



Kaleidoscope

Volume 10, Number 10

May 2002

Promotions of Librarians

Librarian/Archivist

Zsuzsa Koltay, Digital Library and Information Technologies

Zsuzsa Koltay has been outstanding in her professional contributions from the time of her initial appointment at Cornell. Her success as a reference librarian at Mann Library identified her as a professional with initiative and talent and led to her appointment to the initial Gateway Committee, planning and designing the library-wide implementation of Gateway functionality. She was responsible for coordinating the public service aspects of this development and performed excellently in this role. She contributed to the initial planning, overall design, and creating the public interface and its functionality. She presented and explained the design to staff library-wide, responded to staff questions and suggestions, and participated in its successful implementation. With Karen Calhoun and Ed Weissman, she co-authored and published an article describing this process.

Throughout the Gateway Project, Zsuzsa showed her capacity for creative teamwork and an ability to respond effectively to different constituencies throughout the Library. In the Euclid Project, she has exercised these same talents on a national scale. Working with mathematicians and statisticians, professional societies, and publishers, she has been able to elaborate a vision of Euclid and to present it effectively to these differing constituencies. This effort has required an understanding of the nature and motivations of the various groups, a sense of personal and professional confidence, and quick and flexible thinking. Additionally, she has managed a complex partnership between the Cornell Library, Duke University Press, and participating

publishers. She has successfully coordinated the work of technologists, encoding specialists, and editorial staff at Cornell and Duke. She has made presentations at a range of professional meetings and has organized Euclid's presence as a publisher at mathematics and statistics meetings. Working within this complex web of relationships and responsibilities, her efforts have been highly successful, and the Euclid Project is meeting its principal benchmarks.

I greatly enjoyed co-authoring a recent article with Zsuzsa on the role of Euclid and of research libraries in scholarly publishing, and although the demands of Euclid development are considerable, Zsuzsa is always willing to contribute her assistance in writing grant proposals, reports, and presentations. Her calm and thoughtful manner, generous responsiveness, and savvy understanding of managerial issues make her a valuable, dependable, and enjoyable colleague. She is a self-assured risk-taker, willing to stake her own professional future on the development of a new model for research libraries. She is a leader for the twenty-first century.

H. Thomas Hickerson

Margaret Nichols, Division of Rare and Manuscript Collections

Margaret Nichols has distinguished herself as RMC's Head of Technical Services. In that position, she supervises and coordinates all book and manuscript acquisitions, cataloging, and processing. Since 1998, she has efficiently and effectively supervised six recon projects. Margaret guides her staff in complex rare book cataloging for a variety of languages and subjects, and in creating both bibliographic and authority records. As a

Continued on page 2

In This Issue....

1

Promotions

5

Unit in the Spotlight

6

2002 Fuerst
Award Winners

7

What Is IRIS?

8

People News
Tip of the Month

cataloger, she has helped to keep us in the mainstream of library and special collections cataloging issues. She has thought and written about cataloging issues, including an article, "Finding the Forest Among the Trees: The Potential of Collection-Level Cataloging," in *Cataloging & Classification Quarterly*, 1996. Margaret chairs the Working Group on Cataloging, an unusual role for a special collections cataloger, and, in another recognition of her abilities, she was selected as a NACO trainer for CUL. She also serves as a member of TSEG, representing special collections concerns and interests.

Special Collections librarians have to be multi-faceted, and Margaret is an exemplary case. She not only provides reference services, but is also an effective teacher, giving class presentations on subjects ranging from ichthyology to horticulture to mathematics. Margaret was selected as a Voyager trainer, in acknowledgment of her expertise in a variety of areas, and she was one of the few trainers who could provide training equally well in public services as in technical services. She curated a major exhibition and compiled an accompanying catalog, *Laura (Riding) Jackson and the Promise of Language*. Her abilities as an editor have been of enormous assistance to all RMC staff, particularly in the preparation of exhibition labels and catalogs. A good editor is invaluable, and Margaret is one of the best.

