

NMRT

Footnotes

November 2003, Volume 33 No. 2

[NMRT President's Column](#)

Beth Kraemer, the New Members Round Table (NMRT) President for 2003-2004, keeps members apprised of NRMT upcoming activities and plans. [Click here for a special announcement about our President!](#)

[NMRT's Electronic Archives: Looking Back to the Future with Our Own New Database](#)

Anna M. Ferris, Chair of the NMRT Archives Committee, reports on the activities of the Archives Committee, including NMRT's innovative procedures for handling electronic documents.

[Frequent San Diego Visitor Offers Some Tourist Advice](#)

Pennie Howard (Member, Footnotes Committee) details places to visit and eat while in San Diego for the 2004 ALA Midwinter Meeting.

NEW REGULAR FEATURE! [Tips and Tricks in Librarianship: Combating Ageism: Lessons Learned by "Baby" Librarians](#)

For the inaugural "Tips and Tricks in Librarianship" feature, Amanda Roberts (Footnotes Assistant Editor) collects tips for fighting ageism in the workplace.

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NMRT President's Column

by Beth Kraemer, NMRT President

As autumn begins to make way for winter, I wanted to take a moment to remind New Members Round Table (NMRT) members of the upcoming 2004 American Library Association (ALA) Midwinter Meeting, which will be held in January in sunny San Diego. Midwinter Meeting is typically a smaller and slightly less busy affair than the ALA Annual Conference, and can be a great introduction to the whole conference-going experience for many first-timers. While there are not as many programs planned during the Midwinter Meeting, the vendor exhibits are available and there are always many opportunities to network; I encourage you to consider attending if possible. And while you're there, please join us at the NMRT Midwinter Social on Saturday evening, planned by the Midwinter Activities Committee!

Also, many other hard-working NMRT committees are busily planning wonderful events for the 2004 ALA Annual Conference, to be held in Orlando in June. For example, the Leadership Development Committee has once again paired up with one of NMRT's wonderful corporate supporters, Highsmith, Inc., to bring the FISH! training program to Orlando, as we ultimately weren't able to host the program in Toronto. Also, the President's Program Committee is currently lining up an excellent panel of speakers for Annual Conference, who will discuss leadership development as it relates to newer professionals. I am also excited about the 3M/NMRT Social and the NMRT Student Reception, as we have motivated committees organizing those events for us this year! As we get the details of these programs settled, we will share information with all of our members; keep watching Footnotes and NMRT-L for details.

On a personal note, I'd like to update our members on the leadership plans for NMRT during my maternity leave. While I am adjusting to life with newborn twins, our fearless Vice President, Sally Gibson, has kindly agreed to handle the daily business of running NMRT. I anticipate returning to NMRT business once the babies are about a month old; I will, of course, keep everyone updated on the actual birth date via NMRT-L. Should you have any questions, comments, or concerns about NMRT during my temporary absence, Sally's email address is sallyg@creighton.edu.

Best wishes for a happy holiday season!

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NMRT's Electronic Archives: Looking Back to the Future with Our Own New Database

by Anna M. Ferris, Chair, Archives Committee

It has been a while since the Archives Committee reported on the work it is doing to preserve the New Members Round Table (NMRT) organizational memory. The intent of this article, therefore, is twofold - to provide a belated update of our activities this past year and, more importantly, to acquaint NMRT's newest members with the role we play and the tasks we have been charged to perform within this organization.

A little history will help explain what our role has been up until now. As recently as 2001, the Archives Committee was guided by policies that dealt primarily with the preservation of paper-formatted documents significant to NMRT. Preserving these documents meant transferring them to a remote storage site at the American Library Association (ALA) Archives located at the University of Illinois, Champaign-Urbana. By 2001, it had become apparent that these archival policies needed to be revised in order to accommodate the electronically-formatted documents (for example, emails, Web pages and .pdf image files) that had become the predominant form of exchange between NMRT officers, chairs and other members. This revision process resulted in the NMRT Archives Policy for Electronic Documents which was drawn up by the Archives Committee in July of 2001 (see http://www.lib.lsu.edu/ALA/nmrt/nmrt_elecdocs-policy073101.pdf).

To implement this new, emerging policy for electronic documents, an entirely different approach to archiving needed to be explored - after all, sending electronic documents to the University of Illinois for storage was no longer an option! For this reason, among others, an ad hoc committee called the Document Digitization Task Force (DDTF) was formed early in 2001. Its charge was "to collect and digitize paper files of past NMRT documents currently housed at the ALA archives ; and to provide online access to these documents." This meant developing basic procedures for converting and electronically maintaining NMRT's most significant historical documents and building a searchable database for online access to these resources. (The early stages of the task force's activities are documented in Volumes 30 and 31 of Footnotes - March 2001, September 2001 and January 2002).

The DDTF's first project, then, involved converting the paper copies of NMRT Executive Board minutes from 1978 to 1999 into an electronic format. These minutes were digitized (i.e., scanned and edited) and saved as html-formatted files. At the same time, the task force developed the database - which today is the NMRT Archives Database - from which these documents could be accessed via corresponding records created by various task force members. More than 90 records were made accessible through this initial pilot project. While the DDTF's work was completed in June of 2002, it proved to be an important beginning for the type of work the Archives Committee is currently doing.

