

# REPORTER

ILLINOIS LIBRARY ASSOCIATION

APRIL 2011

VOLUME XXIX ISSUE 2



# *The Illinois Library Association Reporter*

is a forum for those who are improving and reinventing Illinois libraries, with articles that seek to: explore new ideas and practices from all types of libraries and library systems; examine the challenges facing the profession; and inform the library community and its supporters with news and comment about important issues. The *ILA Reporter* is produced and circulated with the purpose of enhancing and supporting the value of libraries, which provide free and equal access to information. This access is essential for an open democratic society, an informed electorate, and the advancement of knowledge for all people.



## ON THE COVER

Barbara Cooper's sculpture, *Current*, fills the 30-foot-tall atrium of the Avalon Branch Library, located at 8148 S. Stony Island Avenue, Chicago. Made of wood and glue, the 20-foot-long sculpture hangs from the ceiling and draws visitors into the library and the community room. *Current* represents the ripple effect of the library on the community, through reading, learning, and discovering. A Chicago resident, Cooper's works are in many public and private collections, including the Museum of Contemporary Art and the Smithsonian National Museum of American Art. For more on art in libraries, see article beginning on page 12.

Photo credit: Eric Craig Studios

The Illinois Library Association is the voice for Illinois libraries and the millions who depend on them. It provides leadership for the development, promotion, and improvement of library services in Illinois and for the library community in order to enhance learning and ensure access to information for all. It is the eighth oldest library association in the world and the third largest state association in the United States, with members in academic, public, school, government, and special libraries. Its 3,700 members are primarily librarians and library staff, but also trustees, publishers, and other supporters.

The Illinois Library Association has three full-time staff members. It is governed by a sixteen-member executive board, made up of elected officers. The association employs the services of Kolkmeier Consulting for legislative advocacy. ILA is a 501(c)(3) charitable and educational organization.

---

The *ILA Reporter* is published six times/year (Feb., Apr., June, Aug., Oct., Dec.) and is a benefit of ILA membership; the subscription rate for nonmembers is \$25. ISSN 0018-9979. Designed by Verso Design Corp., Joliet, Ill. Printed by Aspen Printing Services. Indexed by H.W. Wilson in *Library Literature & Information Science*. The *ILA Reporter* was first published in 1962.

See ILA calendar for submission deadlines for the *ILA Reporter*. Copy should be submitted by e-mail to [ila@ila.org](mailto:ila@ila.org). You are encouraged to include digital or film photos (black/white or color) and graphics (on disk or camera-ready) with your articles, which will be included on a space-available basis.

# CONTENTS



## FEATURES

- 4 **STAFFING IN TIMES OF CRISIS**  
by Donna Dziedzic
- 8 **JOB HUNTING TODAY: A DECADE AFTER GRADUATING FROM LIBRARY SCHOOL**  
by Christina Stoll
- 12 **ART IN PUBLIC PLACES: CHICAGO'S PUBLIC ART PROGRAM**  
by Chris Watkins
- 16 **NEW MEMBERS**

## OPINION & COMMENTARY

- 18 **DEAR ELSIE**  
by Richard A. Stewart
- 22 **MY TURN**  
by Joyce L. Fedeczko



Illinois Library Association

33 W. Grand Ave., Ste. 301 | Chicago, IL 60654  
phone: (312) 644-1896 | fax: (312) 644-1899  
e-mail: [ila@ila.org](mailto:ila@ila.org) | [www.ila.org](http://www.ila.org)

## 2010/2011 EXECUTIVE BOARD

### PRESIDENT

Gail Bush, National-Louis University

### VICE PRESIDENT/PRESIDENT-ELECT

Lynn Elam, Algonquin Area Public Library District

### IMMEDIATE PAST PRESIDENT

Carole A. Medal, Gail Borden Public Library District

### TREASURER

Theodore C. Schwitzner, Illinois State University

### DIRECTORS

Betsy Adamowski, Itasca Community Library  
Laura Barnes, Illinois Sustainable Technology Center  
Terry Cottrell, University of St. Francis Library  
Cynthia L. Fuerst, Vernon Area Public Library District  
David Hamilton, CARLI: Consortium of Academic  
and Research Libraries in Illinois  
Dianne Happ, Peoria Public Library  
Sheree Kozel-La Ha, Homer Township Public Library District  
Amanda McKay, Edwardsville  
Diana Brawley Sussman, Carbondale Public Library  
Rebecca Teasdale, Oak Park Public Library  
Leslie Warren, Moraine Valley Community College Library

### ALA COUNCILOR

Donald L. Roalkvam, Indian Trails Public Library District

### EX OFFICIO

Robert P. Doyle, Illinois Library Association  
Anne B. Craig, Illinois State Library

### EDITOR

Robert P. Doyle

### MANAGING EDITOR

Kristy M. Mangel



# Staffing in Times of Crisis

**T**he time to prepare for a crisis of any nature is well before the crisis. In creating a reasonably open and positive corporate culture among your staff, as well as a positive reputation for your organization, you may be able to carry your organization through tough times or disastrous events with as little long-term impact as possible. Critical to this success is a strong staffing base, led by intelligent and firm management.

## **Here's my *Cliff Notes* version of things to do before the crisis:**

The moment you become director, realize that your staff is your most valuable internal asset. You want to be able to keep, develop, and reward existing staff; recruit new staff; and help less productive staff improve or be terminated. Be sure there is a clear and fair system of performance evaluation, performance development, and remediation for poor performers. If an employee cannot, even after assistance, meet those clear and fair performance standards, you owe it to the rest of your staff to terminate that person. It also helps to have understandable and clear job descriptions and hiring criteria to help you ensure a good hire. Let all your staff know the organization's primary goals, values, and expectations.

Be sure that your own approach is congruent, that you walk your own talk. You are responsible for your reputation with your staff and it is up to you to develop credibility. Without it, you will have a very hard time earning or keeping the respect of staff.

