CAPITAL LIBRARIAN

District of Columbia Library Association

Established in 1894

Serving Washington, DC Area Libraries and Librarians for 113 years

DCLA is a chapter of ALA

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Capital Librarian
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Send electronic submissions to:
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President's Column
The Next Generation in Libraries
By Barbara Folensbee-Moore

This issue of the *Capital Librarian* is looking at the Next Generation in our workplace. Who are they and what are they expecting when they come into the profession? How are we going to change and what are the expectations they have for their new workplace? A lot of material is being written on the differences between the current generation of librarians (and other workers in the US) and the next round of folks we are counting on to carry on our traditions and passions.

We need to find ways to make the profession interesting to the newcomers without losing the support of those who still have years to contribute. A real challenge that is just one more thing to think about for the new year. We are looking for program suggestions to help bridge the change. We are looking for input from our new librarians and paraprofessional members for what skills or interests they need to cultivate and enhance. 2008 can be a great year with the support and input from our members.

ALA Midwinter Notes To Appear in Next Issue

By the time this newsletter reaches you, ALA's Midwinter meeting will be in full spate in Philadelphia. Our Jan-Feb issue of the Capital Librarian will feature a round-up of the events and highlights of the exhibits.
Your observations and articles welcome! Please send submissions to the editor at bcon9876@gmail.com.

Ruth Fine Memorial Student Loans To Be Awarded in Spring 2008

Throughout her career, Ruth Fine served as a mentor to librarians and encouraged talented, service-oriented people to enter the field of library and information service, especially in the public sector. She was also a leader in the library field and served as president of DCLA during 1963 -1964.

In 2000, Miss Fine left a generous bequest to the DCLA Student Loan Fund to assist future librarians. The interest from the bequest, supplemented by contributions from DCLA members, has been used each year since 2002 to award $5,000 no-interest student loans for library school students.

To qualify for this no-interest loan, an applicant must:

- Be accepted at a university in an ALA-accredited program;
- Be a member of DCLA (current student membership is $20);
- Submit a statement of professional goals, including the reasons the applicant chose the library and information science field;
- Provide two letters of recommendation - one of the references should be from a current DCLA member;
- Demonstrate a definite need for the loan and indicate whether other loans, grants, or scholarships have been received;
- Have never before received a DCLA student loan.

Loans are awarded on the basis of academic background, previous work experience, financial need, and commitment to pursuing a professional career in the library/information science field, . Preference will be given to District of Columbia residents or a person employed in the District. Awards have been made to members who live or work in Virginia and Maryland as well. The loan may be converted to a scholarship upon evidence of superior academic achievement (GPA of 3.0 or better for the entire program) and upon completion of the master's level degree.

The deadline for the receipt of applications for the 2008 awards is the close of business, Tuesday, April 15, 2008. To obtain all the forms necessary for the application, please visit DCLA at www.dcla.org. For all queries, please contact Bill Tuceling, chair, DCLA Student Financial Assistance Committee, 202-512-5025 or tuceling@cox.net . Announcement of successful applicants is made in time for the awardees to attend the annual DCLA banquet.

NLLD Announced! Hold the Date!

National Library Legislative Day May 13-14, 2008
The Legislation Committee is responsible for organizing National Library Legislative Day in coordination with the Washington Office of the American Library Association and other interested groups. Delegations come from every state in the Union. The "Day" is preceded by a Briefing Day. National Library Legislative Day itself is filled with more briefings often followed by an awards ceremony, the target visits to the offices of U.S. Representatives and Senators, and a gala reception for delegates and politicians in the evening. The "Day" was founded by DCLA and has occurred annually for the past 28 years. This is the major event of its kind in the U. S.

DCLA Members in the News

Robert Newlen, longtime DCLA member and ALA leader, is now head of the Knowledge Services Group at the Congressional Research Service (CRS) at the Library of Congress.

Stephanie Williams, who became chief of the CRS Library Services Division in 1995, is planning to retire in early 2008.

DCLA/REFORMA Hosts Resume Workshop
By Rachel Hinton

On Saturday, November 3, DCLA partnered with REFORMA (The National Association to Promote Library and Information Services to Latinos and the Spanish Speaking) at George Washington University's Gelman Library for a program on how to create a great resume and successfully navigate the hiring process in federal, academic, and public libraries.

Roberta Shaffer, executive director of the Library of Congress' s FedLink program, demystified the online federal job application process, including how to navigate the KSAs (Knowledge, Skills and Abilities) section and set reasonable expectations for the lengthy Federal hiring process. Ms. Shaffer discussed the upcoming changes in the GS rating system and how to shine in the concise, one hour, structured federal interview.