She has been professionally active, chairing the RBMS Publications Committee and an ex officio member of the RBM Editorial Board. She is currently a candidate for the Chair of RBMS, another acknowledgement of her professional stature. She has served on a number of CUL committees including co-chairing the Academic Assembly Steering Committee.

Margaret's interest in all aspects of librarianship, her deep caring for others, her intellectual curiosity, her flexibility, and her sense of humor make her a valued colleague and friend. We congratulate her on her richly deserved promotion to Librarian and look forward

to her continuing growth and professional success.

Elaine Engst

Mary Ochs, Collection Development and Preservation, Mann Library

Mary Ochs is the Head of the Collection Development Division of Mann Library—managing a major book budget, supervising a staff of academic librarians and support staff, and developing a world-class collection. In addition to these primary responsibilities, Mary orchestrates a digital library project for the developing world (TEEAL); serves as the coordinator for the national preservation projects for agriculture; chairs the campus-wide Science Selector team; and is a key member of Project Harvest. In her seventeen years at Cornell, Mary has moved gracefully and successfully from cataloging to interlibrary loan, from public services to collection development, from entrepreneurial marketing to avant-garde digital archiving. That Mary can juggle all of these responsibilities is a tribute to her intellect and her strong organizational skills.

Mary began working for the Cornell library system in 1985. She started her Cornell career as a cataloger, later becoming the Document Delivery Librarian, and finally the Instruction Coordinator in Mann Library. In 1991 Mary transferred to Uris Library where she worked part-time as a Reference and Instruction Librarian and, later, the Instruction Coordinator for O/K/U. She returned to her professional 'roots' in 1998 when she took on the role of Deputy Director for the TEEAL (The Essential Electronic

Agricultural Library) project. TEEAL is an electronic agricultural library on CD-ROM for the developing countries and Mary was responsible for designing the user interface, creating the database, and developing documentation. In 1999, Mary was appointed the Head of the Collection Development and Preservation Division in Mann Library. With her undergraduate degree from the College of Agriculture and Life Sciences, graduate work in library science at Syracuse University, and broad administrative and professional experience, she was well suited for her new position.

Although I only have been Mary's supervisor since 1999, I have been her colleague for many of her seventeen years. As a former technical services librarian, I was impressed by Mary's leadership in cataloging digital resources—before there were MARC standards for doing so . . . or before we



Mother's Day, May 12

Calligraphy by Milly Acharya

knew how to define the term “metadata.” As a former reference and instruction librarian, I was keenly aware of Mary’s impact on instructional services in her O/K/U role. As her current supervisor, I am constantly impressed by Mary’s ability to orchestrate and facilitate. She has taken a leadership role in coordinating a national preservation program for the agricultural sciences—working with twenty-three other land-grant universities; she has just completed a Rockefeller-sponsored survey of Internet readiness in the developing world; she has recently written several book chapters; and the Institute of Museum and Library Services selected her recent grant as a “model proposal.” That she manages all of these activities and still attends soccer matches for her three children, leads her Girl Scout troop, and teaches Sunday school, is an amazing accomplishment.

Mary provides vision, support, and mentoring for her staff; takes a leadership role in developing digital content for the library system; and takes pride in adopting new technologies for the benefit of our users. Those who have the pleasure of working with her are amazed at her energy, soothed by her calm demeanor, and always impressed by her integrity and intellect. Please join me in congratulating Mary on her promotion to Librarian. She is an outstanding professional and a valuable asset to Cornell and to the library profession.

Janet McCue

Senior Assistant Librarian

Angela Horne, Management Library

The Management Library congratulates Angela Horne on her recent promotion to Senior Assistant Librarian. As her supervisor and colleague, I welcome this opportunity to publicly acknowledge Angela’s contributions to CUL and to our library profession. Colleagues in the Management Library and from across campus will attest to her being a valued member of any team. In the

Management Library she is a model supervisor who always incorporates “best practices” into her daily routine. She excels at combining tact and grace with delivering results.

