



NORTHERN • CALIFORNIA & • NEVADA • MEDICAL • LIBRARY • GROUP

A CHAPTER OF THE MEDICAL LIBRARY ASSOCIATION

# NCNMLG Newsletter

## A Message from the President Submitted by Lisa Lott Jerant



The 2003-4 year comes to a close...

It's that time of year again – the changing of the guard. It's been a

very eventful year for me personally and as the NCNMLG President. Along with the behind the scenes work done by our hardworking committees and chairs, we've also had some wonderful programs and a spectacular Joint Meeting! Thank you for all of your outstanding efforts on behalf of our organization and community of colleagues.

At the transition meeting on June 4, members of the outgoing and incoming board and committees will be spending the afternoon working on drafting some goals and projects for the coming year. To make sure that these are accomplished we will need input and help from the general membership. Keep an eye out in the newsletter and on the listserv for the details.

I have worked with Rebecca Davis on many different projects, as have many of you since she has been involved in so many different roles in the organization, and know that I am leaving you in very capable hands. There are also some open committee positions so please be sure to contact her, [radavis@ucdavis.edu](mailto:radavis@ucdavis.edu) or 916-734-4634, to let her know if you would like to take on a new role in the leadership of NCNMLG.

Our next general meeting and program will be this fall, so I hope that you all have a fabulous summer. You will be hearing from us with details about the program and the above mentioned projects, as well as news from the MLGSCA about how you

can participate in the 2005 Joint Meeting in Long Beach. See you soon and thanks again for all of your help and support throughout the year!

Sincerely,

Lisa Lott Jerant

### Inside This Issue:

Editor's Corner	2
2004 NCNMLG Election Results	2
2004 NCNMLG Transition Meeting Minutes	2
NCNMLG Long Range Planning	4
Highlights of "Scholarly Publishing-Open Access" Meeting, CE	8
Featured Article: Keeping Librarians Current at EBL, Vanderbilt University	10
AHIP	11
MLA Benchmarking Survey	13
Members News	14
	15

## Editor's Corner

This issue is the last issue of my term as editor. I wish to thank everyone who contributed to the featured articles and news items in the past year. I also want to thank Lisa Jerant and Rebecca Davis for their support, Peggy Tahir, former editor, for her help in transition, Tonya Kraft and Nadya Disend for help in proofreading, Lisa Wallis for bringing up the newsletter live promptly.

I am grateful that Peggy Westlake, Assistant Director for Staff Development, Eskind Biomedical Library (EBL) at Vanderbilt University, wrote an article "Keeping Librarians Current at Vanderbilt Eskind Biomedical Library" for us. She describes how a training curriculum developed at EBL fosters and keeps librarians current in high-level searching and filtering skills as well as maintaining a high-level knowledge base. In addition, I would like to remind you that the deadline for the MLA 2004 members-only benchmarking survey is June 30, 2004. Please read Lynn Van Houten's MLA Benchmarking Survey Update in this issue. If you haven't entered data, do it now.

Many of you might have already heard that Doug Varner and Lisa Wallis will be relocating to the Washington, DC area and Illinois respectively. Doug, Lisa: Thank you for your contributions to the Chapter in the past and best wishes for your new ventures.

Have a great summer!

Min-Lin E. Fang, Editor, 2003-2004  
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 415-476-3397

## NCNMLG 2004 Election Results

Submitted by Kristi Wessenberg,  
 2003-2004 NCNMLG Nominating Committee Chair

The members of the NCNMLG Nominating Committee, Beverly Taugher, Laurie Bagley and Kristi Wessenberg, wish to thank everyone who

volunteered to run for office in this year's election. You provided the membership with a slate of well-qualified and enthusiastic candidates.

After counting 114 valid ballots, we are happy to announce the results of the election.

The NCNMLG Officers for 2004-2005 are as follows:

Vice-Pres/Pres-Elect: Heidi Heilemann  
 Secretary: Mina Davenport  
 Treasurer: Tilly Roche

Nominating Committee:

Chair: Julie Haugen  
 Member: Keir Reavie

MLA Nominating Committee Nominee: Gail Yokote

Every candidate received strong support. If you weren't on this year's ballot and would like to run for office, please let the NEW Nominating Committee know you are interested!

Last, but not least, the Nominating Committee thanks everyone who voted in this year's NCNMLG Election!

## NCNMLG Minutes of Transition Meeting of the Executive Board, June 4, 2004

Submitted by Doris Hayashikawa, Secretary, 2003/4

Peter J. Shields Library 2nd Floor Instruction Room  
 UC Davis

### Call to order:

The meeting was called to order by Lisa Lott Jerant at 9:56 a.m. and was turned over to Rebecca Davis. The meeting was held in the 2nd floor Instruction Room of the Peter J. Shields Library, University of California, Davis.

Attendees introduced themselves.

Lisa Lott Jerant expressed her thanks to everyone for their work. Certificates will be mailed at a later date. Rebecca Davis congratulated Lisa for her work as the Chair.