This past year, the Archives Committee made the management of NMRT's electronic resources its top priority. Moving beyond the digitization of past Board minutes, we focused on current reports that were being "born digital" (i.e., planning, progress and final reports), especially since these compulsory reports were being submitted by chairs and officers almost exclusively in an electronic format. Certain measures needed to be implemented in order to ensure that these electronic reports were archived in a consistent manner. Two of these measures are listed below:

- A mechanism for gathering NMRT reports was established. Entry form templates for each type of report were drawn up for committee chairs and officers to fill out and submit via email to the NMRT Board. After they are submitted, the chair of the Archives Committee forwards copies of these reports to Archives Committee members who then input them into the NMRT Archives Database. (A title search for "template" will turn up all six entry forms in the database.)
- Basic procedural guidelines for inputting electronic reports and scanned documents into the NMRT Archives Database were written to help standardize the way records are keyed in by individual Archives Committee members. These guidelines were developed using Dublin Core metadata standards for resource description. (A title search for "procedures" will turn up these two guidelines in the database.)

In an effort to be as forward-looking as possible, the Archives Committee will continue to develop guidelines to assist NMRT members in the drafting of official reports. For example, we are presently working on a proposal to standardize the way the minutes of Executive Board meetings are drafted by the NMRT Secretary. We also intend to expand the scope of documents that are being added to the NMRT Archives Database. These documents include past NMRT reports (other than minutes), past committee rosters, official proposals brought by committees to the Executive Board, and special communications such as files containing NMRT listserv subscription and posting information.

Many of NMRT's most important documents are already accessible to our members at <http://www.lib.lsu.edu/ALA/nmrt/advanced.html>. This goes to show that the Archives Committee's experiment in database management has been very successful at putting NMRT ahead of many other ALA organizations in electronic archives preservation and access; particularly at a time when many NMRT documents, previously available on the ALA's main website, have been temporarily withdrawn due to the redesign and reorganization of this official website.

The Archives Committee has also been very successful at bringing together new NMRT members and providing them with an excellent opportunity to participate in technically challenging work. Because of our dedicated Archives crew, the NMRT Archives Database has now doubled in size to over 200 records and will continue to grow on a regular basis. For this reason, the Archives Committee will always be open to enlisting new members, especially anyone interested in becoming an active participant in an NMRT success story.

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Meet the NMRT Board: Sally Gibson, Vice President/President-Elect

by Shannon Tennant, Member, Footnotes Committee

If you don't already know Sally Gibson, you will. She is currently the Vice President of the New Members Round Table (NMRT), and next year will serve as President. Her duties this year include assisting the President, supervising the Self Study and Resource Allocation and the New Writers Support Ad-Hoc committees, and preparing for her own term next year. Her day job is Reference Librarian and Database Coordinator at Creighton University in Omaha, Nebraska. She was just featured on Creighton student television as their university staff member of the week, so she is no stranger to interviews like this!



Sally has been a member of NMRT since her library school days at Texas Woman's University, but she did not become active in the organization until 2000. A colleague at work pushed Sally to get involved, and she's glad she did. Her favorite thing about NMRT is meeting great people.

She said, "My first ALA conference I was not involved in any committees and I felt like I wandered around, didn't really know anyone ... Now I see people I know all the time and I always have a positive conference experience." Sally has been chair of several NMRT committees as well as Member Services Director. In the American Library Association (ALA) she is also involved with the Association of College & Research Libraries (ACRL) and the Reference and User Services Association (RUSA) Machine-Assisted Reference Section (MARS). She is also active in the Nebraska Library Association and their state NMRT.

Sally became a librarian at the suggestion of her grandmother. She knows that she followed the right career path because people always ask her for directions when she travels. "I like to think it is because I look like a native," Sally told me, "but I know in reality it is because I look helpful." Sally visits a lot of cities because of ALA conferences, of course, but also because she aspires to visit all 50 states. She only has ten left! She's also a college sports fan (especially her alma mater Kansas and the Big 12 conference) and her "guilty pleasure" is the MTV reality show "The Newlyweds." Sally loves the mystery novels of Janet Evanovich,

and just finished reading her latest, *To the Nines*.

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Monthly Discussions Add More Spice to NMRT-L

The Membership Meeting and Program Committee holds monthly discussions on NMRT-L. The discussions are usually held the first week of each month.

The schedule for 2003-2004 is as follows:

- Sept. 2003 - "I wish I had known)"
- Oct. 2003 - How is your library dealing with the Patriotic Act and Child Internet Protection Act? How do your patrons react to the Acts? What is the policy in your library?
- Nov. 2003 - Have you gotten your budget? Has your library's budget been affected by the economy? How to find more money? Has you library/library system done anything to market library services?
- Dec. 2003 - When did you know you want to be a librarian?
- Feb. 2004 - What procedure or mechanism does your institute use to evaluate your work?
- Mar. 2004 - Dealing with diversity
- Apr. 2004 - Advices for the 1st interviews
- May 2004 - Salary negotiation

The committee welcomes suggestions for future topics; contact Ihsia Hu at hui@mail.nlm.nih.gov to suggest a topic. To subscribe to NMRT-L, visit the NMRT website at <http://www.ala.org/nmrt>.

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Diversity a Priority with NMRT

The NMRT Diversity Committee is interested in facilitating the recruitment of a diverse ALA and NMRT membership. This includes librarians and library school students from traditionally underrepresented racial and ethnic groups, persons with disabilities, and gay, lesbian, bisexual and transgendered persons. We welcome the opportunity to assist other committees in their diversity efforts in programming, recruitment, and retention of underrepresented groups. For more information, contact Diversity Committee chair Courtney L. Young, clyoung@psu.edu.

