALA press material to include references to all library workers, not just "librarians, library trustees and friends of libraries." COPE3 delegates also want ALA to start task forces on accreditation of LTA programs and salary recommendations for library support staff, as well as dedicated space in American Libraries for a column written by and for library support staff.

Since the end of COPE3, the delegates have gone back to their workplaces and associations to report on the work of the Congress and brainstorm on how to develop and enforce accountability for ALA, COLT, and other associations to follow through on the work of the Congress.

The Steering Committee presented a summary report to the ALA Executive Board at the 2003 ALA Annual Conference in Toronto. The full report is available at: http://www.ala.org/Content/NavigationMenu/ALCTS/Board_of_Directors1/03-34.doc.

The Steering Committee's next step will be to present an implementation plan with action items to the Executive Board during the 2004 ALA Midwinter Meeting in San Diego.

The Metro Toronto Convention Centre served as a beautiful and fun location for the 2003 ALA Annual Conference.

The **New Members Round Table Conference Orientation** was a huge success. A large turnout -- about 200 people -- attended the meeting on Saturday morning.

ALA President Mitch Freedman and **CLA President Wendy Newman** give a warm welcome to attendees at the NMRT Orientation in Toronto.

The **NMRT Orientation Committee** invited panel speakers from various units of ALA to talk about navigating the ALA conference. After the panel presentation, representatives from ALA groups met with NMRT members and potential members to answer questions about the divisions, sections, and round tables of ALA.

Guess what NMRT Directors do at ALA Annual? They shake that groove thang at the NMRT Social!

The NMRT Social: Throw hard-working 3M employees, New Members Round Table, a live DJ, drinks, prizes, food, and friends together and watch the "Marion the Librarian" stereotype magically disappear!

The **NMRT Resume Review Service** meets at the NMRT Social to wind down the Committee year.

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From khakis and madras to sequins and lace, not a single space was empty on the dance floor at the NMRT Social.

The Resume Review Service Committee continues to work hard as the drinks flow and the dance floor fills.

Thanks to 3M and the NMRT Social Committee for providing prizes, food and fun at the Social!

NMRT Footnotes

Be a MOVER and SHAKER: An Announcement from the Nominating Committee

The NMRT's Nominating Committee is currently calling for nominees for officers for 2004-2005. Be a part of the future of NMRT! All interested parties wishing to submit names for nomination, please contact the following:

- Laurel Bliss at Laurel.bliss@yale.edu
- Carla Robinson at CRobins@fau.edu
- Catherine Collins at catherine@sabreshockey.com

August 2003 Vol. 33, No. 1

NMRT *Footnotes

Meet the NMRT Board: Marilyn Ochoa, Member Services Director

by Shannon Tennant, Footnotes Committee

Marilyn Ochoa is the new Member Services Director for the New Members Round Table (NMRT). Her responsibilities will include supervising the Footnotes, Publicity, Mentoring, Resume Review and Web committees. She began her NMRT career on the Publicity Committee and has also led the reorganization of the liaisons program while co-chairing that committee. Marilyn has been actively involved in the American Library Association (ALA). Just a few of her other commitments are the Ethics Committee of Association of College and Research Libraries (ACRL), the Liaison Committee of the Library Instruction Round Table, the Intellectual Freedom Round Table, as well as involvement in the Special Libraries Association.

Marilyn graduated cum laude from La Salle University in Philadelphia with a double major in Political Science and English. Before beginning her library career, she spent several years as an Ethics Program specialist with the United States Department of Commerce. She received her MLIS degree from the University of Pittsburgh in 2001. She is currently an Assistant University Librarian at the University of Florida in Gainesville, where she is busy with reference and instruction as well as many committees that serve the library and the university community as a whole.

When asked why she became a librarian, Marilyn quoted T.S. Eliot: "The pattern is new in every moment." She loves the variety in her job, not only the different tasks she performs but also the different ways of tackling the same problem. She may help several students with the same assignment, but all of them will choose a different perspective and approach. She also enjoys the balance of flexibility and responsibility, and that her job is "just generally fun and exciting."