Attendance:

The following people were present: Lisa Lott Jerant, President (2003/4), Rebecca Davis, President (2004/5), Heidi Heilemann, President Elect (2004/5), Doris Hayashikawa, Secretary (2003/4), Peggy Tahir, PSRML Representative (Continuing), Julia Kochi, MLA Nominating Committee (2003/4), Kristi Wessenberg, Nominating Committee Chair (2003/4), Julie Haugen, Nominating Committee Chair (2004/5), Keir Reavie, Archivist (Continuing) and Nominating Committee (2004/5).

Minutes

The minutes of the previous meeting were distributed. Two corrections were made: omit the extraneous paragraph regarding the Credentialing Liaison report; change the sentence regarding Cathy LeGrand's Public Relations Committee report to reflect that NCNMLG was a sponsor of the UC Berkeley SIMS reception. The minutes were approved as corrected.

Reports and Announcements

Annual reports for 2003/2004 were received from the following:

- Credentialing Liaison
- Nominating/Election Committee
- Public Relations Committee
- Chapter Council Representative

A motion was made by Lisa Lott Jerant to accept the reports. The motion was seconded and carried.

Julia Kochi, Nominee to the MLA Nominating Committee, reported that the MLA Nominating Committee met at the recent MLA Conference and came up with a slate of potential candidates.

Keir Reavie, Archivist, reported that he fielded three requests for information from the NCNMLG Archives this year. Rebecca Davis will transfer photos from Joint Meeting 2004 and material from previous Joint Meetings to the Archives. Keir Reavie will consult with experts on the best practices for preservation of photos from a disk.

Rebecca Davis reported on behalf of Terri Malmgren, Awards, that the Professional Achievement Award was given to Maryann Zaremska. She also reported that Lisa Wallis will be taking a job in Illinois. Lisa Lott Jerant volunteered to replace her as Documentation/Electronic Resources Chair. Karen Halverson, Membership Co-chair, would like to mentor a volunteer in the work of the Membership Committee. Kristi Wessenberg volunteered to work on the Membership Committee.

Peggy Tahir reported on behalf of Min-Lin Fang, Newsletter Editor, that five newsletters were produced. The sixth one will be out soon. Min-Lin Fang acknowledged and thanked Tonya Kraft for mailing newsletters, Lisa Wallis for putting them on the Website, and Tonya Kraft and Nadya Disend for proofreading. Min-Lin Fang requested a volunteer to solicit advertising for the Newsletter as a source of revenue.

Peggy Tahir reported that she will inquire about a meeting of PSRML representatives as she received no communications this year.

Lisa Lott Jerant reported on behalf of Terry Henner, Research Committee. Terry has begun design of a Research Interests Database. However, he received no feedback from NCNMLG members. The group expressed interest in combining this with a publications database featuring works authored by NCNMLG members and recommended omission of directory type information that could be found in the NCNMLG Directory. The group also recommended that Terry Henner present a proposal at a business meeting.

Rebecca Davis reported that the \$26,000 profit from the Joint Meeting was made possible through borrowing all media equipment, issuing an online program instead of printing and mailing programs, no transportation costs since all events were in walking distance, having attendees pay for the evening event, and sponsorships from exhibitors.

Doris Hayashikawa, outgoing secretary, announced that NCNMLG stationery will be kept at

her library until at least Spring 2006. Requests can be sent via e-mail to: [Doris.Hayashikawa@kp.org](mailto:Doris.Hayashikawa@kp.org).

### Old Business

The E-Bay auction was discussed. Julia Kochi expressed the need for more information about the auction to go out to NCNMLG members such as criteria or suggestions on what to donate, processes, and purpose. Sara Pimental will be contacted about sending an e-mail message to the list serve and providing a blurb for the upcoming Newsletter. If she is unavailable, Peggy Tahir will do this. A motion was made and seconded to authorize Tilly Roche, incoming Treasurer, to set up a separate bank account to support the use of PayPal by NCNMLG, using the minimum balance to avoid fees. The motion was seconded and carried.

In the discussion on the value of Online Registration, it was pointed out that e-mailed confirmation of registration is not the same as a formal receipt. Members have had difficulty getting reimbursement for registration fees paid without a receipt.

Rebecca Davis mentioned that Las Vegas, Nevada has been suggested as the site for the next Joint Meeting to be organized by NCNMLG. Florence Jakus was identified as a potential volunteer for Local Arrangements. Low cost flights, hotels, and meals make this site attractive. The second and third suggestions were: Monterey, California, and Reno, Nevada (October only).