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Highsmith Inc. and NMRT Leadership Development Workshop: FISH!™: Catch the Energy. Release the Potential

Have you ever been to a Fish Market on a warm sunny day? Do you deal with toxic people at work? Do your colleagues' attitudes stink? Do you want to get pumped up about public service? Well, do something about it! Attend the following workshop at the 2004 ALA Annual Conference in Orlando: Highsmith Inc. and NMRT Leadership Development Workshop: FISH!™: Catch the Energy. Release the Potential. The workshop tells the story of how a dozen or so workers at the Pike Place Fish Market, in Seattle, Washington, turned their work environment around and made the Fish Market a fun place to visit and work. Learn the "Fish Philosophy," a fun, innovative management philosophy that can improve employee motivation and work place attitudes. In Toronto thirty people had a blast merely talking about the "Fish Philosophy." Come see the whole program and walk away reinvigorated and ready to tackle the worst nay-sayers you know. See you in Orlando!

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Get Involved! Volunteer for NMRT Committees!

A message from Sally Gibson, NMRT Vice President/President Elect

It is never too early to volunteer for 2004-2005 NMRT committees. Archives, Handbook, Midwinter Activities, and the Midwinter Discussion Forum committees run from ALA Midwinter Meeting to Midwinter Meeting so the appointment process will begin soon. Fill out a committee interest form today at <http://www.lib.lsu.edu/ALA/nmrt/roster.html> or contact Sally Gibson, NMRT Vice President/President Elect, at sallyg@creighton.edu with any questions or concerns. Everyone is welcome to volunteer and I look forward to working with you.

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Previous Recipients Explain Impact of 3M/NMRT Professional Development Grant

by Laura Kortz, Chair, 3M/NMRT Professional Development Grant Committee

Are you a New Members Round Table (NMRT) member? Recently joined? Thinking about joining but haven't done it yet? Nearing the end of your ten-year limit? Whoever and wherever you are, now is the time to apply for the 3M/NMRT Professional Development Grant this year. Think you haven't done enough within NMRT or at the state and local level? Think again! The grant is for professional development, which means you are not expected to be a fully-developed librarian with lots of medals and honors to your credit (although that certainly doesn't hurt).

To give you an idea of the impact that winning this grant can have, I recently contacted some of its first recipients, who were awarded it in the mid-1970's, when NMRT was still JMRT (Junior Members Round Table). Here's what they had to say:

"Winning the 3M/NMRT Grant taught me that even a novice librarian from a community of 85 registered voters in rural Mississippi could really make a contribution to librarianship on a national level. I can truly credit my first ALA conference experience with giving me the confidence in my education and innate abilities to develop my leadership potential over the next quarter-century. Wow, where has the time gone!"

--June Schmidt, Associate Dean for Technical Services, Mitchell Memorial Library, Mississippi State University (1976)

"When I received the grant in 1975, I was starting a branch library with a GED/ESL program. Attending the ALA Conference provided the opportunity to exchange ideas with other librarians and review materials for the program. After a 20+ year absence from libraries, I returned as Library Director last year. GED/ESL programs are now available in all six of our libraries and have benefitted thousands of people. I have always appreciated the opportunity I was given to attend that ALA Conference in San Francisco, thanks to 3M!"

--Patty Landers, Director, Irving Public Library, Irving, Texas (1975)

"I was in my first full-time library job at Vanderbilt University, in a Research and Development project funded by the Council on Library Research. I became involved in ALA right away at the encouragement of my supervisor, Deanna Marcum, who went on to become President of CLR and is now Associate Librarian of Congress. I joined JMRT and was inspired to work (successfully) to form the first JMRT of the Tennessee Library Association. I believe that work contributed to my receiving the grant, which paid fully for my trip to and participation in the ALA Conference, which was in San Francisco that year.

At that meeting I was asked to run for Secretary-Treasurer of the ALA JMRT and did so; I won the office and served on the Executive Committee in that capacity the following year. I was then asked to run for JMRT President, but after much soul-searching came to the conclusion that I really needed to devote more time to two activities--my job in the Vanderbilt Library and writing my dissertation for the PhD. in English from Peabody/Vanderbilt. However, I have valued the work and association I had with my fellow officers and members of JMRT throughout my career and believe that experience contributed much to my attitude towards and commitment to the profession ever since."

-- Dale Manning, Bibliographer for English, Linguistics, Communication Studies & Theatre, Vanderbilt University

"Responsibility, involvement, and enhancement were part of being honored as one of the first 3M/American Library Association/Junior Members Round Table Professional Development Grant recipients. As a recipient, I was further exposed to the responsibility of recognizing the high integrity of librarianship, an appreciation regarding the seriousness and rewards of being committed to active organizational participation, and an enhanced version of the operations of our ALA, the round tables, and committees as well as the exhibits. (Recipients were required to attend various conference committee sessions and the members often explained the organization and their activities.)"

--Jacquelyn McGirt, Reference Librarian, F.D. Bluford Library, North Carolina A & T State University

Recipients from nearly two decades later were still enthusiastic about the benefits the grant afforded them. Ann Snoeyenbos, who was awarded the grant in 1993, mentioned getting to have a hotel room all to herself as a big advantage, but more important than that was the recognition it offered:

"When I won the award I was really flattered because it told me that other people thought I could be an asset to NMRT and ALA, that they thought enough of my potential to make an investment in me. It also told my administration that I was committed to serving ALA. During the conference I was in heaven. First of all, up to that point I had shared hotel rooms with coworkers I barely knew.