Marilyn feels that NMRT has given her wonderful opportunities to hone her management and organizational skills. She has risen to leadership roles very quickly in both NMRT and ALA, and her experiences there have helped her back at her university. And, she adds, "meeting all

the smart, interesting people" is one of the best things about NMRT.

On a lighter note, when asked what books she's reading now, Marilyn noted that she is currently working on The Amazing Adventures of Kavalier and Clay by Michael Chabon and Globalization and Its Discontents by Joseph Stiglitz.

NMRT *Footnotes

NMRT Orientation in Toronto

by Bill Modrow, Chair, Orientation Committee

At a time when conference attendance remained a concern, the New Members Round Table (NMRT) Orientation hosted over 200 conference attendees in the Fairmont Royal York Hotel. The American Library Association (ALA)/Canadian Library Association (CLA) joint conference brought together attendees from international places. As many first time attendees (and returning members) know, the ALA Annual Conference can be a daunting experience. However, through the combined efforts of the NMRT Orientation Committee, the invited speakers, and the American and Canadian Library Associations, information was provided on how to make the most of the conference without becoming overwhelmed.

Shannon Tennant, NMRT Networking Director, spoke on the importance of NMRT and the accomplishments for the past year and the future goals. Courtney Deines-Jones eased many an attendee's mind with her useful tips on how to work through the extra thick conference guide, how to survive through the seemingly endless listing of informative sessions of the conference - in essence, how to be in two places at once. Remember: Wear comfortable shoes! Don Leslie, vendor representative with 3M Library systems and a member of the Exhibits Round Table, spoke on how to meet, greet and eat with the hundreds of vendors at the conference. He finished by inviting all 200 plus attendees to a free reception. Stacy Shoup, NMRT Councilor, encouraged all to become involved in ALA by joining and/or volunteering to serve on committees or to participate in the conference. Furthermore, she explained the powerful impact it will have on one's future in library work.

Intermixed with the presentations were fabulous door prizes. These included tours of the CN Tower, local museums, and a grand prize $150 certificate to dine at The Revolving Restaurant atop the CN Tower, complements of the ALA Local Arrangements Committee.

This was the first time in many decades that the Orientation Session had two library association Presidents speak. Mitch Freeman, ALA President, summarized his term and challenged the attendees to carry his platform charge of higher salaries for library work. Wendy Newman, CLA President, welcomed all the guests and gave another inspiring speech on the importance of getting involved in ALA/CLA, the important of the joint conference and her many rewarding years in the library profession.

The local representative for the Orientation Session, Dawna Rowlson, Acting Operations Manager, Toronto Public Library, provided a tip sheet about all the exciting things that one can - and will want to - do while in Toronto from dining, pub hopping to sight seeing.

Finally, the "break out" sessions, which followed the presentations, allowed attendees to meet and talk with representatives from ALA roundtables and other divisions. This was a wonderful opportunity for attendees to ask questions, become involved in a committee and make contacts.

Thus, the attendees departed from the famous Fairmont York carrying information in mind and in their "tote bag" on how to become involved on library committees, navigate through the waters of conference attending, and make the most of every opportunity awaiting them.

Please pass the word to colleagues, students, and other information specialists for the upcoming NMRT Orientation sessions at the ALA Midwinter Meeting in San Diego, and Annual Conference in Orlando 2004. We look forward to meeting new members to the field of Librarianship and above all making attending the conference a rewarding experience. We look forward to giving away more door prizes and seeing everyone in California and Florida.

NMRT *Footnotes

Member Profile: Chrissie Anderson Peters

by Jill E. Grogg, Footnotes Editor

Educational background:
B.A. in English/Education, Emory & Henry College, Emory, VA, 1993
M.S.I.S., University of Tennessee, 2002

Professional history:
Chrissie Anderson Peters began her library career as a library assistant in the Children's Department at the Tazewell County Public Library in Tazewell, VA. Chrissie was at Tazewell County for almost two years. Chrissie then worked in circulation at both Blue Ridge Library and Hollins College in Roanoke, VA. She continued her career as Youth Services Librarian at Bedford Public Library System in Bedford, VA, and at Bristol Public Library in Briston, VA/TN.