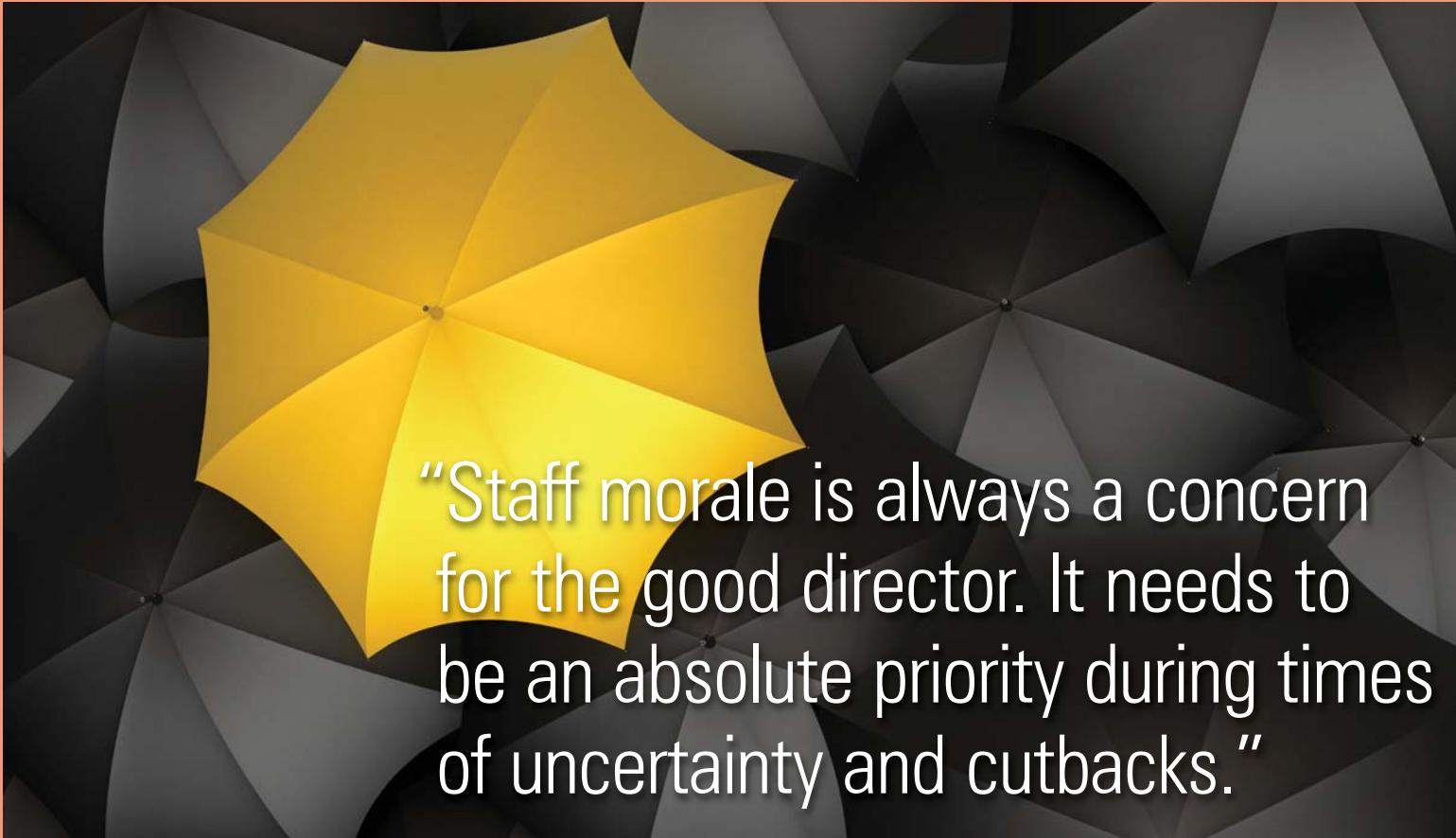
For the last several years, and probably several more to come, many of us have been painfully affected by the economic downturn. In most libraries, our largest expenditure is staffing, followed by collections, followed by the pot of everything else. So when we have to cut big time, we are usually looking at the larger expenditures — staffing and materials. This means there is a point at which budget reductions simply cannot be made without reductions in staff hours or actual full-time equivalents.

There are two things we really need to remember as directors or executive staff, especially during tough economic times. In our positions, we live and breathe budget and funding politics. Our staff members do not; they have their own jobs to do well. So, facts, concepts, and circumstances that are clear as the light of day to us, can be completely obscure to staff.

Also, under many circumstances, and especially in times of economic adversity, staff members will be uneasy and concerned that their job is next on the chopping block. Currently, the state of funding from the federal level to the state to systems to local organizations is very "fluid" — contributing to high degrees of ambiguity in every aspect of work life, at every level of service, and with no clear end in sight. We all know it is very hard for most people to deal with ambiguity — and it is even harder to deal with ambiguity that lasts for years at a time. It is even scarier when directors and top management must respond honestly to many questions from staff with an "I don't know." That ambiguity leaves staff feeling very vulnerable and uncertain — and likely to fill an information vacuum with rumors and myths of a negative and unproductive nature.

[continued on page 6]





“Staff morale is always a concern for the good director. It needs to be an absolute priority during times of uncertainty and cutbacks.”

[continued from page 4]

To help alleviate feelings of fear and vulnerability, the single most important thing you can do is communicate with your staff — honestly, frequently, and even if there is nothing new to report. Use all the communication methods at your disposal, and do not be afraid to say the same thing more than once — sometimes it can take many repetitions before a person hears what you say. I also suggest in-person “all staff” meetings where you share the current situation with staff and provide them the opportunity to ask any questions. Staff may not like what you have to say, but they will give you credit for putting yourself on the line and being honest with them.

When you do need to reduce staff, the key things remain the same — be congruent and honest, make your decisions based on reality, and tell people why you made the choices you made. For example, in making reductions in staff hours at Naperville Public Library, we tied the staffing changes directly to specific reductions in services and operations.

Staff morale is always a concern for the good director. It needs to be an absolute priority during times of uncertainty and cutbacks. Rewarding staff when there is no money for merit increases or market adjustments can be pretty tough, even tougher if you must also make staff reductions.

Simple things count here — be respectful and appreciative of your staff. A good word about a job well done can go a very long way. We have a standing “Spirit Team” that has a very small budget to conduct a few events available to all staff in our staff rooms in the course of a year. Clearly, a hot dog or a couple of slices of pizza does not replace a merit increase, but it is a small gesture of appreciation and encourages camaraderie and a de-stressing time. This may not work for your staff, but do a little investigating for some non-monetary perks for staff — they are out there and staff does take advantage of them. For example, we have partnered with a chiropractor to offer free, brief massages for staff as well as with Working Assets to provide discounts on a wide variety of services for staff.

In economic times like those we are experiencing, it is very understandable that directors and managers are nearly totally immersed in the budget process and the worries that attend that responsibility. Make it a point to communicate with your staff honestly and frequently. You will find it is time well spent and well invested. ■■

# Library Jobline of Illinois



<http://www.ila.org/jobline>

**Positions for Librarians and Support Staff**

All employer job openings are listed on the ILA Web site ([www.ila.org/jobline](http://www.ila.org/jobline)) for 30 days and the cost is \$100.