Having a hotel room to myself and enough spending money to eat real meals during the conference was great, but even better was the fact that I got to meet so many people during that conference week. A lot of people introduced themselves to me because they had seen my picture in the convention center and knew I had won something. The NMRT leadership made a special effort to take me around and introduce me, and I was grateful for that. They were so kind and welcoming, inside that huge association, that I became completely attached to NMRT."

--Ann Snoeyenbos, Librarian for West European Studies, Bobst Library, New York University

Carol Kem also offers her experience about winning:

"Although I had been an academic librarian for several years, I did not join ALA until my sons were in high school and I felt I could attend conferences and become active in the Association. NMRT, which includes both those new to librarianship and those new to the Association, was one of the first places I began to volunteer for committees and officer positions. The 3M/NMRT Professional Development

Award was, for me, a wonderful recognition of the many paths we take in our professional lives and of the open door which NMRT provides to all."

--Carol Ritzen Kem, Ph. D., Collection Management, University of Florida

Ready to apply now? If you are, go to <http://www.ala.org/nmrt>. Look for NMRT on the left side menu. Under that you'll find Apply for Funds. Clicking on that will take you to a list of all NMRT grants available. The 3M/NMRT Professional Development Grant is the first one on the list. Please read the application and selection criteria carefully before applying. The application is now completely online. The deadline is December 15, 2003.

Still have questions? Please contact lkortz@njcu.edu or at 201-200-3473.

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Beth Kraemer has twins!

Beth and Todd Kraemer are very pleased to announce the arrival of their daughters on Monday November 10, 2003. Mother, Babies, and Father are doing fine.

Katherine Margaret "Katie" was born at 12:42 p.m.. She is 6 lbs 7 oz and 19 inches.

Madeline Elizabeth "Maddie" was born at 12:43 pm. She is 5 lbs 11 oz and 19 inches.

Both girls have a full head of dark hair and are very healthy.

Beth has promised pictures soon!

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NMRT Liaisons Provide Missing Link

by Jason Fleming, Chair, Liaison Coordination and Support Ad Hoc Committee

Are you interested in becoming a more active New Members Round Table (NMRT) member, but don't know how? Do you think others in NMRT would be interested in the activities of the other American Library Association (ALA) groups with which you participate? Consider volunteering to serve as a NMRT Liaison for the 2003 and 2004 ALA Annual Conferences.

The Liaison Program's goal is to create networking and outreach opportunities for NMRT members. Through liaisons, we can promote attendance and participation in programs, discussion forums, events and committees in NMRT and other ALA groups.

As a liaison, you will become an active member of NMRT and other units within ALA, without being restricted by ALA's three direct committee appointment rule. You will provide others in NMRT and ALA groups with important information that they may not otherwise know. Plus, it is a great way to gain leadership training in a fun, flexible and different way.

If you are interested in taking on this opportunity to get to know (and perhaps later get appointed to) other ALA groups, contact Jason Fleming, Chair, Liaison Coordination and Support Ad Hoc Committee, at jfleming@mail.uflib.ufl.edu with your name, title, institution or library, and email address. Also include your other ALA group interests (divisions, roundtables and committees in which you currently participate) and/or ALA group preference to serve as liaison.

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Nominating Committee Calls for Nominees

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 lbliss@princeton.edu
- Carla Robinson at CRobins@fau.edu
- Catherine Collins at catherine@sabreshockey.com

For more information, visit <http://www.geocities.com/tfortx/nominating>.

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NMRT Shirley Olofson Memorial Award Now Accepting Applications

ALA's New Members Round Table is now accepting applications for the Shirley Olofson Memorial Award, which is presented annually in honor of Shirley Olofson, a well-respected former NMRT President who died during her term in office. The award, which is intended to help defray costs to attend the ALA Annual Conference, will be presented in the form of a check for \$1,000 during the 2004 ALA Annual Conference in Orlando.

Applicants must be members of ALA and NMRT; active within the library profession; show promise or activity in the area of professional development; have valid financial need; and have attended no more than five ALA annual conferences.

The deadline for applications is January 1, 2004. For more information on this award, and to apply online, please visit the [Shirley Olofson Memorial Award website](#). If this long url is broken up into two lines, please copy and paste the complete url into your browser Open Page/Location box. Alternatively, you can access this application form at <http://www.ala.org/nmrt/>. On the left hand side, under "Our Association, Round Tables, NMRT," look for "Apply for Funds" and click on it. Then under Shirley Olofson Memorial Award, you can access a list of current and past winners, or click on "more information" to apply.

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Orientation at 2004 ALA Midwinter Meeting

The NMRT Orientation Committee wants to invite all those interested to attend the Orientation program for the 2004 ALA Midwinter Meeting in San Diego. It will be held Saturday, January 10, 2004, 9:00 - 11:00 a.m., room TBA. Attendees will get an opportunity to meet and interact with people in all areas of librarianship, hear about exciting things to do while in San Diego, receive tips on how to navigate through the Midwinter Meeting, and how to become involved in ALA. For more information, contact William M. Modrow, Chair, Orientation Committee, wmodrow@mailers.fsu.edu.