Event organizer and George Washington University Library Instruction Coordinator Jennifer Nutefall teamed up with REFORMA President Mario Ascencio to share from their collective experience in hiring academic librarians. Their presentation covered where to find job postings, the best ways to organize a resume, how to write a great cover letter, and what to expect during an interview.

The group was enlightened on the specifics of the hiring process in public libraries by Rose Dawson, Deputy Director of the Alexandria Public Library, who showed examples of real job postings and shared her knowledge of how best to respond to them. Ms. Dawson also discussed the entire job search process, including post-interview tips to follow up in making a good impression and to keep organized in the search process.

The presenters and 28 attendees socialized and networked over coffee in the morning and pizza at lunchtime. The discussion continued after lunch with a lively open question and answer forum. Thanks to all for participating.

In summary, the main points of the day included:
- Carefully read each job posting and tailor your application to it
- Customize your cover letter for each position
- Identify the job requirements and specifically address them
- Focus on the buzz words used in the job posting
- Adhere closely to the application instructions
- Bring in all relevant experience, including volunteer work
- Be focused, organized, and patient!

Top Photo ~ Jennifer Nutefall, Event Organizer
Bottom Photo ~ From left, Angela Jaffee, Mario Ascencio, Rose Dawson

IFLA in Quebec August 2008 – Call for Papers

IFLA's exotic venues often mean that ordinary librarians cannot hope to attend but this year the meetings will be in Quebec, August 10-14, 2008. The content of the IFLA Conference Programme is organized by different professional groups. Calls for papers will be submitted through these groups and made available on this web page as soon as delivered. Please consider attending the meetings or participating through poster sessions and papers.
http://www.ifla.org/IV/ifla74/call-papers-en.htm

Money Matters in Your Workplace – Parts 1 & 2
By Barbara Folensbee-Moore

No matter your level in your organization, how the money that funds your library is handled should be of interest to you. As all of us know, the budget can be a mystery that is not willingly shared by the accounting department or the organization's management. But if you ask…… sometimes you actually might learn something!

Our two sessions began with a review of what to expect for financial reporting and financial matters in most libraries. John Latham, our speaker, is an accountant turned librarian and his insights were great. A major point of the presentation was: Do not let others control your financial destiny. Take the time to ask the accounting department how the budget is done and what goes into the decisions made about your department's share. Most folks in accounting positions are willing to tell you about the process because they seldom get a chance to talk about what they do!

Learning the process and politics of the budget in your organization can always be a worthwhile informational exercise. Hopefully, it helps you learn ways to make sure your department gets considered for the funds that are needed.

The second session focused more on the actual processes and reports that are produced in the budget process in an organization. There was a discussion on ways to make sure that the library can measures what it produces particularly what is produces for various departments or sections that use the library's services. In many professional organizations, the ability to track usage by various departments helps get budget support from various user groups when the time comes to assure that library resources are well funded.

A common concern is that the library is seen as an overhead expense. Being able to show that library staffers have helped a particular department accomplish a task can help shift the financial picture. It shows the library contributes to the profit side of the ledger.

Both sessions were very well attended and the conversation in each session was almost as much a learning experience as the presentation.   All levels of experience were represented in the groups. Hearing the experiences and suggestions of librarians in similar institutions as well as in completely different ones gave some great ideas to the participants.

We were delighted to have our fellow librarian – John Latham who is currently working part-time at the headquarters of the Special Library Association – as our speaker each time. His experiences on the accounting side and the professional librarian side made for great insights and great stories. They helped us all reconsider our opinions of budgets, the process, and our friendly accounting departments.

Persons with Disabilities Are Prime Focus of Assistive Technology Experts

The Adaptive Services Interest Group (ASIG) met Dec. 6, 2007 at the American University Library for a session with local assistive technology (AT) professionals to share their issues and/or successes in case studies using evidence-based practice. The gathering provided opportunities for cohesive sharing of ideas and thoughts about how services are carried out by ATs in their area of work. AT professionals came from a variety of institutions, including colleges, universities, service providers to K-12 grades, and libraries. The event was led by Patrick Timony and Kamran Rasul, co-chairs of DCLA's ASIG.