Rebecca Davis met with her counterparts from the PNC/MLA and MLGSCA to discuss scheduling chapter/joint meetings. She distributed two pages listing four options, taking the meeting schedule out to 2007. The group consensus was Option #3:

Feb 2005 - NCNMLG/MLGSCA Meeting in Long Beach, CA (already being planned)  
 Oct 2005 - PNC/MLA Meeting in Portland, Oregon (Tri-Chapter Meeting planners might want to attend)  
 May 2006 - MLA in Phoenix, Arizona (Members can choose this or the Tri-Chapter Meeting in 2006)

Oct 2006 - Tri-Chapter Meeting hosted by PNC/MLA in Seattle, Washington  
 Feb 2007 - NCNMLG/MLGSCA Meeting in Northern California or Nevada (Site Selection discussion has begun)

The group also felt that a morning business meeting with a choice of two afternoon CE courses might be a good substitute for the Chapter meeting that is usually held in February for 2006. In addition, the group recommended setting up a reciprocal agreement with PNC/MLA for individual Chapter Meetings to charge member rates for registration and encouraging PNC/MLA to advertise their Portland meeting to NCNMLG members who might want to attend. Rebecca Davis will follow up on these suggestions.

### New Business

A motion was made by Julie Haugen to approve purchase of desktop publishing software to support the Newsletter. The motion was seconded and carried.

Lynn Van Houten, MLA Benchmarking Liaison, requested approval for prizes for a drawing to be awarded to those who submit data this June for the MLA Benchmarking effort. The group agreed that two prizes are appropriate: free registration for the next Joint Meeting and free NCNMLG sponsored CE course.

### Lunch and Transition

During the lunch break, transition discussions were held by those needing to meet.

## **Long Range Planning**

Rebecca Davis led the discussion of Long Range Planning for 2004/2005 and recorded the results of the discussion. (See below).

Continuing from last year, we decided to focus on 3 of MLA's goals: 1) Recruitment, Membership, and Leadership in the Profession, 2) Lifelong

Learning, and 3) Creating and Communicating our Knowledge. Here are the ideas and action items generated under each goal.

## 1. Recruitment, Membership and Leadership in the Profession

### A. Outreach to non-members and those who don't renew

Kristi Wessenberg volunteered to co-chair the Membership Committee under the mentorship of current chair, Karen Halverson. Julie Haugen and Julia Kochi also indicated that they would like to work with Kristi to gather the data needed from the membership database.

#### *ACTION ITEMS*

- Need to manipulate the current membership database so we can find out who has not renewed and be able to distinguish new members from "returning" members. Also would be useful to know member demographics.
- Need to investigate if there are libraries that have librarians or clerical staff serving as librarians that don't currently belong to NCNMLG.
- R. Davis will draft a letter for members who have not renewed in 2-3 years indicating that we need their involvement and encouraging them to renew. The letter will be presented to the executive board for review prior to the Fall meeting. The final version of the letter will be sent to the non-renewing members along with a survey ascertaining their reasons for non-renewal. One month later, a follow-up e-mail will be sent.

### B. Outreach to new members

#### *ACTION ITEMS*

- Need to know who are new members on a yearly basis. Will consult with the Membership Chair about the best time to get this information.

- The names of new members (with a short biography) should appear in the newsletter. The current 4-5 new members will be featured in the July/August edition of the newsletter.
- Starting with the current new members, a letter will be sent to each new member, welcoming them to the group and include a coupon for 50% off of an NCNMLG-sponsored CE class. R. Davis will draft the letter for review by the Executive Board prior to the Fall meeting.
- Consider having a new members' event at the Joint Meeting.
- Have a ribbon for new attendees at the Joint Meeting.
- Start a Colleague Connection similar in intent to the MLA program by the same name. A new member will be assigned to a current member in their geographic area. The current member will be contacted by the Membership Chair and asked about their interest in the program. If they indicate interest, a letter will be sent to them giving them the name of the new member and some suggestions for ways they might interact with them. Feedback will be solicited from both parties to ascertain the usefulness of the program. R. Davis will submit a short article for the May/June newsletter about this new program.

## 2. Lifelong Learning

- A. At the October 2003 meeting, it was suggested that we apply for a grant to the Leadership and Management Section of MLA. We did not do this in 2003.

#### *ACTION ITEM*

- R. Davis will ask those who suggested this (D. Slutsker and Y. Bertolucci) to prepare a proposal for the Fall meeting, if there is still interest.

- B. Assist with the planning of CE classes by surveying the membership annually regarding

current topics of interest and related information

#### ACTION ITEM

- Create an online CE survey that can be distributed yearly as a way to stay current with the topics of interest to the membership. Peggy Tahir and Julia Kochi will work on this. R. Davis will forward to them the survey used by the PNC/MLA and how to access Survey Monkey. The draft survey will be presented to the Executive Board prior to the Fall meeting.

- C. Generate funds to provide scholarships to members to assist their ability to attend meetings and CE classes.

#### ACTION ITEMS

- S. Pimental, P. Tahir K. Skhal and T. Roche will continue to work on the details of the E-Bay auction. S. Pimental will be asked to write an article for the May/June newsletter regarding the purpose and procedures for the auction.
- H. Heilemann will review the list of fundraising ideas that R. Davis received from Chapter Council members in 1999 and also consider other fundraising possibilities including approaching vendors for the donation of scholarship monies.
- NCNMLG will investigate the feasibility of implementing a program similar to the Southern Chapter's "Armadillo Accolades", which allows a member to donate \$10 to the chapter's scholarship fund in recognition of work done by another member. The honored member receives an armadillo-shaped pin. It was generally agreed that a gold nugget-shaped pin would be appropriate for our chapter. Other suggested shapes for a pin included a person panning for gold, a golden eagle, and a silver dollar.