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Member Profile: Debra Andreadis

by Stephanie DeClue, Member, Footnotes Committee

Educational background:

B. S. in Zoology, Ohio State University,
Columbus, OH, 1984

M.S. in Ecology, University of Tennessee,
Knoxville, TN, 1993

M.S.I.S, University of Tennessee, Knoxville,
TN, 2002

Professional history:

Debra Andreadis is currently working in her first professional library position as the Science Liaison/Reference Librarian at Denison University in Granville, Ohio. She is the first subject specialist at her university's library. She credits her previous education and her practicum at the University of Tennessee for helping her to get the job. Debra feels fortunate to have had the opportunity to take a practicum under Flora Shode, then Science and Technology Coordinator at the University of Tennessee Library (now the Head of Reference at Utah State University). During this practicum, "I had reference desk duty, developed a web-based subject guide for bioinformatics, participated in science librarian meetings and was introduced to many other day-to-day activities a subject specialist reference librarian would undertake." Debra felt that this real world experience helped her not only on her resume but also in having concrete ideas and answers that helped her in her job interviews.



Debra can also thank Ms. Shode for influencing her decision to become a librarian. While working as a research assistant in ecology at the University of Tennessee, she realized that she enjoyed the library searches and computer questions more than she did her bench work. While working with another faculty member whose courses included information literacy components, her path crossed with Ms. Shode, who taught the information literacy portions of the courses. Ms. Shode recognized that Debra's passion was research and encouraged her to look into the field of science librarianship. Debra enrolled in Information Science courses part-time and after two semesters went back to school full time to pursue an Information Science degree.

Despite her relatively short time in the library profession, Debra is actively involved in both the New Members Round Table (NMRT) and the Association of College and Research Libraries (ACRL). She is the chair of the NMRT Web Committee, having served as Assistant Chair last year. She has volunteered for the NMRT Resume Review Service and the NMRT Booth Committee for the last two years. She is also a member of the ACRL's College Libraries Section, their Instruction Section and their Science and Technology Section. She currently serves on the STS Oberly Award Committee.

Debra feels that NMRT involvement is crucial for new librarians. She sees NMRT as a way for librarians to help one another keep current: "Being a part of a larger community, such as NMRT, helps us keep up with the changes that are constantly occurring in the information sciences." She also sees NMRT involvement as a way to network with others and develop communication and leadership skills. She really felt the necessity of NMRT involvement at her first ALA Annual Conference: "Conferences can be a scary prospect to new librarians. I had been to several scientific conferences prior to going to ALA, but none were at the scale of annual. Knowing people to seek out at the conference and seeing friendly faces like those that are all around NMRT can be a big help."

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Need a Second Opinion on Your Resumé? Try the NMRT Resumé Review Service

by Susie Skarl, Co-Chair, Resumé Review Service Committee

Picture this: The library job you've been searching for may be advertised in the latest issue of your favorite professional journal. How can your resumé have the edge over the competition? Or, maybe you're not actively looking for a new job, but want to make sure your resumé is current, up-to-date, and on target?

The New Members Round Table (NMRT) invites you to use the Resumé Review Service. This service is open to any NMRT member who would like to have his or her resume and/or cover letter reviewed by an experienced librarian in a similar field. The reviewers have experience with search committees, human resources or hiring practices. Although we cannot guarantee that you'll get the job, the reviewers are committed to helping you highlight your professional skills on your resumé.

To participate in this service, please e-mail an attachment of your resumé(s) and/or your cover letter, to the Resumé Review Service at nmrtrs@yahoo.com with the following information:

Name:

Address:

Phone:

E-Mail Address

Are you a member of NMRT?

ALA Member Number:

Please also indicate the type(s) of libraries in which you would like to work (such as academic, public, school, special); this will assist in matching you with an appropriate reviewer.

Your resumé will be returned to you, complete with comments and suggestions from the reviewer, within a couple of weeks.

The Resumé Review Service will also be available during American Library Association (ALA) Midwinter Meetings and Annual Conferences at the ALA Placement Center. Reviewers from all types of libraries will be available to evaluate resumé.

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A Frequent San Diego Visitor Offers Some Tourist Advice

by Pennie Howard, Member, Footnotes Committee

So you're lucky enough to be going to the 2004 American Library Association (ALA) Midwinter Meeting in sunny, temperate San Diego in January. As a past visitor to San Diego, I offer my humble opinion on budget-minded places to see and places to eat while you are there.

I have to admit every time I've visited San Diego I've had access to a car. A car makes getting around easy and most places have abundant parking for free or for a reasonable fee. Keep in mind traffic gets bad during the morning and evening commute times. For those without a car, I have friends who live in the city and use the bus system to get everywhere they need to go. There is also a trolley that runs around the downtown area, including a stop near the San Diego Convention Center [San Diego Metro Transit, <http://www.sdcommute.com>].

Sites

Close to the San Diego Convention Center is Seaport Village shopping and dining center. Seaport Village is a bit touristy but a good place to shop for souvenirs. There are also casual food vendors where you can pick up a sandwich, sit on the pier and watch the sunset. There is no fee to get in; however, if you drive there is a fee for parking. You can walk or take the trolley from the San Diego Convention Center [<http://www.spvillage.com>].

Within walking distance from Seaport Village is the Hyatt Hotel. Take the elevator to the Top of the Hyatt bar. There you can take a quick look around or sit back with a pricey drink and enjoy the view of San Diego Harbor and downtown [<http://manchestergrand.hyatt.com>].