## EXPAND YOUR CAREER OPPORTUNITIES with Drexel Online

**Drexel University Online** offers top-ranked library science programs in a **convenient, 24/7 online format**. Programs offered through The *iSchool* at Drexel keep you ahead of the curve with the latest technology and industry trends. Advance your information career with Drexel Online.

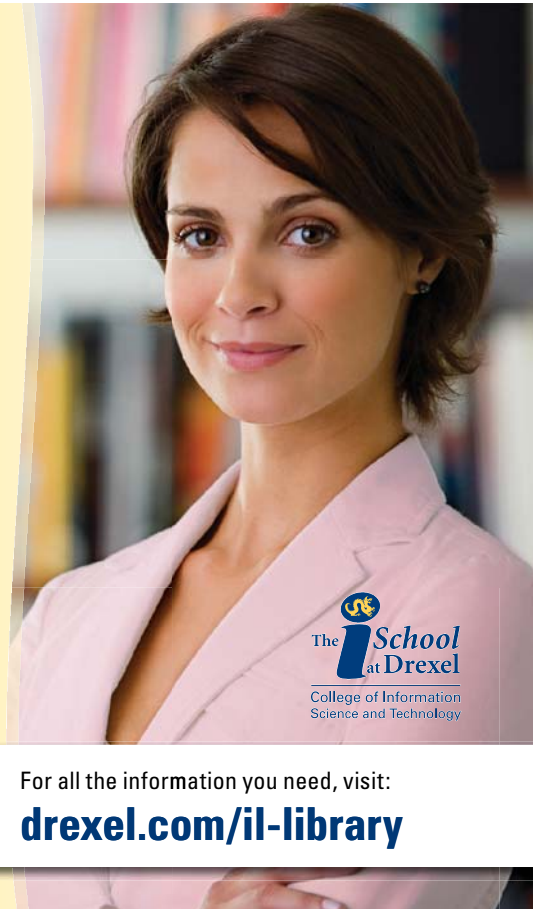
### Academic Excellence, Online Convenience

- ILA members receive a 20% tuition reduction for *iSchool* programs
- ALA-accredited library science program
- Library & Information Studies ranked #9 among "America's BEST Graduate Schools" by *U.S. News & World Report*



**Drexel University Online**  
Your Classroom. Anywhere™

866-803-0053 | [partners@drexel.edu](mailto:partners@drexel.edu)



For all the information you need, visit:  
**[drexel.com/il-library](http://drexel.com/il-library)**

# Job Hunting Today: A Decade after Graduating from Library School

**T**en years ago I graduated from library school with my master's degree in hand, ready to take on the library world. Today I find myself affected by the state's budget crisis and the elimination of my library job last summer. With the same level of energy from a decade ago and a reinforced attitude, I look toward my future, ready to reinvent myself and emerge even stronger in the library profession.

Hitting the virtual pavement, job hunting is a lot different than my experience a decade ago. Gone are the days of sending out resumés and waiting for the phone to ring. It's become a much more sophisticated world, one that requires not only new job skills, but new approaches to how you maneuver the job market.

While a resumé and cover letter are still good foundations, networking, Web 2.0 tools, and branding yourself online have all become new forms of getting your foot in the door. Armed with a bit more life and job experience, I share with you how I would job hunt today, a decade after graduating from library school.

## #1 NETWORKING IS KING OR QUEEN!

In a world where a guy who invents an online social networking site can be named *Time Magazine's* Man of the Year, networking today has a whole new meaning. Technology allows us to connect with so many more people in different ways. The key is figuring out how to use technology to enhance your networking experience.

The library profession is a small world. Everyone knows someone. You never know when you're going to impact someone or when they are going to have an opportunity for you.

The library profession is also not short of organizations, memberships, and groups. Join something! Introduce yourself and take names. The exchange of business cards is still very relevant, with the addition of plugging cell numbers into phones, swapping e-mail addresses, and shouts of "Facebook me."

Follow up! E-mail or call with a "it was so nice to meet you last week at the event," or mention something you chatted about and if you can, provide additional information.

## #2 CONDUCT A REFERENCE INTERVIEW

Another tried and true technique, and something you can do at any point in your career. This can also be a great way to get a sneak peek before you put any serious effort behind your search.

A reference interview with a potential company, library, or librarian you've always wanted to know more about can be a win-win for both sides. It provides you insight into the library and the type of work, but it also plants a personal connection. If a future opportunity opens up, you may be on their radar.

And if you don't know someone at the library you wish to visit, go ahead and contact the library director. We not only love to help each other; we love to talk about what we do. If a reference interview isn't your style, ask for a library tour. Library school students do this for class research, so why not for professional research?





“You should always have your eyes toward the future. Your library career should be a continual advancement from one experience to the next opportunity.”

### #3 USE 2.0 TOOLS

My favorite tool for job hunting is LinkedIn. (Connect with me on LinkedIn at <http://www.linkedin.com/in/cstoll0307>.)

Elements of LinkedIn I like best are:

- Ability to connect with someone possibly three degrees of separation from you. Don't be shy about contacting someone you know about someone they know that knows someone you're interested in connecting with. That's its purpose!
- Gain company insights by monitoring who's recently left a company or new hires, which might hint at future job growth in an organization.
- Check out who is checking you out by using the “who has recently viewed your profile” feature.

### #4 CREATE A VIRTUAL PERSONA

It's a virtual world and you have to balance between keeping your privacy and knowing you will be Googled. Just as you would want a glowing comment verbally, you also want to show up positively in search engines.

Consider starting a blog if you don't have one, or Tweet, or use another tool to promote yourself online. This also demonstrates to potential employers that you know how to use the tools that are a “must-have” job skill for libraries today.

### #5 CREATE AN ELECTRONIC RESUMÉ OR ONLINE PORTFOLIO

Resumés have gone electronic. It's as simple as bringing your resumé on a CD or flash drive to an interview, or going as far as developing an online resumé. Two sites to check out are <http://emurse.com> and <http://visualcv.com>.

Shortly after graduating, I created a Career Portfolio to bring on interviews. While at first it was filled mostly with class projects, over time it grew to samples from work projects, presentations, publications, and achievements. I've also started to scan the items to move them from a binder to an online portfolio.

Check out the article “Ten Simple Steps to Create and Manage Your Professional Online Identity; How to Use Portfolios and Profiles,” by Susanne Markgren (<http://crln.acrl.org/content/72/1/31.full>).

While you should be able to sell yourself during an interview without a visual aid, in some situations having samples of your work makes the sell even stronger.

### #6 LOOK FOR LIBRARY JOBS IN NON-TRADITIONAL PLACES

We all know the saying, “If it quacks like a duck it must be a duck,” but that's not always the case. The work of a librarian today isn't always clearly advertised. My library system experience connected me with librarians from all types of organizations, with varying job titles that didn't always contain the “L” word.