- A. Ron Schultz suggested that we have a project that encourages and (possibly) funds the use of scanners and PDF conversion for document delivery by small libraries that are currently photocopying articles. His suggestion is based on a successful project currently sponsored by the Health Sciences Library Association of New Jersey. It was generally agreed that this was a worthwhile effort to pursue.

#### ACTION ITEM

- R. Davis will appoint an Electronic Document Delivery Taskforce to investigate the feasibility of the chapter sponsoring an Electronic Document Delivery Initiative. The taskforce will be asked to conduct a needs assessment, consider various options, including the creation of a Docline group for those who already have scanners, and make recommendations for funding. R. Schultz will be asked to chair the taskforce. J. Haugen has volunteered to be a member. An additional member from a small independent hospital library will be asked to join the taskforce. The taskforce will be asked to report at the Fall meeting.

Adjournment

The meeting was adjourned at 2 p.m.

Respectfully submitted,

Doris Hayashikawa, Secretary, 2003/4

### 3. Creating and Communicating our Knowledge

## Corrected Minutes of the Executive Board Meeting and Business Meeting\*

Submitted by Doris Hayashikawa, Secretary

Friday, April 23, 2004

Health Education Center, Samuel Merritt College,  
Oakland, CA

### Call to order

The meeting of the Executive Board of the NCNMLG, held at the Health Education Center, Samuel Merritt College, Oakland, CA, was called to order by Lisa Lott Jerant, President, at 10:35 a.m., Friday, April 23, 2004.

### Attendance:

The following people were present: Lisa Lott Jerant, President, Rebecca Davis, President Elect and Joint Meeting Chair, Doris Hayashikawa, Secretary, Annette Osenga, Treasurer, Candace Walker, MLA Chapter Representative, Anne Shew, Credentialing Liaison (AHIP), David Brown, ILL Coupons Chair, Dorrie Slutsker, Long Range Planning Tri-Chair, Min-Lin Fang, Newsletter Editor, Peggy Tahir, Cathleen LeGrand, Public Relations, Ruth Amernick, Tilly Roche, Incoming Treasurer, Barbara Ryken, Government Relations, Ron Schultz, Doug Varner, Mina Davenport, Incoming Secretary, and Eve Melton, Programming.

### Minutes:

The minutes of the previous meeting were distributed. No corrections were offered.

### Reports and Announcements:

Treasurer's report: Annette Osenga distributed a "Balance Sheet Summary Report," covering 6/01/03 through 4/22/04, which included most of the income and expenses for the Joint Meeting. Out of an income of \$86,710.60, the Joint Meeting income amounted to \$81,844.07 so far. Out of total expenses of \$56,858.02, Joint Meeting expenses accounted for \$54,918.21. So far, the Joint meeting showed income over expenses of \$26,925.86. Some of the cost

savings were due to not renting projectors from the hotel and not mailing registration packets.

ILL Coupons Report: David Brown distributed a 3rd quarter report. He is still working to transfer funds from checking to money market accounts.

Credentialing Liaison: Anne Shew reminded members not to let AHIP membership lapse to avoid extra payments. AHIP dues were increased recently.

Chapter Council: Candace Walker advised members to look for dues increase information in the March 2004 MLA newsletter, including information about a deficit: current dues, \$135; increase to \$150 in 2005 and to \$165 in 2006. She also alerted members about Web based and independent reading program proposals for CE credits as well as the MLA Benchmarking data collection which will be available for data input by libraries until the end of June. She reported on a proposal to redo Chapter stickers, normally distributed at MLA conferences. Annette Osenga made a motion to authorize up to \$100 to support provision of Chapter stickers. The motion was seconded and carried. Peggy Tahir, member of a subcommittee, reported that there has been some progress on a proposal for MLA to host Chapter, SIG and Section Websites.

Programming: Eve Melton reported on the program scheduled to follow the business meeting, "Open Access," featuring Andy Gass from PLoS (Public Library of Science) and Catherine Candee from eScholarship.

Newsletter: Min-Lin Fang reported that she has produced five issues so far and has added pictures to the online newsletter. She asked for a discussion about a policy on permissions for display of photos of people. For this time, she contacted individuals to gain permission to use the photos in the newsletter, if a name was associated with the picture. The consensus of the group was that an attempt should be made to obtain permission from outside speakers in advance in order to put their photos online. In addition, there should be a way for members to indicate in advance permission to use their photos,

possibly as a simple statement in the Membership Renewal Form that could be checked.