Balboa Park is in downtown San Diego and offers beautiful architecture and scenic gardens. The Park is home of the San Diego Zoo and many museums. You can walk around the park and many of the gardens for free; however, there is a fee to enter the Zoo, the museums and some of the gardens. The Zoo is great but you will need at least four hours to enjoy everything and they close at 5:00 p.m. most days. General admission to the Zoo runs about \$20 and you can purchase an addition tour bus ticket for \$10. The Zoo is large and hilly so I recommend paying the extra fee for the bus [<http://www.sandiegozoo.org>].

Anytime of the day or evening stroll around Balboa Park and enjoy the rose garden and unique architecture [<http://www.balboapark.org>].

Gas Lamp Quarter is near to the San Diego Convention Center and a fun place to eat, hear live music, and people watch. Prices for restaurants run from low to very high; their website is helpful in determining the average price of a meal. Many of the bars and lounges don't charge cover to the early crowd or Sunday through Thursday nights [<http://www.gaslamp.org>].

San Diego is full of beaches; granted, even with San Diego's temperate climate, swimming in the ocean in January is only for the most hearty. Even without the swimmers, you'll find plenty of life at Mission Beach and Pacific Beach. Both boast long boardwalks with shops, restaurants and bars. Both beaches are great places to visit for a relaxing afternoon of people watching or a fun night out [<http://www.sannet.gov/lifeguards/beaches/>]. When visiting Mission Beach head to Belmont Park to ride the historic Giant Dipper roller coaster and other amusement rides [<http://www.belmontpark.com>].

If you have some time to get out of downtown, one of my favorite places is Torrey Pines. A state park by the sea, Torrey Pines is about twenty minutes North of downtown. There you can relax by the beach with stunning views of the ocean and the cliffs or you can hike on the many trails on the top of those cliffs (bring water and wear comfortable shoes). Admission is free; there is \$4 fee to park. [<http://www.torreypine.org>]

Eats

San Diego is full of great Mexican food. There are many holes in the wall - cheap Mexican diners all over the city.

Breakfast lovers should check out the Broken Yolk. They have a huge selection of omelets [1851 Garnet Ave., Mission Beach, 858-270-9655].

Remember Moondoggie from Gidget? Okay, I don't either, but Moondoggies Sports Bar is still a fun place to eat. If the weather is good they have a large outdoor patio. I consider this food "fancy bar food." In other words, they use a higher grade of rolls for their sandwiches and charge more; nonetheless, you can eat for around \$15 [832 Garnet Avenue between Mission Blvd. and Bayard, Pacific Beach, 858-483-6550].

San Diego is a laid-back town with a casual atmosphere. Have a great time and be sure to catch a sunset over the ocean.

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Come to the NMRT ALA Midwinter Social for Socializing, Appetizers and Door Prizes!

What: NMRT ALA Midwinter Social

When: Saturday, January 10, 2004, 5:30 - 8:30 p.m.

Where: Hennessey's Tavern, 708 4th Avenue, San Diego, CA

Are you planning to attend the 2004 ALA Midwinter Meeting in San Diego? The NMRT Midwinter Activities Committee would like to invite all NMRT members to a social event on Saturday evening in a location conveniently located near the San Diego Convention Center. Hennessey's Tavern is one of San Diego's most popular Irish Pubs. Located less than a mile from the San Diego Convention Center in San Diego's historic Gaslamp quarter, Hennessey's has been described as "comfortable as your living room, as casual a place as can be found downtown" [<http://www.pubclub.com/sandiego/gaslamp.htm>]. The social event is a great opportunity to get together with old friends and make new ones. As part of the evening's festivities, Nadine Flores, NMRT Networking Director, has generously offered to provide short Tarot readings!

- More information about Hennessey's Tavern: <http://www.hennesseystavern.com/>
- More information about the Gaslamp Quarter: <http://www.gaslamp.org/>

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Apply for NMRT's ALA Student Chapter of the Year Award

NMRT announces the NMRT's ALA Student Chapter of the Year Award (SCOTYA) for 2004. The SCOTYA is presented in recognition of a Student Chapter's outstanding contribution to ALA, its school, and the profession. The Student Chapter winner and runner-up will each receive a certificate to proudly display at its school.

The deadline to apply is January 31, 2004. All nominations will be acknowledged. The winner and runner-up will be notified by email and letter no later than March 14, 2004, so that the winners may make arrangements to attend the 2004 ALA Annual Conference in June. The SCOTYA will be presented to the Student Chapter Officers or delegates by the NMRT President at the Student Reception at the 2004 ALA Annual Conference in Orlando, Florida in June.

For more information, start at NMRT's award page at <http://tinyurl.com/rsn9> or contact Lyssa C. Oberkreser, Co-Chair, Student and Student Chapter Outreach Committee, at 813-272-6067 or [librarian.lyssa@verizon.net](mailto:lyssa@verizon.net).

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Volunteers Needed for Research Study

As part of a research study on work behavior type and personality preferences of academic librarians, I am seeking volunteers from the New Members Round Table (NMRT). Specifically, I am interested in gathering data from academic librarians and/or graduate students planning a career in an academic library who are younger than approximately 40 years of age. The base line for the study comes from my doctoral dissertation (The Relationship between Herzberg's Motivator/Hygiene Theory and the Work Behavior Types of Academic Librarians in Florida, Kem, 1994) which looked at the work behavior type of more than 200 academic librarians in Florida. In 2000, NMRT presented its first preconference at an ALA Annual Conference (NMRT Preconference 2000: Learning to Lead) and more than 75 attendees were introduced to the research while participating in a workshop in which they learned their type preferences and explored the impact of type on leadership and career development. Some of you reading this may have participated in the preconference.