The Library system is also reaping the benefits of Angela’s leadership. Last year she co-chaired the Committee on Professional Development. The committee had a banner year. Programming efforts resulted in successful new initiatives, such as the “Library Showcase,” and “Day of Dialogue,” a program that brought library employees together to discuss diversity issues. During the same period Angela also co-chaired the Documentation Committee, spearheading much of the context-sensitive help that supports our OPAC.

Angela is currently chairing the Personalized Electronic Services (MyLibrary) Committee. CUL’s MyLibrary service has received accolades from both within and outside of Cornell. This past January the Machine Automated Reference Section (MARS) in ALA’s Reference and User Services Division selected MyLibrary as an example of an innovative personalized Web service. The Management Library’s Research FAQ also received a similar recognition by the MARS group. Angela has been a prime mover in the development of both services. She is now coordinating the development and implementation of MyContents, a personalized table of contents service. Last spring Angela wrote a proposal for a CUL internal grant and was awarded funding to study the impact of MyLibrary on the user community. The grant for MyLibrary was one of two successful internal grants for Angela. She also proposed and is serving as Principal Investigator for a Management Library grant in which we will explore the development of a faculty publications database.

Angela’s leadership potential is being tapped by regional, national, and international organizations. A proud Canadian, Angela maintains professional relationships with colleagues in the Canadian Librarian

Association. This past February she was selected to participate in Canada’s Northern Exposure Leadership Institute (NELI). To have been nominated for this elite Institute is in itself an honor, to have been invited to attend is a formal recognition of her accomplishments in librarianship. Closer to home Angela is President Elect of the Upstate New York Special Libraries Association. She has also served as their webmaster. In her “spare time” Angela continues to participate in the marketing efforts of the *Wordsmyth Educational Dictionary-Thesaurus* and is editor of *Wordsmyth Watch*, the newsletter of the Wordsmyth Collaboratory.

We are very pleased to have Angela as our colleague in the Management Library and we are very proud of her accomplishments in all levels of the organization and profession.

Lynn Brown

Barbara Morley, ILR Catherwood Library

Barbara Morley began her career in the Catherwood Library in 1988 as a Senior Circulation/Reserve Supervisor after four years of experience as a library paraprofessional at Iowa State University where she also did Master’s work in anthropology. Ms. Morley served in the Access Services Unit for five years during which time she began studying for her Master’s Degree in Librarianship at SUNY Albany. In 1993 she transferred to the Catherwood Library’s Reference Department where she served for two years.

Barbara joined the Kheel Center (then the Labor-Management Documentation Center) in October of 1995 as our Technical Processes Supervisor and was responsible for arranging and describing manuscript collections, our storage facilities, and the School’s records management program. She remained in this position until September of 1999 when she graduated from the School of Library and Information Science at Albany and

Continued on page 4

was offered the newly created professional position of Media Curator within the Center.

Ms. Morley's major achievement as our Technical Processes Supervisor was the nearly flawless planning, preparation, and coordination of our collection move to new stacks. Nearly 8500 linear feet of archival material were shifted from six stack areas to a single stack during the Center's move from the basement of Ives Hall into the fifth floor where they now reside. Her leadership in the coordination of our moving company and student assistants in this operation was exemplary.

She was also the Center's primary representative in development and testing of the Center's Stacks Control Database which was developed by Catherwood computer support personnel. The resulting product programmed and documented the material distribution for the move and became our primary way of accessing the vast majority of the Center collections at the box level. It has quite recently been replaced with an SQL Server system, which Ms. Morley has also played an important role in developing.

Ms. Morley was also an early experimenter and proponent of Encoded Archival Description within the department and worked with me to develop the initial field definition table for our proposed collections management database. She subsequently wrote a finding aid, prototyping the field selection and layout of guides in the EAD format.

When she became Media Curator Ms. Morley moved into a position that had been occupied by a support staff member largely responsible for supervising the arrangement of, and answering questions related to, photographs. Barbara's much broader mandate has led her to systematize user protocols for access to our media collections, develop a procedure for seeking copyright permissions from media creators, and continue an ongoing program to scan and describe our photograph collections and offer selected images on the Web in a searchable database. She has made our image finding aids more accessible

by mounting them on the School Server, and has supervised students in extending the control of our media collections by producing guides. As a life-long amateur photographer, Barbara is especially enthusiastic about working with the Center's extensive and interesting photo collection.