ASIG plans to have two more programs this year, possibly in late February and mid May. DCLA members are also invited to Saturday Technology Training Sessions on the first and third Saturdays of each month, from 1 pm to 5 pm in room 215, Adaptive Services Division at the Martin Luther King Jr. Memorial Library, 901 G Street, NW, Washington DC, 20001. The meetings are a chance for people who use adaptive technologies to share information and learn about technologies like the JAWS ScreenReader and the ZoomText Screen Magnifier which make the computer accessible to people who are blind or have low vision, and hear demonstrations of new adaptive technologies and services. For more information, please contact: Patrick Timony , Adaptive Technology Coordinator, Adaptive Services Division, (202) 727-1335 or patrick.timony@dc.gov

DCLA Member Ranks with ALA's Emerging Leaders in 2008

Megan Sheils, DCLA's New Librarian Interest Group Chair, was selected to participate in the American Library Association's Emerging Leaders program. The program puts new librarians on the fast track to ALA and professional leadership. Emerging leaders will develop projects together online, culminating at the 2008 ALA Annual Conference in Anaheim, CA. Megan will be working on a project to create an electronic leadership library for the Emerging Leaders wiki. When the project is completed, she will be expected to put her leadership skills to use by accepting a term of service on an ALA committee. Megan is a Reference Librarian at the U.S. Department of State's Ralph J. Bunche Library.

This is the project's second year and will launch at ALA Midwinter meetings. ALA selected 124 librarians from across the country . The agenda also includes a two-day session with Maureen Sullivan, an organizational consultant, and with Connie Paul, executive director of the Central Jersey Regional Library Cooperative. For more information about the project, visit wikis@ala.org.

Megan Sheils with Elaine Cline, past president DCLA

Metasearching Scrutinized in Study by Local Academic Librarians

The first in a series of meetings discussing the future of reference services, "Let's Talk About Googlization, Federated Searching, and Usability Testing", was held on Oct. 25, 2007 at the Gelman Library, George Washington University. Organized by Alex Hodges, chair of DCLA's Reference Interest Group, the meeting featured two speakers who recently conducted a study of metasearch usability at the University of Maryland – College Park (UMCP).

Kari Schmidt who is collection management and electronic resources librarian at Georgetown University Medical Center's Dahlgren Library, and Laura Wrubel, who is electronic resources and systems librarian at UMCP, reported on a study they designed to test student expectations in federated searching using Ex Libris's MetaLib. This kind of searching seamlessly cross-searches a variety of databases to produce a single results list. They found that students work within expectations shaped by the Google Effect. They recommend more user research with a shift from "librarian-centric preferences to user-centric design". Their paper can be read in full in *College and Research Libraries*, volume 68 (4), July 2007, pp.292-311.

The meeting was designed to promote discussion in small groups and closed with a final wrap-up session. Participants from many local libraries attended and contributed to a resoundingly successful launch for the "Future of Reference Roundtable Discussion Series".

CAPCON Annual Meeting Attracts 200+ Audience
By Sara Mudd, Creative Services Writer OCLC

We were social. We networked. We even used a state-of-the-art audience response system to poll the audience throughout the day. Thanks to the more than 200 library professionals who spent October 19 with us for our Annual Meeting, the day was a huge success. This year's theme, *Social Networking: Fad, Folly or the Future?*, drew librarians from public, corporate, federal and special libraries—all eager to discuss this multi-faceted topic, including trends, technologies and the future role that libraries will play in this virtual arena. For two excellent power point presentation, please visit the first two sites.   For the day's entire program, visit the third site.

http://www.oclc.org/capcon/membership/annualmeeting/2007/derosa.ppt
http://www.oclc.org/capcon/membership/annualmeeting/2007/tennant.ppt
http://www.oclc.org/capcon/membership/annualmeeting/default.htm

WebJunction Offers E-Learning to Meet Needs

The new term "Personal Learning Experience" refers to a concept of highly individualized, non-structured e-learning created to meet your own needs. It can be a mix of educational computer software or applications, Internet pages, Web 2.0 tools and creativity. This archived presentation of the live Dec. 5 webinar looks at the most popular start pages like iGoogle, Netvibes and Pageflakes,and show you how to create your own private, educational website about almost any topic you choose! Presented by Marianne Lenox, HMCPL Staff Training and Development Coordinator.

Visit this link to view the offerings:
http://www.webjunction.org/do/DisplayContent?id=18944

_i_Schools Caucus Vaults Toward Its Third Conference

In the category of "Did you know?" is the fact that in 2005 deans of 19 schools of library and information studies have banded together to create the _i_Schools Caucus "interested in the relationship between information, technology, and people". As stated on their web site, "The iSchools take it as given that expertise in all forms of information is required for progress in science, business, education, and culture. This expertise must include understanding of the uses and users of information, as well as information technologies and their applications."