Consider adding non-library search terms. To figure out what terms to add, start by looking at your skills and what you do in your job or the job you want. My top primary skill areas as a librarian are *professional development planning*, *identifying trends*, *project management*, *knowledge management*, and *mentoring*. Not your typical library terms, but I include them in my searches.

When applying for a non-library job, you'll need to modify your resumé to convey your skills in terms they understand. Not everyone speaks librarian. For example, I use “strong knowledge business experience” in place of library experience.

You also want to modify your resumé, cover letter, and any samples you bring for each particular position to highlight your skills in that area. I maintain several resumés, because I have traditional library experience as well as more specialized

Knowledge Management, continuing education planning, and library system work. If I'm applying for a KM job, they often don't care that I was once an acquisitions assistant or serials records manager at an academic library, and yet this would be key if I was applying for a technical services position.

Another non-traditional library job: consider becoming an independent library consultant and work for yourself.

## #7 STAY CURRENT AND ACTIVE

One of the first things I did after my job ended was to develop a list of skills I wanted to learn or polish up. I then headed over to the library for books on these topics. Other ideas include auditing a graduate library class, taking workshops at libraries or other low-cost organizations, or even online opportunities. Continue to attend those association or networking group meetings you were part of or join new ones.

Get more involved in associations. It not only sharpens your skills, but also keeps you attuned to the profession and keeps your name out there for other opportunities. I'm experiencing this first hand as co-chair of the 2011 ILA Annual Conference, and in my new role on the board of the Illinois Chapter of the Special Library Association, redesigning a new Web site for the chapter (<http://illinois.sla.org>).

Socializing not only helps you professionally, but on a personal level it will keep you sane.

## #8 KEEP YOURSELF IN THE SPOTLIGHT

Consider alternatives to working that might land you a job and will keep your name out in the profession.

Check out an internship (<http://www.ibiblio.org/slanews/jobs/interns.html>), present at a conference, write for a library journal, or teach a class. Since last summer I've assisted on a grant with the Chicago Public Schools Department of Libraries, taught a grant-writing workshop to school librarians, and contributed to a book chapter on mentoring librarians.

A colleague of mine taught a Library Technical Assistant (LTA) class while seeking employment, which turned into a complete change in her library career. Changing the type of library or area within libraries that you work is another option.

## #9 USE A HEADHUNTER OR LIBRARY CAREER COMPANY

Have someone else do the job hunting for you. There are several companies that serve our state offering this type of service:

- InfoCurrent (<http://www.infocurrent.com>)
- LAC Group (<http://lac-group.com>)
- TRACK Records and Library (<http://www.trakcompanies.com/RL/>)

Additional resources may be found at <http://www.libraryjobpostings.org/placement.htm> and <http://www.sla.org/content/resources/inforesour/reftool/placement.cfm>.

## #10 MAKE FINDING A JOB YOUR JOB

My last bit of advice is an attitude check. It can be the hardest to follow sometimes, but the most important.

You should always have your eyes toward the future. Your library career should be a continual advancement from one experience to the next opportunity.

As you consider each next step, ask yourself: what are you good at, what would you rather not settle for, and where can you be flexible? Use this mindset both while on the job and during a job search.

And before you know it, the phone will be ringing with that next opportunity. ■



# Art in Public Places: Chicago's Public Art Program



Even if your library isn't in Chicago, the city's Percent for Art Program is something to think about. You might be able to interest your own community in doing something similar, and in any case, there's plenty to learn from this project that's been putting art in libraries and other public places since 1978. The city ordinance that created the program, one of the first of its kind in the nation, stipulates that 1.33 percent of the construction or renovation budget be devoted to installing original artwork on the premises.

But it does a lot more than that.

Working with the Chicago Department of Cultural Affairs and Special Events, the program acts much like a collections department in a library, figuring out how to collect and maintain a collection that suits the library and its patrons. At its best, the art not only creates visual interest, but also reflects the purpose of the buildings in which it is placed. Chicago-area artists create at least half of the art commissioned or placed through the program.

One of the resources of the program is a sort of "library" of local art and artists, the Chicago Artist Registry. Any artist is free to apply by submitting examples of their work and agreeing to allow public access to their application. While this is not yet an online resource, an in-person visit to the Chicago Cultural Center where the registry is maintained can introduce you to a whole range of local art and artists.

"Adding art to libraries can strengthen, inspire, and mobilize that support in ways that go beyond resources on a shelf or a hard drive or on the Internet."

Joanna Goebel, public art coordinator and assistant curator for the Chicago Office of Tourism and Culture, is one of the people that oversee the artist registry, as well as exhibitions at the Chicago Cultural Center, former home of the Chicago Public Library (CPL). The registry includes artists with established reputations, as well as emerging artists. Works by Faith Ringgold and Jacob Lawrence are on view at the Harold Washington Public Library, as well as works by renowned Chicago artists Ed Paschke and Karl Wirsum, along with dozens of other national and local artists. At least forty-four CPL branch libraries also have pieces from the Chicago Public Art Collection, including important works by Elizabeth Catlett and Kerry James Marshall at the Legler Branch Library and a glorious sculpture by Barbara Cooper at the Avalon Branch Library (featured on the cover).

[continued on page 15]



“The City of Chicago has been committed to public art for decades. The public art in our new branches reflect the library’s mission and many pieces feature the work of talented, local artists. Our art collection is another way in which the Chicago Public Library supports all the cultural arts.”

Karen Danczak-Lyons, First Deputy Commissioner, Chicago Public Library.

Anna Kunz.  
*Neighborhood Garden*, 2006.  
Mixed media.  
Installed at Logan Square Branch Library.



Kerry James Marshall. *Knowledge and Wonder*, 1995, Acrylic on paper and canvas. Installed at Legler Branch Library.



*Untitled, 1997,*  
Bronze.



*Untitled, 1997,*  
Chinese sumac,  
rhinestones,  
and paint.



*Untitled, 1997 (detail),*  
Chinese sumac, rhinestones, and paint.

David Philpot.  
Three handmade staffs.  
Installed at the West Englewood Branch Library.  
Image credit: Eric Craig Studios.



In February of this year, the West Englewood branch of the Chicago Public Library became one of the newest sites to install several pieces of art — in this case, by local artists Ian Weaver and David Philpot. Goebel led a community forum, drawing upon conversations with representatives from the library, an after-school youth group, a local CAPS officer, and participation from the local alderman to determine what types of art they'd like to see in the library. Armed with their ideas, Goebel and her colleagues reviewed artists in the registry and others they thought might be good candidates for the West Englewood project.