Ms. Morley has undertaken committee assignments in the Catherwood Library's long range planning effort. She has been an active and contributing member of a variety of CUL Academic Assembly Committees, including the Professional Development Committee and the Training Advisory Committee, and has been elected to the Academic Assembly Steering Committee.

In her relatively short career as a library professional and archivist, Ms. Morley has become involved professionally in leadership positions. She has had, as well, a substantial history of volunteer service to her local public library.

Barbara has been especially active in the Lake Ontario Archivists Conference (LOAC). She has been a member of its Board of Directors since 1999 and is its 2001-2002 Chair, and Co-Chair for their annual conference which will take place in Ithaca this June. Ms. Morley has also been a member of the Board of Trustees of the Ulysses Philomathic Library, in Trumansburg, and has been an Access Services volunteer for the Library for the last two years.

The staffs of the Kheel Center and the Catherwood Library are delighted at Barbara's promotion and look forward to many more years of productive association with her.

Richard Strassberg

Leah Solla, Physical Sciences Library

As Chemistry Librarian, Leah Solla provides reference, instruction, and collection development services to the department of Chemistry and Chemical Biology. She designs, coordinates, and teaches many sessions of Chem 602, a one-credit, graduate course in chemical information taught annually in the spring

semester. Last year she received a very high accolade: one of her students initiated a campaign in the department to make the course mandatory for all Chemistry graduate students. This year many first-year graduate students in the department are taking the course voluntarily. Leah has put a great deal of effort into designing a class that relates specifically to the research students will be doing in their graduate careers, and that reflects the specialized searching that is important to all physical scientists.

Leah's commitment to user education cannot be overstated. She has developed an exemplary outreach program by visiting chemistry labs where she helps load chemistry clients on computers and demonstrates the databases using examples specific to that lab's research agenda. She attends the monthly departmental lunches and often sits in on classes so she can understand the assignments that soon will be appearing as reference questions.

Leah has become an active and highly respected member of the American Chemical Society's Chemical Information Division and is a member of the Education Committee. She has organized and presented at several ACS meetings and published short articles in *Issues in Technology Librarianship*. She has served on a number of CUL committees including the Economic Status and Documentation Committees, and the Alumni Access, Minority Fellowship, and Staff Web Task Forces. Currently she is serving on the ACRL Celebration Task Force and chairing the Ejournal User Assessment Task Force.

The daughter of a chemist and a librarian, Leah is a strong and vocal proponent of scientific as well as information literacy who supports her principles with hard work. Recently she has begun developing a collection of science books for the general reader that will soon have a special location in the Physical Sciences Library. This is just one example of how Leah takes every opportunity to educate our users.

Jean Poland

Sarah Young, ILR Catherwood Library

Sarah Young came to CUL and the

ILR Catherwood Library in December 1999 as Catalog and Reference Librarian. During a relatively short time, she has mastered the intricacies of complex cataloging, gained a working knowledge of ILR subject matter, developed a program for utilization of student staff in Catherwood's Technical Services unit, and participated actively in a number of important CUL initiatives.

Sarah's promotion to Senior Assistant Librarian is well deserved. She is fully committed to the goals of CUL, and she understands the importance of technical services operations to the successful function of the library overall. In a few short years, Sarah has become an integral member of Catherwood and CUL. As a member of the Committee on Professional Development, Sarah assisted in development of the committee's website, helped coordinate an UCITA teleconference, and helped organize the first CUL Library Showcase. Since February of 2002, she has served as backup contact person for StaffWeb, and she served on the StaffWeb Task Force. Most recently, she was appointed to the ENCompass team, in which capacity she has participated actively in development of

the ENCompass user interface and, along with other team members, helps represent CUL at ENCompass development meetings around the country.