At its third annual conference in February, hosted by UCLA, the featured speaker will be Christa Phillips, better known by her online persona "TriXie", who is the community editor at Xbox.com where she manages columnists, interviews gamers, and covers industry events such as E3 and Tokyo Game Show.

Anyone interested in the future of libraries should stay on top of developments in the _i_Field and in _i_Schools. University of Maryland 's School of Information is one of the founding members of the _i_Schools Caucus. For more information bookmark this site: http://www.ischools.org.

NextGen/GenX Cheat Sheet for DCLA Members

1. Shirley Duglin Kennedy, who holdstwo part-time reference positions and edits DocuTicker.com and Resource-Shelf.com has published two articles in _Information Today_ giving and A-Z guide to Web 2.0 which appeared in the October and November 2007 issues of the periodical. The place to see a free abstract or purchase copies of each at $2.95 is http://www.infotoday.com/IT/oct07/index.shtml

A sample follows: "S is for StumbleUpon, a service with a downloadable toolbar that lets you 'channel surf the Internet ...to find great websites, videos, photos, and more based on your interests'. As you surf, StumbleUpon recommneds other sites that you might like, based on the surfing habits of its body of users. I think you either love or hate this one. In late September, the site had nearly 3.5 million users."

2. Taking charge of your e-mail could be a good resolution for 2008. Here are some tips from the experts as described in a recent article by Eilene Zimmerman in the _New York Times_, Nov. 4, 2007.

Because our brains are not able to do two things at once, email readers are constantly interrupting one task to attend to another and that leads rapidly to cognitive fatigue. Email is a prime culprit in interrupting thoughts thus sapping productivity and undermining concentration.

Ideally, users should check their email just two or three times a day. For example, you might check at 10 a.m. when you've already done a couple hours of work and then again after lunch. On the other hand, unanswered messages prey on the mind and annoy so another tactic is to check more often but limit yourself to about ten minutes each time you check.

NextGen/Gen X Cheat Sheet for DCLA Members (con't)

Scan your email subject lines and open first those you can take care of in a couple of minutes. Use the email's preview function to weed out what you do not need like jokes, CCs, and chain letters.

"Remember, the fewer messages you send, the fewer you are likely to receive" may be the most crucial piece of advice. See the whole article at http://www.nytimes.com/2007/11/04/jobs/04career.html?_r=1&oref=slogin

3. Redefining readers advisory in the wired world is not a new topic and 2007 saw a lot of new energy going into the dialog among librarians, publishers, and readers. For example, *LJ*'s Francine Fialkoff featured a couple of young Ohio librarians in a column. They are recent library school grads who believe people their age **are** reading. "We are a more do-it-yourself generation", says one and typically they go online to place holds without consulting the library staffers. The duo runs a book group, a writer's group, and the new *ABC Book Review Podcasts* blog while also contributing to the *A Librarian Told me So* blog. Read more at http://libraryjournal.com/index.asp?layoiut=articlePrint&articleID=CA6495177

4. Continuing education has transformed itself to meet market demands. Through the magic of online there are three categories now widely on offer. Blended learning is a mix of class meetings and online home instruction. It is also called "hybrid programs". Low residency works from a detailed online curriculum done from home between short but concentrated campus visits. And No Residency refers to an online degree program at a bricks-and-mortar institution. Courses can be "accelerated" meaning 20-32 hours of class time done over 4 to 10 weeks. They can be "compressed" meaning 40-45 hours over 6 to 8 weeks.

Research in these new strategies is slim but one expert cites two small studies which show that adults in accelerated courses learn as well as or better than college-age students in traditional-length courses. "With age often comes motivation, concentration, self-direction, and work expereince, says Raymond Wlodkowski, the cited expert.

The most popular accelerated programs are in business, education, and health care because the curriculum is career-specific. For more ideas about continuing education including "weekend university" read the article in the *Education Life* section of the *New York Times*:
http://www.nytimes.com/2007/11/04/education/edlife/continuing-ed.html

5. In a report covering Libraries in the Digital Age (LIDA), a conference held for the eighth time this spring in May 28-June 2, 2007 in Dubrovnik and Mljet, Croatia, two writers noted that researchers are relying more on libraries than ever and are reading more than ever as discovered in a research study conducted by Donald W. King, a professor at the University of North Carolina- Chapel Hill. The conference also heard a presentation about the *i*Schools Caucus and the internationalization of the movement and its relation to professional organizations. Read more at *Information Today* http://www.infotoday.com/IT/jul07/index.shtml