“I was familiar with both artists,” Goebel said of the eventual choices. “Ian Weaver is an up-and-coming artist whose reputation is growing. His work is contemporary, but draws heavily on history and ethnography. He’s had recent exhibitions at both museums and galleries in the Midwest. David Philpot is a lifelong Englewood resident with an established reputation, a traditional and self-taught carver whose work has been shown publicly for many years. We were impressed and interested in their work individually, but we also thought they were a powerful combination for the library.”


Ian Weaver’s work, “Barack Obama and The Principles of Courage and Hope,” was created specifically for the library in response to the community selection process. By drawing upon iconic images of President Obama from the campaign and utilizing West African symbols meaning “courage” and “hope,” Weaver does more than just connect the two. The text that accompanies the installation explains that the symbols were once woven into fabric that was reserved for royalty, but have become accessible to all, paralleling the access to political power and influence of the Obama presidency. Weaver sees

the successes of library users as a continuation, a way to strive for change individually and collectively.

Three unique walking sticks — two untitled, and one titled “Essence of the Universe” — by David Philpot complete the installation at the library. The two larger staffs are hand-carved of wood, and the smaller staff is a bronze casting from Philpot’s original hand-carved design. Philpot points out that the support the walking sticks provide echoes the support the library provides to the community.

Adding art to libraries can strengthen, inspire, and mobilize that support in ways that go beyond resources on a shelf or a hard drive or on the Internet. These powerful visual representations of the role of the library in the community can be worth, as they say, a thousand words.

Whether your library is considering new construction, expansion, or simply wanting to find new ways to reach your audience, consider the place of public art in your space and think about incorporating it in a way that makes it truly a public resource.

- Visit other libraries and public buildings for inspiration
- Learn about local sources for art
- Get to know local artists; invite them to the library, visit their studios
- Involve people of all ages from your community in the selection process
- Think about how the art connects to the library’s mission
- Visit the City of Chicago’s Public Art Program Web site: [http://www.cityofchicago.org/city/en/depts/dca/provdrs/public\\_art\\_program.html](http://www.cityofchicago.org/city/en/depts/dca/provdrs/public_art_program.html). 



Ian Weaver. *Barack Obama and The Principles of Courage and Hope*. Oil, enamel, and acrylic on three wood panels. Installed at the West Englewood branch of the Chicago Public Library system. Image credit: Eric Craig Studios.

# ILA Welcomes New Members

We would love to welcome your friends and colleagues, too. By sponsoring a new member, you share the benefits of membership with others ... and help create a stronger and more effective voice to promote the highest quality library services for all people in Illinois.

## ASSOCIATE MEMBERS

**Mango Languages**, Farmington Hills, Mich.  
**Phillips Magnification**, Chicago  
**PJK Consulting, Inc.**, Orland Park  
**Vanguard Energy Services**, Western Springs

## INSTITUTIONAL MEMBERS

**Chicago Kent College of Law**, Chicago  
**Gilman-Danforth District Library**  
**Illinois College**, Jacksonville  
**Lisle Library District**  
**MacMurray College**, Jacksonville  
**Prairie Skies Public Library District**, Ashland  
**Steeleville Area Library**  
**Vernon Area Public Library District**, Lincolnshire  
**Western District Library**, Orion

## PERSONAL MEMBERS

**Alex Annen**, Homer Township Public Library District,  
Homer Glen  
**Michael S. Babinec**, Northwestern University Library,  
Evanston  
**Jennifer Erbach**, Frankfort Public Library District  
**Donna Fletcher**, Donna E. Fletcher Consulting, Inc.,  
Highland Park  
**Sarah Garcia**, Aurora Public Library  
**Cheryl Goza-Smith**, Illinois State Library, Springfield  
**Christine S. Graves**, Jefferson Middle School Library, Aurora  
**Patrice Johnson**, Chicago Public Library  
**Stephen A. Kershner**, Cook Memorial Public Library District,  
Libertyville

**Anne Kunzen**, Huntley Area Public Library District, Algonquin  
**Andrew T. Lenaghan**, Joliet Junior College  
**Ernest Martin**, Rolling Meadows  
**Scott Pointon**, Des Plaines Valley Public Library District,  
Lockport  
**Sondra Terry**, Marengo Public Library District  
**William Thompson**, Western Illinois University, Macomb  
**Leah L. White**, Morton Grove Public Library

## STUDENT MEMBERS

**Seth Gasick**, Wheaton  
**Cheryl Gladfelter**, Des Plaines Public Library  
**Charles R. Gosling**, Wheaton  
**Christy Grant**, Rockwall  
**Noah Lenstra**, University of Illinois at Urbana-Champaign  
**Melissa Ormond**, Chicago  
**Jeanna Vahling**, Granite City

## TRUSTEE MEMBERS

**Eugene Fregetto**, Des Plaines Public Library  
**Dion Kendrick**, Des Plaines Public Library  
**Myrtle Klebe**, Des Plaines Public Library  
**Kathryn Koloze**, Worth Public Library District  
**John W. Majewski**, Woodridge Public Library  
**Steven Mokry**, Des Plaines Public Library  
**John Morrissey**, Elmhurst Public Library  
**Susan Moylan Krey**, Des Plaines Public Library  
**John Robinson**, Des Plaines Public Library  
**Jennifer Tsalapatanis**, Des Plaines Public Library  
**Lori J. Wilcox**, Chicago Heights Free Public Library



*This Annual Conference is for Library Staff  
in Academic, Public, School, and Special Libraries*

# REACHING FORWARD

## Reaching Forward Annual Conference

May 6, 2011 • 8:00AM – 3:30PM

Registration: \$125.00 per person.

Please register  
online this year at  
our **NEW** web address  
**ReachingForward.net**  
or fax this filled out form to  
**312-644-1899.**

ONE REGISTRATION FORM PER PERSON

NAME \_\_\_\_\_ E-MAIL ADDRESS \_\_\_\_\_

LIBRARY NAME \_\_\_\_\_

STREET ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_

PHONE \_\_\_\_\_ FAX \_\_\_\_\_

**10:00 – 10:30 AM Author book signings and no conflict exhibitor time**

### Session 1

**10:30 – 11:30 AM** (choose one)

- Author Conversations
- Gotta Love Dot Gov
- Is Your Indoor Air Toxic?
- Diversity Dialogue Café
- Vintage Cookbooks
- Delivering on Yes
- Ten Fitness Myths to Break
- The Adaptability APP!
- The Best of Book-Elation
- Never Put Ketchup on a Hot Dog!
- Yes! Book Clubs Are FUN