Currently, I am analyzing data from a national subject group of more than 200 academic librarians. The central question involves what change, if any, has occurred in the work behavior type and personality preferences of more recent entrants to the profession. In the 1994 study and in the current study, more than 60 percent of the subjects were older than 40 years of age. To strengthen the study and allow for more generalized conclusions, I would like to add 50 to 100 subjects younger than 40. The research involves the completion of a demographic form, the Marcus Paul Placement Profile, which determines the primary work behavior type, and the Myers Briggs Type Indicator (MBTI), which provides a profile of general personality preferences.

If a volunteer for the study has already completed the MBTI, administration of the measure is not repeated but the subject is asked to indicate the MBTI preference on the demographic form. All responses are coded, only aggregate statistics are reported and no individual is identified.

An opportunity to participate will be provided in two ways:

1. At the 2004 ALA Midwinter Meeting in San Diego, you may complete the forms by meeting me at two or three predetermined times when I will be in the convention center. Exact times and location will be posted on NMRT-L.
2. If you cannot attend the 2004 ALA Midwinter Meeting and would like to volunteer, please email me at carokem@ufl.edu and I will arrange to send you the materials. The mail option is limited to approximately 25 volunteers who are not attending the ALA Midwinter Meeting in January 2004. Preference for mail volunteers will be given to those who have already completed the MBTI and

are willing to share their type designations.

All volunteers who complete the measures will receive, in addition to my thanks, a work behavior type profile with explanatory materials and, if you have not completed the MBTI, a profile of your MBTI preferences.

Limitations:

1. Potential subjects must be employed in an academic library (community college/junior college, college or university or a special library associated with an academic institution) or be a graduate student planning a career in academic libraries.
2. Potential subjects should be 40 years of age or younger.
3. I am seeking between 50 and 100 subjects and can only accept approximately 25 volunteers selecting the "mail" option. Remember, this option is limited to individuals who will not be attending the 2004 ALA Midwinter Meeting in January 2004.

For more information, contact Carol Ritzen Kem, Ph. D., University of Florida, Department of Collection Management, 352-392-4919 ext. 1731, carokem@ufl.edu.

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Tips & Tricks in Librarianship: Combating Ageism: Lessons Learned by "Baby" Librarians

by Amanda Roberts, Footnotes Assistant Editor

In my previous profession in which I worked as a copy editor in an advertising firm, I dealt with an assortment of interesting attitudes. I was left speechless one day when a senior copy editor on staff told me that my superior copy editing abilities were due to the fact that I was closer in age to grammar school. Offended, I defended my abilities by explaining that I continually updated my skills through reading style guides and good literature, and in fact, I was a mere 12 years younger and probably diagrammed the very same sentences in school!

When I entered the library profession two and half years ago, I thought that my baby-faced woes had come to an end. Here was a group of enlightened individuals, I thought naively, tugging at a crystalline pink barrette in my hair, who dedicated their lives to providing unfettered information access to people of all creeds, colors, and ages.

Needless to say, I was sorely disappointed by my unrealistic expectations. I smiled (but cringed inward) as I was introduced to more experienced library professionals as a "baby librarian." At the reference desk, students would ask to speak to the librarian or ask me what classes I was taking. As it turns out, I discovered that library patrons, as well as my colleagues, are only human.

How do I deal with this issue?

After accepting that people are people and that I, too, am guilty of drawing similar assumptions based on others' appearances, I planned a success-oriented, surface-based attack: a complete overhaul of my outward appearance. Like any good researcher, I consulted the world of fashion and image consulting to determine how I could change to "fool" everyone into thinking I was really thirty-one and deserved respect! Here's a laundry list of appearance don'ts (disclaimer: some of these may not be gender-neutral):

- Don't slump at the reference desk.
- Don't wear butterfly, cat, or heart earrings, or any type of jewelry or accessories that may make you appear puerile. (Yes, that means no more Hello Kitty if you want to be taken seriously!)
- No Ally McBeal miniskirts, no open-toed shoes or trend setting platforms or highlights.
- No frosty-pink lipstick or deep, colorful makeup, Capri pants, cargo pants or sandals.
- No shiny or translucent shirts.

Here's a list of do's:

- Do wear hose or socks.
- Buy some suits and wear them. Blue is the color that makes you appear the most professional. After that, go with gray, black, khaki, or olive (keep it dark!). (Tip: JCPenney is a good place to buy cheap suits.)
- Wear comfortable, elevated shoes if you are "directionally challenged." Try to avoid flats, and purchase heels that range from one to two and a half inches high.
- Add a scarf, belt, or nice jewelry (gold, silver, or pearls) to a simple skirt (or pants) and an ironed shirt to look more "professional" and "together."
- Wear makeup and get manicures regularly. Keep the makeup shades in the same color family.
- Tuck in shirts and wear a belt that matches shoes and handbag whenever possible.

Testimonials: Real-life Situations of Your NMRT Colleagues

Of course, not everyone has the time or desire to change his or her appearance. Others may think it is downright phony to do so. Below are some real-life situations that NMRT members encountered, and what they did to "combat" the situation.