Sarah has exhibited a commitment to ongoing professional growth through appropriate professional activities, including several impressive recent publications. "An Interview with Michael Keller," was published in the most recent edition of *Library Collections, Acquisitions, and Technical Services* (v. 26, 2002, p. 61-74). And, she recently completed an appendix for Gordon Law's forthcoming book about the National Labor Relations Board. As intern to the ALA Association for Library Collections and Technical Services Cataloging and Classification Section's Policy and Research Committee, she contributed an essay on the topic of changing roles of academic and non-academic catalogers.

Sarah demonstrates numerous strengths as an employee, including exceptionally strong networking skills, adaptability to change, intellectual curiosity, technical competence, and creativity. In addition, Sarah is a gifted

clarinetist who has over the years performed with orchestras all over the world. Since coming to CUL, she has spent her "spare time" as a sub for the Tri Cities Opera Orchestra and the Binghamton Philharmonic, and she enjoys giving chamber music concerts here in Ithaca.

Sarah holds a B.M. in Clarinet Performance from Northwestern University, M.A. in Clarinet Performance from University of Iowa, and M.L.I.S. from the University of Wisconsin-Milwaukee. Prior to coming to CUL, she served as Cataloging Librarian and Reference Librarian at SUNY-Binghamton (1999), Course Developer for the University of Phoenix (1998), Conversion Specialist (1997-1998) and Student Aide (1996-1997) at the University of Wisconsin-Milwaukee's Golda Meir Library.

Sarah's interpersonal and networking skills are known to many and appreciated by all who work with her. We are fortunate to have her on the Catherwood and CUL professional staff.

Boodie McGinnis

Unit in the Spotlight

Mathematics Library



Steve Rokey, Director, and Natalie Sheidan, Access Services Supervisor.

2002 Fuerst Award Winners

By Lyndsi Fieno



Six senior students received this year's Fuerst Outstanding Library Student Employee Awards at a reception held on April 10th in Kroch Library. The awards, funded by an endowment established by alumnus William F. Fuerst, Jr. '39, recognize student workers in Cornell University Library units for exceptional performance, leadership, and service to the campus.

Nominations for the Fuerst awards are made by library supervisors and the winners are selected each year by a committee of representatives from throughout CUL. Accompanied by a cash gift of \$500 each, the Fuerst Awards are the most financially generous student employee awards on campus.

A graduate of the College of Agriculture and Life Sciences (CAL S), Bill Fuerst created the Outstanding Library Student Employee Awards in 1995. In addition to his many gifts to the Cornell Library, he is a devoted supporter of Big Red Athletics, CAL S, and the Cornell Plantations. He is a member of the University Council, and was named a Foremost Benefactor of Cornell in 1989. In 2000, he was named a recipient of the Frank H. T. Rhodes Exemplary Alumni Service Awards in recognition of his own extraordinary volunteer service and leadership. A longtime Ithaca resident, Bill is well known for his special kinship with students. Most of his volunteer efforts have been dedicated to programs and activities that improve the Cornell experience for undergraduates.

2002 Fuerst Outstanding Library Student

Employees

Shawn Milrad

Shawn has been working at Mann Library since the second semester of his freshman year. With his meticulous attention to detail

and his enthusiasm for learning, Shawn has made an impressive contribution to The Essential Electronic Agricultural Library (TEEAL) project. His supervisor estimates that, since he began work, he has collated nearly 750,000 pages of text, making him single-handedly responsible for preparing almost half of TEEAL's entire collection. Mann staff members say, "Shawn exemplifies the best qualities of Cornell Library student employees. His tireless devotion to producing top-quality work honors Cornell tradition in the most meaningful way."

Melissa Richards

Melissa has been working at Catherwood Library's Kheel Center since January of 2001. In the short time that Melissa has

worked there, she has contributed in many ways. The staff and other student employees all wonder how they will manage after she graduates in May. Melissa's ability to operate with confidence in a problem-solving mode has enabled her to come up with solutions to problems that others have said was impossible. The library staff says, "The



Center could not function without this sort of hardworking assistant."