### Session 2

**11:45 AM – 12:45 PM** (choose one)

- Author Conversations
- Dramatic Book Review
- Difficult Conversations
- Retirement Freedom
- Service Outside the Box
- 2011 iREAD Showcase
- Fifteen Food Choices to a Healthier You
- Colleagues – an App for That! (Part 1)
- Innovation Starts with “I”
- Author Talk, Robin Okrant
- Point, Click, and Earn

**12:45 PM – 2:00 PM LUNCH**

Entree will be Cheese Lasagna

### Session 3

**2:15 – 3:15 PM** (choose one)

- DIY for YAs
- Support Staff and Collection Development
- Put Punch in Your Program
- Spine Control
- RDA, the Next Phase
- Informed Investing
- Creating Computer Curricula for Adults
- Colleagues – an App for That! (Part 2)
- Beyond Books
- Living Oprah*: Robin Okrant

### Conference costs:

**\$125 per person** = \$ \_\_\_\_\_

Please mail your registration form and  
check payable to:

*Illinois Library Association*

Reaching Forward/ILA

33 West Grand Ave., Suite 301

Chicago, IL 60654 Fax: 312-644-1899

**You may also register online at [www.ila.org](http://www.ila.org)**

### Or pay with credit card:

VISA       MasterCard

AM EX       Discover

\_\_\_\_\_

CARD NUMBER

\_\_\_\_\_

EXPIRATION DATE

\_\_\_\_\_

SIGNATURE

***No refunds will be given  
after April 15, 2011***

If special accommodations  
are needed due to a disability,  
please contact the ILA office  
before April 15, 2011.

There is a parking garage available  
for your convenience at a charge  
of \$13.00 per car. Payment is  
made at pay-station in the garage;  
cash or credit/debit cards are  
accepted. Pre-pay before entering  
conference to avoid long lines.

*Attendance at Reaching Forward programs constitutes  
consent to be photographed for R.F. publicity purposes.  
If you do not wish to be photographed, please notify staff.*

Please contact the Illinois Library Association at  
**312-644-1896** or e-mail [ila@ila.org](mailto:ila@ila.org) with registration questions.

# Dear Elsie,

I have some questions on notes in the bibliographic record. First of all, what order should they be in? AACR2 order or MARC tag order (I see them both ways) or something else? And are notes used to support added entries and uniform titles, or not? (I see notes for adaptations, but for translations, sometimes I see a note and sometimes not.) And the ever-looming question, How is RDA going to affect all these issues — if and when?

Quizzical in Quincy

---

Dear Quizzical,

AACR2 recommends that notes be given in the order in which they appear in the rules under 1.7B; but note the second sentence of 1.7B: “However, give a particular note first when it has been decided that note is of primary importance.” So libraries have leeway, which many if not most take advantage of, to make exceptions to the prescribed order in some situations. For example, a library may move to first position format notes for certain AV materials (e.g., Compact disc(s) or DVD.) or system requirements for electronic resources, on the assumption that this will be important information for patrons who may be choosing between different formats for a resource.

Following AACR2’s order (exactly or with selected exceptions) will mean the tags will not necessarily be in numerical order. For example, Language (546) will always be one of the first notes, Source of title proper and Variations in title (500) will follow if applicable, Dissertations (502), again if applicable, will be further down in the array, and various contents notes (500, 504, 505) further down yet. A bibliographic record with artistic-form, language, statement of responsibility, summary, and contents notes might have the following array of MARC tags:

500 \_\_ #a Comedy in 3 acts.

546 \_\_ #a Spanish text and English translation on facing pages; notes in English.

500 \_\_ #a Early editions were attributed to Rodrigo Saenz de León.

520 \_\_ #a In 16th-century Valencia, an old general and an ambitious courtier vie for the attentions of a widowed countess, unaware that she has other plans entirely.

504 \_\_ #a Bibliography: p. 151-[164].

Unfortunately, some online systems still force notes into numerical order by MARC tags. This is a disservice to the user of the catalog, as notes appear in an order less logical and useful than the traditional order. Vendors have become more sensitive to this (probably in response to catalogers’ complaints), and current versions of integrated library systems increasingly allow the cataloger to set the order of notes.

By the way, you didn’t specifically ask this, but could Elsie add a word or two about bibliography (and discography, filmography, etc.) and index notes?

Bibliography and index notes are specific types of contents notes; thus they would go fairly far down in the notes array. By tradition, bibliography/index notes (504/500) precede formatted contents notes (505).

Former LC practice, where an item contains a single-paged bibliography and an index or indexes, was to record those resources in two separate notes (504 and 500, respectively). The order of the notes followed the order of the resources in the book. (Bibliographic matter, then index(es), is the usual but not the invariable order.) It is certainly still acceptable to record bibliographies and indexes in this way; but current Library of Congress style (for well over ten years now) is to use the term “bibliographical references” for all varieties of bibliographic matter, with page numbers in parentheses for a bibliography in a single page sequence, and to use a combined note if an index is also present. For example, for a book with a bibliography from page 231 through unnumbered page 236 and an index from page 237 through unnumbered page 241, the more traditional pair of notes would have been:

504 \_\_ #a Bibliography: p. 231-[236].

500 \_\_ #a Includes index.

Current LC style would be:

504 \_\_ #a Includes bibliographical references (p. 231-[236]) and index.

(Note that a combined note is tagged for the bibliographical matter — 504 — and that it has never been customary to give pagination for indexes, though that would be an option for such a situation as an extremely long index.)

Elsie's personal preference is for the older style, since it preserves the distinction between footnotes/endnotes and true bibliographies. However, this is pretty much a lost cause. Many teachers and supervisors prefer or even require that current LC style be observed, for consistency in the catalog.

Now as to notes as a basis for added entries and uniform titles, the tradition for full-level cataloging in the British and American traditions has been that every access point (main or added entry) should be supported by information in the bibliographic description, which can include notes. The International Standard Bibliographic Description codified this as a principle, as summarized by the Library of Congress (quoted by Arlene Taylor in *Introduction to Cataloging and Classification*, 10th ed., p. 29): "ISBD requires that a publication be totally identified by the description. It is independent of the provisions for headings ... and of the provisions for the use of uniform titles ..."

In the interest of saving cataloging time, the Library of Congress for some years has followed a practice that violates this principle; namely, a translation note is not given if the title in the original language is given in a uniform-title field (130 or 240). This was reported in a Library of Congress Rule Interpretation (LCRI) at some point, Elsie believes, in the late 1980s or early 1990s. As with all of its LCRIs, LC intended this policy as an instruction for its own catalogers, not necessarily prescriptive for other libraries. However, again as with other LCRIs, other U.S. libraries have tended to follow suit. Again, Elsie's an old-school holdout here, believing that the principle of having all access points supported by information in the description should be adhered to, so Elsie's original cataloging includes the translation note. But as with bibliography notes, you will find that institutional and departmental policies differ.