**Government Relations:** Barbara Ryken requested a discussion on the possibility of supporting particular political positions or issues. It will be necessary to check with MLA to further clarify. Candace will also check with members of the Chapter Council.

**Public Relations:** Cathy LeGrand reported that the Chapter was a co-sponsor of the April 7, 2004 event at UC Berkeley. She represented the Chapter and distributed brochures about the NCNMLG.

**Joint Meeting:** Rebecca Davis thanked the Planning Committee for their effective work on the Conference, using conference calls and two face-to-face meetings. A lengthy discussion of the proposal to join with the Pacific Northwest Chapter in regular Tri-chapter meetings ensued. The consensus was support for the notion of having all joint meetings be Tri-chapter meetings, and being flexible about the time of year that the meetings could be held. Either February (California's usual joint meeting month) or October (PNC's usual month and the month favored by other Chapters) could work. Lisa Jerant will pursue these discussions with the other chapters.

#### Old Business

For the proposed e-Bay auction to raise funds for the chapter, it is suggested that members supply digital photos of large items, such as furniture, and specify that items must be picked up after purchase. A donation form will be devised by Annette Osenga.

#### New Business

A discussion was held to schedule the Transition Meeting. Lisa Jerant will follow up with an e-mail discussion and schedule the meeting to include as many essential participants as possible.

#### Adjournment

The meeting was adjourned at noon, in favor of distribution of boxed lunches prior to the scheduled afternoon program on Scholarly Publishing.

Respectfully submitted,

Doris Hayashikawa, Secretary

\*Minutes were approved as corrected at the 4 June 2004 Meeting.

### Highlights of the Program on Scholarly Publishing –Open Access

Submitted by Nancy Mangum, Program Chair

Friday, April 23, 2004  
Health Education Center, Samuel Merritt College,  
Oakland CA

Our April 23<sup>rd</sup> program had “Open Access” as its theme and featured speakers from two groundbreaking organizations: the PLOS (Public Library of Science) and the eScholarship Repository, part of the California Digital Library of the University of California.

Andy Gass, Outreach Coordinator for the PLOS, was our first speaker. He emphasized that his is an advocacy organization, “committed to making the world’s scientific and medical literature a public resource.” The PLOS operates on the premise that “science is a public good.” The goal is to change the way scientific and medical information is disseminated. In many cases, taxpayer dollars have funded research; thus, taxpayers should be able to see the results of the research without paying again in the form of high journal costs.

Open access publishing strives to make scientific and medical literature available to the world via the Internet. It does this by estimating the cost of article publication, charging the authors that fee, and preparing the article and graphics for electronic publication. Review standards are high. The editorial board is top drawer. Cost savings are realized because there is a finite cost to putting an article up on the web; there are no distribution costs like there would be for a paper journal.

How much does it cost to publish an article? At present, PLOS has determined it to be around \$1,500. Researchers are encouraged to build open access

publishing costs into their grant applications. Will those funding research be willing to pay? The answer is yes, for several major research trusts have been very supportive of the concept. Open access benefits them, too, as more people have access to the results of the studies they have funded.

Andy was asked about the difficulties in attracting good research papers to a new, innovative journal published on the Internet. He pointed out that any new journal must go through its paces to have an "impact factor," i.e., whether its articles are cited and become a part of the scholarly record. Authors find prestige through publishing in established journals; promotion and tenure often depend on research appearing in the "right" places. He feels that, over time, PLOS will achieve the same stature.

We can publicize PLOS by establishing website links to it and by encouraging faculty to submit articles. ISI will be indexing the journal. Watch for PLOS Medicine this fall. They are looking for good articles.

Our second speaker was Catherine Candee, the Director of the eScholarship Repository at the University of California. This is a way of making all kinds of quality material available and easily discoverable. Many, but not all, of the items have their origins at UC. Catherine stated, "It was decided that content does not need to be from UC faculty."

Google searches the Repository easily. It could be that some material is too costly to publish, having, perhaps, a limited audience, but it is valuable research that interested people should be able to read. This is especially true in the social sciences, particularly the fields of economics, international and area studies, and cross-disciplinary studies.

The Repository utilizes the existing University of California structure; there are "gatekeepers" at the research unit and departmental level to whom papers must be sent. They are reviewed at that point and, if approved, selected for inclusion. At present, 145 UC units and departments participate. In March 2004, there were over 14,000 downloads from the

Repository per week. The Repository accepts "unvetted papers, pre-prints, reports, peer-reviewed articles, edited volumes and peer-reviewed journals."

Putting research into the eScholarship Repository has proved to be efficient and fast. "OAI Compliance" means that "metadata is easily harvestable," and that other repository sites, such as those at Cornell and MIT, can be inter-searched.

As an interesting tie-in to Andy's presentation, Catherine mentioned that Elsevier was now allowing UC authors to take an exact copy of an article published by one of their journals. This copy may be placed in an institutional repository that is open access. The new policy started this May.

Thank you, Andy and Catherine, for sharing your exciting, innovative open access programs with us!