Kelli Rosenthal



Kelli has been a student worker at the Management Library since

August of 1998. She was promoted to a supervisory position at the end of her sophomore year. Management Library staff say, "Kelli is simply one of the most positive, approachable, and unflappable individuals to ever grace our circulation desk. She brings an unusual balance of energy and calmness to her work and to her relationships with patrons, student workers, and full-time staff."

Shahriar Samad



Shahriar who works at Olin, Kroch and Uris Circulation,

has been a library student assistant since August of 1998. He has a curiosity about the library that adds to his strength as an employee. He uses his extensive knowledge of policies and procedures about the library and Cornell campus to educate the public. Shahriar shares his enthusiasm with patrons, encouraging them to understand, navigate, and make greater use of our library resources. Carol Buckley says, "In short, he is a supervisor's dream and makes my job and the patron's library experience a true pleasure."

Continued on page 8

What Is IRIS?

By Paul Constantine

That we are living in a time of rapid change is a frequently heard observation. This observation is especially true in libraries where just about everything we do and the ways in which we do them are rapidly evolving and changing. How then to best position and structure ourselves for success in this ever-changing environment?

One answer to that question has been the creation of a new organization within CUL, IRIS—Instruction, Research, and Information Services. Components of IRIS include the former units of O/K/U Access Services, Reference Services, Collection Development, and Asia Collections, as well as the Department of Preservation and Conservation, and the Fine Arts, Music, and Africana Libraries. A transition team, chaired by Pat Schafer, and consisting of David Block, Linda Bryan, Paul Constantine, Lenore Coral, John Dean, Carla DeMello, Anne Kenney, Nancy McGovern, and Nancy Skipper, is developing a plan for the organization of IRIS, which will remain a work in progress for some time to come.

Several decisions have been made, however, and will move forward by July 1. The first is that the Department of Preservation and Conservation will merge with the Collection Management section of Access Services. Second, David Block will form a new unit, World Area Collections, consisting of the Asia, Latin America, Slavic and East European, and Africana collections. Third, IRIS administration will provide centralized support for the IRIS organization. This support will include budgeting, resource development, graphic and Web design, technical coordination and network administration, public programming, presentation services, and research. Susan Currie will become Director of Resources and Planning; Carla DeMello will coordinate design functions; Nancy McGovern will head a new department dedicated to Research; and Pat Schafer will become Director of Information Services, which

will include many of the public services functions in the previous administration as well as the Music and Fine Arts Libraries. Additionally a new division of Instruction will be developed, plans for which will be further determined once a head is appointed.

Why IRIS? Why now? If libraries are to flourish in the current climate, if we are to successfully seize the opportunities before us, we must transform our organizational structures. At December's staff retreat for the Master Plan, there was considerable discussion about the need to create an agile organization that would be able to act and react to the rapidly changing environment in a much more flexible and responsive way than the current traditional organization could. IRIS is an attempt to create just such a nimble organization.

All of us involved in implementing IRIS believe that change is good. It can be exciting, stimulating, and energizing; it enables growth and development. Healthy organizations thrive and grow with change. We also know often from experience that change can also be stressful! In transforming our organizational structure, we bear in mind two things: first, the needs of the organization. What does it need to do in order to transform itself for today's environment? What does it want to become? How do we get there? Second, the needs of the organization's people. How can we go about transformational change in a way that is best for our staff? How can needed change occur in such a way that people are invigorated, stimulated, and excited? While change is stressful, it presents an opportunity for people and organizations to be creative, to work together to solve problems, to take risks, and to shape a new environment.

Physiologists tell us that we remain strong by stretching and developing. Change provides opportunities for the

individual and the organization. If we hold to our traditional values, values such as excellent service, user centeredness, and collaboration; if we see the library as both high tech and high touch; if we trust ourselves and each other as we seize the opportunities facing us today, we will accomplish great things!

We hope to devote one of the fall's first academic assemblies to IRIS and its progress. Until then, to learn more about IRIS and to keep up with its evolution, please visit our website at www.library.cornell.edu/iris.

Paul Constantine is Head of O/K/U Reference Services and Chair of the IRIS Communications and System-wide Relations Task Forces.



Memorial Day, May 27

Watercolor by Milly Acharya