"As someone who entered library school right after undergrad, I've always been getting the 'Oh, are you a student?' comment. The fact that I also happen to look younger than my age and am rather short does not help. When I changed from a special library to an academic library several months ago, I knew I would run into some of the same comments. One in particular was hard to handle - I was observing an instruction session with one of the other librarians, and before the class she introduced me to the instructor as the 'new Access Services Librarian.' All seemed to be going well until the instructor introduced us to the class. She introduced my colleague as a librarian from the library, and me as a 'student librarian observing the session for her classes.' My colleague and I were quite surprised, and not sure how to respond. We let it slide until later in the session, where my colleague tactfully asked me a question, specifically commenting 'Since you run Access Services at this university, how is this handled?' I thought it was one of the subtlest and tactful responses to an ageist comment yet."

--Gretel Stock-Kupperman, Access Services Librarian

"Most of my experience with this sort of thing was when I was working as a support staff (because I waited so many years to go back for my Masters degree). The one big thing that I recall, though, was an incident in my first library position in Tazewell County, VA, in a public library. I was responsible for several different things, including children's programming, shelving periodicals, maintaining the children's/YA areas on the second floor of the library, and working the reference area (also located on the second floor). One day, I saw a lady looking through the reference materials, apparently lost and confused. When I approached her to ask if she needed assistance, I was met with, 'Um, no, I don't think

that you can help me.' I just looked at her with a questioning glance, then she went on to explain in a whisper, 'I'm sorry, but I'm working on a research paper about sexual addiction -- and I don't think that you're old enough to help me!' Ignoring my initial impulse to explain that I'd had a friend who was addicted to sex when I was in high school, I calmly explained that I had been trained to help all of our patrons with basic research in our branch library, assured her that I was an adult (even telling her where I had attended college), and proceeded to help her find several materials to help her with her research."
--Chrissie Anderson Peters, NMRT Secretary

"I started a job at a large, very prestigious university. The librarian that was supposed to train me never did, so I finally asked her when she was going to train me. She replied that all the new librarians just wanted all the knowledge of the experienced librarians without working for it. I replied that maybe the new people had knowledge that the older people didn't have and that perhaps we should work together, and walked away!"
--Name withheld

"Being a children's librarian who doesn't look a day over 20 (I'm actually 30 this year), I am so used to being told that I look very young, sometimes I even get mistaken for a student. In my previous job, a grandmother came up to the Children's Reference Desk and asked for a 'Senior' librarian. I asked if I could try to help her, since I was the most senior librarian available. She said, 'Dear, you wouldn't know anything about the books I'm looking for, they were written before you were born!' To this I replied, 'I might not be old enough to have been living when the classics were written, but I am certainly old enough to know quality literature and be able to find it!' She finally let down her guard and asked me to find several classic children's books - all of which I was able to locate for her. After she left, I smiled, another age stereotype bubble busted!"
--Zahra M. Baird, Children's Librarian, Chappaqua Library

Advice and Commentary from Your NMRT Colleagues

"Recently, we interviewed for a new Library Assistant in our Circulation Department here at Northeast State and the interviewee who ended up getting the position thought that I was a student when she interviewed because I was at the Circulation desk and 'seemed so laid-back' when she came in for her interview. I didn't take it offensively at all now -- being 32-years-old and mistaken for someone 8-10 years younger than that made my day! But being taken less seriously when I first entered the profession because people DID think I was younger (and therefore less experienced/capable), annoyed me to no end. Maybe part of the 'trick,' then, is perspective..."
--Chrissie Anderson Peters, NMRT Secretary

"Fortunately, ageism works in my favor, especially in my current job. As a Young Adult Services librarian, half the selling point of being able to work in an environment of teenagers and young adults is being able to relate to them. In my case, my selling point is the fact I look like a teenager -- and act like

one too. When teenagers and teen volunteers/workers see me, they don't see a librarian. They see someone who is young and acts young, and probably someone who they feel comfortable talking to and asking questions. At least I hope that's what they're feeling ... but you can never really tell with teenagers these days... (smile)!"

--Dante Tang, NSU Alvin Sherman Library, Research, and Information Technology Center

"I've been called the baby and people have said, 'she's too young to appreciate that,' or made references to my inexperience. More often than not, I have taken the young and baby comments as compliments. Why? Well, because I think there are many advantages to be young. Most of my colleagues have, in fact, been very supportive and work with me in a mentoring capacity, when I need it. I also think that I relate well to the students, sometimes better than my colleagues. Most of the time, when I've been called the baby, it is in reference to a compliment about my 'high energy' or my 'passion' for my profession.

New librarians can use their young status to their advantage--ask a lot of questions and take advantage of your supposed naiveté. You may also be able to get away with trying out new ideas in a workplace when you're the 'young' one."

--Michelle Millet, Trinity University

"Even when I am wearing a navy suit and pearls, people will sometimes still say to me, 'Oh, I thought you were just a student' when I'm at the reference desk or meeting a faculty member or even a library colleague. My internal instant reaction is defensiveness, because I am interpreting this comment as 'Oh, I thought you were not a real professional!' This defensiveness usually drives me to go the extra mile for the patron or to give an outstanding BI, just to prove the person wrong! What starts out as being a negative feeling always ends up being a positive experience for the patron (and an ego-boost for me!).

--Amanda J. Roberts, Florida Atlantic University

One Final Note

Library Literature has a lot to say about the emotive life of librarians. In an interesting 1984 book entitled *The Assertive Librarian*, author Janette S. Caputo presents the following basic ideas about one's behavior and attitude:

- Avoid making comments about others' physical appearance
- Librarians can benefit from "active listening," which requires "undivided attention) and the ability to keep in touch with your own feelings so you will not respond defensively" (Caputo 90).
- And don't forget: Librarians deserve respect!

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