In general, it does not seem that (Resource Description and Access), the FRBR-based cataloging code that if adopted will supersede AACR2, will have a big effect on the content or order of notes. Remember that the Joint Steering Committee prefers to speak of RDA as "instructions" rather than "rules"—a distinction that may be elusive in everyday practice, to be sure — and intends for catalogers and cataloging agencies to exercise judgment in applying those instructions; and further that the intent is to create records that will coexist with AACR2

records for years to come. It does appear that RDA does not include the prescription that access points be supported by information in the bibliographic description. However, again, catalogers and cataloging agencies will have the option of following that principle. Again, if and when RDA is adapted, you will undoubtedly find different preferences among managers and teachers on this point.

I hope this clarifies things—and that all our readers have a "notably" good spring. Yes, rumor has it that it is finally on its way, even in Illinois.

Bibliographically yours,  
Elsie

Questions for Elsie? Just ask! E-mail them to [ila@ila.org](mailto:ila@ila.org) (mention "Elsie" in the subject line) or send to Elsie, c/o Illinois Library Association, 33 W. Grand Ave., Ste. 301, Chicago, IL 60654.

**Building Technology Consultants, PC**  
1845 E. Rand Road, Suite L-100  
Arlington Heights, Illinois 60004  
(847) 788-8880

Forensic investigation,  
evaluation, repair design  
and construction oversight  
for:

- Building Facades
- Roofs
- Plaza Decks
- Parking Garages
- Historic Preservation
- Structural Deficiencies

BTC

[www.btcpc.com](http://www.btcpc.com)



# National Library Legislative Day

**May 10, 2011** Mark your calendar for National Library Legislative Day, Tuesday, May 10, 2011. With a new political climate in both the House and the Senate, this is a very critical and exciting time for us to get our message out to Congress. A variety of activities have been designed to prepare National Library Legislative Day participants for an informed and effective day of congressional visits.

**Accommodations:** ILA has reserved a block of rooms at the Capitol Hill Suites, 200 C St., SE, Washington, DC 20003; phone: (202) 543-6000; fax: (202) 547-0883; \$249 single, \$269 double, \$289 triple, and \$309 quad, 14.5 percent sales taxes are not included. Room rates include continental breakfast. High-speed wired and wireless Internet access are available complimentary within guest suites. When making reservations, please mention the **Illinois Library Association**. The cut-off date for reservations is April 8, 2011. At that time any unsold rooms will be released to the hotel for general sale. Reservations received after the cutoff date will be on a space-and-rate available basis only.

## SUNDAY, MAY 8

The Association for Library Trustees, Advocates, Friends, and Foundations and the ALA Washington Office (1615 New Hampshire Ave., NW, First Floor, Washington, DC 20009) are sponsoring a preconference from 2:00 to 5:30 P.M. The preconference will feature How to Lobby — Lobbying 101 (2:00–3:30 P.M.) and Lobbying — The Next Level (4:00–5:30 P.M.).

## MONDAY, MAY 9

9:00 A.M. Participants may want to attend the ALA briefing day to be held at the Liaison Capitol Hill, an Affinia Hotel, 415 New Jersey Ave., NW, Washington, DC 20001. This full day (9:00 A.M. – 3:30 P.M.) of issues briefings is designed to prepare participants for congressional visits.

5:00 – 7:00 P.M. The National Library Legislative Day Committee has scheduled a Congressional Reception (location to be announced). All representatives and senators will be sent invitations to attend the reception. Congressional staff is also being invited.

6:00 P.M. This day's events will continue with a cocktail hour (6:00–7:00 P.M.) and dinner (7:00 P.M.) at the Capitol Hill Club, 300 First St., SE, Washington, DC 20003; phone: (202) 484-4590. Attendance at dinner is optional. Our speaker will be Susan H. Hildreth, director of the U.S. Institute of Museum and Library Services.

## TUESDAY, MAY 10

8:30 – 9:45 A.M. A kickoff with a brief summary of key issues has been scheduled at a location to be announced on Capitol Hill.

9:45 A.M. The delegation will “Hit the Hill,” with scheduled congressional appointments.

3:00 P.M. Currently, the tentative scheduled meeting with Illinois Senators Dick Durbin and Mark Kirk.

## REGISTRATION FORM

Name: \_\_\_\_\_

Institution: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Daytime Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_

Your registration fee includes legislative materials, coffee breaks at the briefing sessions, and the Congressional Reception on Wednesday evening, organized by the National Library Legislative Day Committee. \$25 of your registration fee goes to the ALA for coffee breaks, room rental, and speakers; \$15 goes to ILA for registration, organizing the packets, dinner, and congressional appointments; and \$5 goes for speaker and guest expenses.

\$45 for ILA Members     \$55 for nonmembers

\$55 for dinner on Monday night at the Capitol Hill Club, 300 First St., SE, Washington, DC 20003; phone: (202) 484-4590. All dinners will be served with warm breads, butternut squash and corn chowder, seasonal baby greens with tomatoes, cucumbers, and carrots, served with house dressing, chef's selection of potatoes and vegetables, raspberry and white chocolate layer cake, coffee, decaffeinated coffee, and a selection of fine teas. A cash bar will be available. Price includes 10 percent District of Columbia sales tax and 20 percent gratuity. Please choose one of the following menu options:

Stuffed chicken breast, sundried tomatoes, spinach and mushrooms, basil cream sauce

Baked salmon with lemon caper sauce

Vegetarian lasagna, thin egg pasta, seasonal vegetables, béchamel sauce

### Method of Payment:

Check or money order for \$ \_\_\_\_\_ made payable to ILA or

MasterCard     VISA     Discover     AmEx

Credit Card Number: \_\_\_\_\_

Expiration Date: \_\_\_\_\_

Name on Card: \_\_\_\_\_

Signature: \_\_\_\_\_

While attending the 2011 National Library Legislative Day, I will be staying at \_\_\_\_\_ (name of hotel or other accommodations).

### Deadline for registration is May 1, 2011.

Cancellations must be received in writing before May 1. Cancellations received after May 1 and before May 10 will receive a 50 percent refund. No refunds will be given for cancellations received on or after May 10. Confirmations and additional information will be sent after the registration deadline. Send payment to the ILA Office, 33 W. Grand Ave., Suite 301, Chicago, IL 60654, fax: (312) 644-1899, <http://www.ila.org/events>.