Finally, Chrissie came to Northeast State Community College in Blountville, TN, where she is a Librarian; Chrissie notes that her job duties include reference, public services, ILL, public relations, outreach programs, and more! Currently, Chrissie also works part-time at Washington County Public Library in Abingdon, VA, as a weekend reference librarian, but she notes that is a temporary position, most likely concluding at the end of summer 2003.

As is often the case, Chrissie came to librarianship by a roundabout route. She had a degree to teach English, grades 6-12, and found no positions immediately after college. According to Chrissie, she "just sort of fell into library work" and found that she "enjoyed it and have been with it ten years."

In addition to her duties as a Librarian at Northeast State Community College, Chrissie is active in state, regional, and national organizations. Chrissie is President of her regional library association, Boone Tree Library Association. She notes that her involvement in Boone Tree is "a great way for me to keep up with local issues and people in our region." A member of the American Library Association (ALA), Tennessee Library Association (TLA), and Virginia Library Association (VLA), Chrissie has appointments on many committees. Among her committee responsibilities are co-chairing the TLA Public Relations Committee; serving on the VLA Scholarship and Nominating Committees; and participating in the YALSA Professional Development Committee.

According to Chrissie, membership in the New Members Round Table (NMRT) is important for a number of reasons. NMRT provides a "starting place" in ALA and it fosters a professional and social opportunities. Chrissie believes that NRMT membership is vital to the ALA organization as a whole.

When asked about the most pressing issues for libraries, Chrissie responded that while there are many issues that continue to daunt libraries, one of the most far-reaching is a lack of marketing.

"When we don't learn how to market our work places/profession - as well as ourselves - we find ourselves in perilous situations concerning materials budgets, operating budgets, salaries and more ... We need to develop partnerships with community organizations and businesses, if possible - for the purposes of better connecting and promoting our communities," Chrissie said.

NMRT *Footnotes

NMRT Professional Booth: A Conference Report

Bruce Stoffel, Co-Chair (2003-2004) and Amanda Roberts, Co-Chair (2002-2003), Booth Committee

It may have been located on the lowest level of the Toronto convention center and about as far from the entrance as could be, but conference attendees managed to find us at the 2003 American Library Association (ALA) Annual Conference New Members Round Table (NMRT) professional booth.

Over the course of four days, several hundred current or prospective NMRT members visited the booth for information regarding NMRT and ALA, for advice navigating the conference, or just to say hello and offer their support. Between Saturday, June 21 and Monday, June 23, 183 visitors completed a survey about their interest in NMRT, and 55 of the survey respondents expressed interest in joining an NMRT committee.

Of particular interest to visitors was the drawing for two gift baskets provided by the Booth Committee, one of Canadian goodies and another of promotional items from Booth Committee members' home libraries. Congratulations to basket winners Laura Hall of the University of Kentucky and Debbie Anderson of Tampa, Florida.

Thanks to Kim Sanders of ALA and the many Booth volunteers and Booth Committee members who made it all possible. Because of the dedication of NMRT members and friends, we were able to staff the booth every hour the Exhibit Hall was open.

Special thanks to vendors who donated materials and services in support of the Booth: EBSCO for tote bags; Quality Books for assistance with storage, shipping, signs, and banners; and 3M for providing the 3M/NMRT grant winners' sign.

Be sure to visit us at the NMRT Booth at the 2004 ALA Annual Conference in Orlando!

Thanks to the Resume Review Service Committee for providing the on-site conference resume review service and the year-round email review service.

NMRT Footnotes

3M/NMRT Social: "Together In Toronto"

by Heather Momberger

On Saturday, June 21, the New Members Roundtable (NMRT) held its annual social sponsored by 3M. This year the Social brought together new friends from both sides of the border. It was a lot of fun for all who attended. The Social honored the recipients of the 3M/ NMRT Professional Development Grant. This year's winners were Susan Anderson, Joyce Bratton, and Maria Schmitz. This year featured food, dancing, and prizes courtesy of 3M! It was a great night for all and a special thanks to everyone who donated a book for the Children's Aid Society of Toronto.