### A Career Day Grows in Berkeley

Submitted by Cathy LeGrand  
[zanzibarfish@yahoo.com](mailto:zanzibarfish@yahoo.com)

On 7 April, NCNMLG, the SF chapter of Special Libraries Association, and the Northern California Association of Law Libraries jointly sponsored a Career Day reception for the students at UC Berkeley's School of Information Management and Systems. The presentation, "Careers in Special Libraries: Tips for Job Hunting and Choosing a Career Path in Today's Market," proved popular, attracting approximately 30 students and alumni.

Speakers included Elyse Eisner, representing Taylor & Associates, who offered tips on job searching; Wess-John Murdough, from Advanced Information Management, who spoke on choosing a career path; Deborah Schwarz, from Library Associates, who gave advice on how to use an employment agency; and Karen Zilla, of Certified Employment, who delivered tips on resume writing.

After the panel discussion, door prizes were awarded and refreshments enjoyed.

Many thanks to speakers Elyse Eisner, Wess-John Murdough, Deborah Schwarz and Karen Zilla; and to (fellow organizers) the SLA Academic Relations Committee (especially Chair Camille Reynolds) for doing all the hard work.

### Chapter's Website Changes

Submitted by Cathy LeGrand  
[zanzibarfish@yahoo.com](mailto:zanzibarfish@yahoo.com)

Are you mentoring a potential medical librarian? Do you need resources for a presentation on medical librarianship? The NCNMLG website now offers mentoring, outreach and public relations materials. Visit our website at <http://ncnmlg.stanford.edu/>

Under **Publications**, look for the new link "Brochure," where you will find a .PDF version of our brand new brochure. Download as many copies as you like. You can also contact the Public Relations Committee for print copies.

Under **Mentoring**, you'll find links to a variety of student, career and mentoring materials.

### IMLS Institutes New Deadline for 2005

For fiscal year 2005, several of the application deadlines for Institute of Museum and Library Services (IMLS) grant programs will change. IMLS hopes that by providing advance notice of the new deadlines applicants will be able to plan accordingly. A list of the updated deadlines can be found at [www.ims.gov/grants/dedln/FY2005deadlines.htm](http://www.ims.gov/grants/dedln/FY2005deadlines.htm). More information about IMLS 2005 Grant and Award Programs is available at [www.ims.gov/pubs/pdf/2005programs.pdf](http://www.ims.gov/pubs/pdf/2005programs.pdf).

### Meeting, CE Calendar

June 24-30, 2004

[2004 Annual Conference of the American Library Association](#), Orlando, FL

September 22, 2004

The MLA teleconference, "The Art and Practice of Electronic Journal, Book, and Database Licenses: Practical Tips for Health Care Organizations" is scheduled to take place Wednesday, September 22, 2004, starting at 1:00 p.m., central time. Teleconference goals and objectives are available at <http://www.mlanet.org/education/telecon/licenses/>

November 15-17, 2004

[Virtual Reference Desk Conference 2004](#), Cincinnati, Ohio

November 15-17, 2004

Internet Librarian 2004 in Monterey, CA  
<http://www.infotoday.com/il2004/default.shtml>

## Keeping Librarians Current at Vanderbilt Eskind Biomedical Library (EBL)

Submitted by Peggy Westlake, Assistant Director for Staff Development, EBL at Vanderbilt University



An environment that promotes and fosters lifelong learning is essential to the professional growth and high-level skill maintenance of the librarian, and requires an organizational philosophy of inclusion that must be supported by the institution and by the library. Without a culture that incorporates constant learning as an integral part of daily activity, the librarian cannot maintain skill levels and truly flourish. Since the 1990s, EBL has devoted significant resources to the development of an environment which fosters a culture of lifelong learning among all staff to sustain a diversity of roles for the medical librarian.[1]

In 1996, EBL developed a model training program to prepare library pre-professionals and librarians for roles that are integrated into the diverse fabric of Vanderbilt's health care community. [1] To create a strong foundation, EBL librarians, Library Interns, and pre-professionals participate in a year-long modular training curriculum that commences with a self-assessment pre-evaluation of 84 librarianship skills using an EBL-developed tool. This tool also enables the trainee to identify the importance of the skills to his/her career objectives in the next year. Using the pre-evaluation as a basis of discussion, the trainee, the Training Coordinator and the Library Director reach a consensus the direction of training needed to meet both the library's goals and the professional development of the individual. This consensus forms the basis of the personalized Learning Plan. A typical Learning Plan for a librarian or library intern includes a selection of learning activities including 1) in-house created modules (chosen from an offering of sixty) directed by library staff "experts"; 2) self-directed online courses offered by vendors or created in-house and 3) classes offered by the School of Medicine or School of Nursing. Librarian and Library Intern Learning Plans are supplemented with projects and may focus on experiences in clinical and research environments. The training model, based upon principles of adult learning, promotes individual responsibility for successful and timely completion of the Learning Plan while the Training Coordinator tracks trainee progress. Upon completion of each module, the trainer evaluates the trainee; at the conclusion of the Learning Plan trainees re-assess themselves with the same evaluation tool. Evidence of successful learning is obtained through a verification process whereby trainees demonstrate the integration and internalization of their new skills and knowledge in response to inquiries from a panel composed of knowledgeable third parties.[2]

Advantages to this approach are that all staff is involved in this library-wide effort as both trainees and/or trainers, and that trainers exemplify the skills they teach. For example, trainees learn to construct efficient searches, apply MeSH headings, and understand appropriate uses of a wide variety of databases and online resources from experienced librarians [1]. Integral to the culture of lifelong learning at EBL, module content is continually enhanced by trainers while in parallel trainees work with the Training Coordinator to develop an advanced Learning Plan.