6. "Books: Bridging the Digital Divide" is an interview with John Ingram and InfoToday's Donald T. Hawkins. Ingram, head of one of the major book industries in the country, said that "The book is not going to die. Will physical books be less important than they are now? Absolutely, especially in certain sectors. In the academic and education space, yes. In the romance novel space, probably not. The physical book is an elegant solution for many things…I don't see people reading novels on electronic devices but I can certainly see them as a huge reference too for lots of information and content." Read the interview or its abstract at http://www.infotoday.com/IT/jul07/index.shtml

Sharing, Privacy and Trust in Our Networked World

This new OCLC membership report explores social networking on the Internet and potential impacts on the library's role in the public sphere. The report is based on a survey (by Harris Interactive on behalf of OCLC) of the general public from six countries—Canada, France, Germany, Japan, the United Kingdom and the United States—and of library directors from the U.S. More than 6,100 persons age 14 and up, from six countries, responded to the online survey, along with 382 U.S. library directors. It is available for $19 from OCLC.

NextGen: A Formula for Success from a Recent Grad

Duke C. Darkwolf is a new reference librarian at the Dougherty County Public Library, Albany, Georgia and recently issued his advice to NextGen job seekers. Here are some excerpts from his advice. Recent grads know from bitter experience that finding a job is a classic Catch 22 – you don't get the job because you are short on experience and you don't have experience because you didn't get the job. Darkwolf says that preparation is the key.

Know what you want Consider everything you desire in an ideal job: the type of library (academic, public, special, etc.), the kind of work and skills involved, the geographic location, and the minimum salary you would accept. After you have come up with your ideal job, turn your attention to what type of position you would absolutely not take. Create a list of qualities of your ideal job on the one hand and your unacceptable job on the other. Visualize yourself in each setting. Be honest with yourself. When looking at a job ad, gauge where the position lands between your ideal and unwanted spot. If it falls within the range you've set out, go for it. If it is outside your range, don't waste your time. And if you have looked and looked and nothing fits, it may be time to reevaluate your employment objectives.

Try a little TLC Treat each application with tender loving care. In this competitive environment, just one inadvertent mistake somewhere can cost you. Treat each application as if it were the only application. Apply, apply, apply! Landing a job is a numbers game. Hundreds of people may go after the same position. It comes down to a simple formula: apply for X number of jobs, get Y number of positive results, which leads to Z number of interviews. Be prepared: the whole process can be daunting, especially when the rejection letters start coming

Persevere Treat all applications individually. Keep an even keel: try not to like one position a little too much while you are looking at many. Become an expert at applying for work. As you go along, learn ways to improve each application, each formal contact, each interview. Your goal should be to improve and make yourself look better and better each time you go through each of the steps.

Keep your guard up After you have survived the application process and gotten through the interview and things begin to look very promising, don't let your guard down. Until you have a job offer in writing, do not decrease the pace of your search or cancel other interviews or reject other offers. In librarianship, the line dividing "applicant" and "employee" can be very gray. People may smile at you, shake your hand, even tell you how impressed they are with your interview. But none of this equates to a job offer.

Stay flexible Ultimately, stay flexible throughout the process. It is a good idea, for example, to have a backup plan in case you don't land a position quickly. Furthermore, don't forget that you may not see a paycheck for a month or so after your start date once you do get hired. No question, the job-hunt in library science is very demanding. Nevertheless, you must do as everyone else in your position does and try your best to find the right job for you. You can do it. Good luck!

Showcasing Libraries at Ilovelibraries.org

ALA's new website for the public is a place where the library fans can visit to learn more about the health and vitality of today's libraries, to share their library stories, to sign up for the e-newsletter, and to advocate on behalf of libraries. Although the site was designed with the general public in mind, librarians are encourages to use this Web site as a vehicle to tell their library stories, as well. Do you have a story idea that might be a great fit for Ilovelibraries?

ALA is encouraging people who love libraries to send their news stories, essays, articles, and other writings to the site. They are looking for feature articles of 500-1500 words, and Library Showcase featurettes of 300-500 words, as well as accompanying artwork, if possible. Further details are found at http://www.ilovelibraries.org/aboutus/editorial.cfm. To help solicit stories for Ilovelibraries.org, ALA has also created ads (available in black and white, and color) and is asking members and others to include them in their print and online publications. Please take this opportunity to help spread the word about Ilovelibraries.org! Please visit http://www.ilovelibraries.org and let them know your thoughts.