# Why attend National Library Legislative Day?

Here are some of the issues before the 112th U.S. Congress, First Session:

## **SUPPORT THE U.S. INSTITUTE OF MUSEUM AND LIBRARY SERVICES**

---

More than six million dollars goes directly to support Illinois libraries in grant funding, most notably Library Services and Technology Act (LSTA) grants. LSTA supports all kinds of libraries including school, academic, and public libraries. With cuts at the state level, this federal funding is critical for ensuring library resources and services remain available in our communities and valued by your constituents. Maintain level funding for LSTA in IMLS.

## **PROTECT INDIVIDUAL PRIVACY AND PERSONAL READING RECORDS**

---

Support S. 290, USA PATRIOT Act Sunset Extension Act of 2011, in the Senate and other proposals that increase oversight and accountability of the impact of the USA PATRIOT Act and seek a better balance between protection of our civil liberties and the needs of law enforcement to protect our country. By returning legal standards in Section 215 of the USA PATRIOT Act to require a grand jury subpoena or a warrant, law enforcement can still pursue investigations while the First Amendment rights of individuals to read and access information are protected. Similar protections should be applied to national security letters.

## **SUPPORT THE E-RATE TELECOMMUNICATIONS DISCOUNTS IN THE FCC'S UNIVERSAL SERVICE PROGRAM**

---

Discounts for telecommunications service in Illinois public libraries, as well as public and private schools, have been essential for libraries to provide public access to the Internet and other telecommunications services. As Congress considers universal service reform, apply the e-rate policy to broadband services so that libraries can provide affordable access for the e-government, jobs and employment, and lifelong learning services needed for individuals to function in the information age.

## **CO-SPONSOR AND SUPPORT REP. FORTENBERRY'S LEGISLATION TO REMOVE BOOKS FROM CONSUMER PRODUCT SAFETY IMPROVEMENT ACT H.R. 272**

---

Though the Consumer Product Safety Commission (CPSC) has interpreted the act to include books, Congress did not intend for them to be included.

- This legislation would exempt books only — books that are published on paper or cardboard, printed by conventional publishing methods, intended to be read, and lacking inherent play value.
- Testing has shown that books and their component materials contain total lead content at levels considered non-detectable.
- The Center for Disease Control and Prevention has determined that there is little risk to children from lead in ordinary books.
- Libraries are grateful for this bill since it is proven that reading books is critical to child development, and libraries would like to continue to provide this service without the threat of regulation that would cause unnecessary and expensive testing.



## ◀ MY TURN ▶

| Joyce L. Fedeczko, LAC Group |

# Library Jobs in Flux

**W**ith budget cuts everywhere you look, our library profession is in a jobs crisis. The value of what we learned in library school, the skill set we graduated with, is being questioned.

And it is a given in our world that there is no shortage of librarians and new graduates. The scare that the “boomer” librarians would retire all at once has left the literature.

Retirement is out of the question, because we never seem to make enough in order to retire comfortably, and besides, we love what we do too much to give it up. There are new graduates every year ranging from young people to career changers — with so many people coming into the field, effective staffing for a library should never be an issue.

From a staffing company’s perspective, however, here’s what happens. Let’s say a job order comes in and 95 percent of applicants in the database have 80 percent of the skill set. The other 20 percent of the required skill set is lacking. New grads may not have the management experience to handle the personnel and budget issues, but they usually have the current technology skills. The experienced or re-careered librarians may have the first two, but they may be unfamiliar with, or intimidated by, managing the new technology. Or, perhaps what is sought is a “take no hostages” manager type to deal with a difficult client. Where does the staffing firm go to find these potential candidates along with the skill set needed to fill the client’s job order? Outside the library field there are experienced manager generalists who could do the job, without an MLS. People with the management and technology experience can learn the library business, and this may be the faster way to staff the library for a client.

The staffing firm’s database holds only the data on individuals who are seeking employment. It is my vision that librarians should share their resumés with staffing and recruiting firms. We librarians could be missing great opportunities but will never know unless we take this step and offer up our resumés to professional services firms. The firms have the jobs, we have the skills, but there is a BIG disconnect when our skill set is not listed in staffing firm databases. This lack of data on the extent of librarian skills is what makes it appear as though librarians

don’t have what positions today require. It is time to beat out the manager generalists, use our library degrees, proactively interview with the recruiting firms so they have extensive notes about our management style and the “magic words” that will allow our resumés to be highlighted during a search of their database, and outline our valuable experience showing that we are future-ready.

Hard to believe, but even public libraries don’t have the support they once did, especially when there are fiscal issues for a municipality. When town officials ask the question, “Do we cut police and fire or libraries?”... it’s not hard to guess where the sentiments usually fall. In other library arenas, corporations are closing their libraries as well. After all, aren’t all the answers on the Internet? Companies eventually find that when the same information resources are subscribed to by multiple individuals, the company pays more than they might if a librarian negotiated a global contract that covers the proper usage under copyright laws and often costs less for more access. Schools, under pressure to do more with less, are eliminating their librarians, and our kids suffer. Then the academic librarian has his/her hands full teaching information literacy and plagiarism avoidance at the university level because the kids did not learn it from their school librarians. The corporate librarian sees recent graduates using their old college access to information resources in violation of the terms and conditions of those contracts. They do this because their company does not provide access to vetted information resources, since the company believes that it is all on the Internet for free.

The availability of library-type jobs is in flux. The jobs are there, but the ads may not be asking for a librarian. The ads ask for skills including digitization, taxonomy, Six Sigma and CRM; not cataloging, research, or reference. Our resumés need to feature the terminology in current job ads and our professionally updated resumés should be on file with staffing firms so they can locate the best candidates. We don’t want the staffing firm databases to lack content about us, so let’s be proactive and descriptive in promoting our professional skills. Finding effective staffing for today’s libraries is a primary issue for our profession to solve ASAP. ■

A person wearing a black suit jacket and a light-colored top is holding a rectangular piece of brown cardboard with both hands. The cardboard has the words "HIRE ME" written on it in large, bold, black, hand-painted letters. The background is plain white.

HIRE ME

“The availability of library-type jobs is in flux. The jobs are there, but the ads may not be asking for a librarian.”





Illinois Library Association

33 West Grand Avenue, Suite 301  
Chicago, Illinois 60654

**RETURN SERVICE REQUESTED**

Non-Profit Org.  
U.S. Postage  
**PAID**  
Permit #126  
Elgin, IL



# EDUCATING THE NEXT GENERATION OF LIBRARY LEADERS

- Master of Library & Information Science (MLIS)
- PhD in Library & Information Science
- School Library Media Program
- Post-MLIS Certificates of Special Study

**DOMINICAN  
UNIVERSITY**  
Graduate School of Library  
& Information Science

Educating Library Leaders Since 1930

[dom.edu/gslis](http://dom.edu/gslis)