Maintenance of skills and knowledge requires a sustained effort at building and improving the medical knowledge base. At EBL, librarians attend clinical courses such as pharmacology, anatomy & physiology, and lab diagnosis offered by the medical and nursing schools. Some of these classes are audited; some are taken for credit and supported by the library's professional development budget. Notably, EBL librarians are formally instructed in techniques of clinical trials, including randomization and blinding, through the intensive Clinical Trials course offered through the Masters in Public Health program or the Clinical Research Nurses specialization courses. Study of evidence-based medicine tenets is equally important, and librarians verify their knowledge through formal

sessions with subject experts and clinicians who can evaluate and support their filtering and interpretation skills. In addition, EBL librarians take a 12-week, in-house developed bioinformatics training program designed to address subject knowledge, literature evaluation and database searching techniques in molecular biology and genetics. This training is essential given the increasing importance of this area of research to the medical arena and the increasing frequency with which information specialists receive questions requiring knowledge of molecular biology [3]. Regular attendance and participation in grand rounds, teaching conferences, and clinical CME programs also nourish the knowledge base. In this manner, librarians not only gain and maintain a knowledge that helps them understand the language interactions and procedures taking place in the medical or research setting, but also gain an appreciation for the analytical thought process, new developments, and information demands of the setting.

To guarantee consistency in searching and filtering techniques among all librarians, EBL developed two in-house conferences, SearchTalk & the Filtering Teaching Conference (FTC). SearchTalk is a twice-monthly session to explore search strategies and resources addressing a complex clinical question, and FTC is a monthly meeting to discuss article selection, quality filtering standards, and literature summaries. One SearchTalk session each month is used to explore new resources, recent changes in databases, or go in-depth on resources in a currently relevant topic such as SARS. In the alternate SearchTalk, the librarians arrive with search strategies to address a complex clinical question. During the meeting, the clinical question is dissected, facets are explored, and a "gold-standard" strategy is reached through consensus. The meeting facilitator handpicks the three most relevant articles for the librarians to filter, i.e. read and highlight relevant passages and then synthesize highlighted information into concise written summaries, including an overall summary of the literature [4]. At the monthly FTC, these quality filtered packets are discussed; the quality of the literature is examined, the validity of studies questioned, and the strengths or weaknesses of the data explored. More recently, EBL has combined these conferences into one extended session to work through the entire process at one setting. Participants are divided into multiple groups and partnerships to promote skills- sharing. A Brown Bag session follows later in the week to analyze and discuss each team's packet.

This institutionally supported collaborative training expands the knowledge sharing among all the librarians. Opportunities for skill maintenance and building also exist in EBL's mentored instruction and practice where experienced librarians are partnered with library interns for varying periods of time for skill evaluation and support in searching and filtering the literature [5]. Additionally, the Training Coordinator arranges quarterly continuing education sessions that allow all staff to refresh skills, learn new resources, and ask questions. Verification of knowledge base and filtering skills is an important component in assuring the quality of the EBL librarians' abilities. Librarians present recently delivered packets for review by a panel of clinicians not associated with the hospital unit from which the question originated and who also possess a variety of clinical and research expertise. During this filtering verification session librarians must speak to the facets of the question, scope of the search strategy, quality of articles selected, and content of summaries written. These varied perspectives enrich the training of all the librarians.

Keeping librarians current in high-level searching and filtering skills, as well as maintaining a knowledge base, requires dedicated institutional support that builds learning into librarians' daily activities. At EBL, education and training are fundamental to the librarians' evolving roles and integration in the institution.

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## MLA Benchmarking Survey Update

By Lynn Van Houten NCNMLG Benchmark  
Educator

### MLA Benchmarking Survey Update! ~ Expanded and Enhanced for 2004 – Available until June 30<sup>th</sup>! Be Bold! Participate!

This update contains important news you can use! **Please, get a cup or coffee or tea and take some time to learn about a valuable MLA benefit that just got more valuable-- with your participation! We need you!**

**Yes, the time is clicking; the Medical Library Association 2004 benchmarking survey is collecting data. Go to**

[http://www.mlanet.org/members/benchmark/data\\_enter\\_2004.html](http://www.mlanet.org/members/benchmark/data_enter_2004.html). It is available for all personal and institutional members of MLA (except those that already contribute to the AAHSL survey) until the closing date of June 30, 2004. Please enter data now. Pull down the data worksheet to help you organize and collect data and speed data entry at [http://www.mlanet.org/members/benchmark/worksheet\\_2003-04.html](http://www.mlanet.org/members/benchmark/worksheet_2003-04.html)

**Highlights** of some of the major changes made to the MLA Benchmarking Network (BN) include the following:

- A new MLA Benchmarking Network Editorial Board
- 2004 Benchmarking Network open to ALL MLA members, except those members that already contribute to the AAHSL survey
- Expansion of health systems data
- Expanded or new questions for such areas as hospital ownership, library reporting structure, Web services, PDAs and consumer health information services
- Clarification of collection questions concerning print and electronic full-text titles received
- Auto calculation fields and definitions embedded with JavaScript pop-ups

The major change for 2004 is that ALL MLA members are being asked to participate, except those members that already contribute to the AAHSL survey. Parameters of size are still in place for hospital libraries and for health care systems and new sets of parameters of size have been developed for health association libraries and libraries serving research institutions. There is a place for “ALL other libraries” to describe themselves by size. If enough libraries of one type participate in 2004, parameters will be developed for them for the next data in-take period. Thus, the MLA and the BNEB are encouraging all libraries especially those in health associations or societies, libraries serving research institutions, AHECs, college or university libraries serving health sciences programs (non-AAHSL reporting), consumer health information services or separate facilities, and corporate, dental, mental health, public health, veterinary libraries and circuit rider programs.

#### **Those who participated in 2002 will see other revisions in the data collection such as:**

- Expanded categories for hospital ownership
- Expanded categories and questions on library reporting structure
- New questions on number of Web-accessible services for users and support for PDA users
- Changes to the collection questions on serials titles to further clarify print titles received, electronic full text titles, and access to electronic full text via consortia, affiliation, intercampus, or state-wide networks
- Auto-calculated fields to reduce addition and percentage errors
- Revision of Administrative, Public, Technical Services, and Special Services questions to accommodate all library types, especially including consumer health information services whether as a stand alone service or as a part of another library.
- Expansion of health systems data. Libraries that are part of health systems are encouraged to coordinate and enter their data. Many new questions have been added, including “name of your health system” so

that all libraries in a system could potentially analyze their data in an interactive report.

Instructions have been revised to clarify how system libraries should best report their data. System libraries may be totally centralized or may be decentralized in various ways.

I am continuing as your current Benchmarking Chapter Educator (BCE) so please don't hesitate to ask me for help! We want every NCNMLG Chapter member to participate. You can call or e-mail me for questions any time at 707 651-2546 or [lynn.vanhouten@kp.org](mailto:lynn.vanhouten@kp.org). If you put 'Benchmarking Question' in the subject line it will speed your request. Participation can help you and can help others.

### Members News

#### **Doug Varner**

Submitted by Anne Shaw

Doug will be relocated to the Washington, D.C. area to pursue other job/educational opportunities, as well as be closer to his family.

Doug has made great contributions to NCNMLG in the past. They include:

- President, NCNMLG, 2001-2002
- Public Relations Committee, 2002-2004
- Interlibrary Loan Coupon Manager, 1998-2000
- Secretary, 1997-1998
- Treasurer - San Francisco Biomedical Library Network, 1993-1995
- Coordinator - San Francisco Biomedical Library Network, 1996-1998

Other professional contributions include:

- MLA, Hospital Library Section, Nominating Committee
- MLA, National Programming Committee, 2003
- MLA, National Programming Committee, Annual Meeting, Washington, DC, 2004
- MLA, Chair-Elect, Dental Section, 2003-2004.

Doug, Thank you and best wishes to you.

#### **Mark Constantz**

SMMC Medical Library gets Express Outreach Award from NLM

The San Mateo Medical Center Medical Library has been awarded a 2004 Express Outreach Award from the National Library of Medicine for a Clinical Internet Training Lab Project. The \$6,000. award will purchase PCs and Internet connections for the new training lab and training materials for the medical librarian to distribute to clinicians using the training lab. The Training Lab furthers the medical center commitment to JCAHO IM requirements and statistical documentation of medical center Library/Knowledge intranet site usage. For more information please call Mark Constantz, MLS, Medical Librarian at 650-573-2520 or email [mconstantz@co.sanmateo.ca.us](mailto:mconstantz@co.sanmateo.ca.us)

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Please email your submissions to the Newsletter editor **at any time**. Items for the NCNMLG Newsletter may be sent in electronic format to:

Min-Lin E. Fang

Email: [fang@library.ucsf.edu](mailto:fang@library.ucsf.edu)

Phone: 415-476-3397

If you have questions about submitting articles or announcements to the Newsletter, please feel free to call and ask questions.

The NCNMLG Newsletter is published 6 times a year: July/August, September/October, November/December, January/February, March/April, May/June.

**The July/August, 2004 issue of the newsletter will be available in late July.**