



APALA Newsletter

Asian-Pacific American Librarians Association

--Affiliated with the American Library Association--

Vol. 15 No. 2 December 1994

ISSN: 1040-8517

MENTORING



In my first message from the President I shared with you an experience I had with an old friend who asked me how an organization like APALA added value to a librarian's professional growth. At that time, I said that

there were four ways that we could add value; 1. Mentoring, 2. Sponsoring, 3. Leading, and 4. Representing our values. I am going to share with you my thought about mentoring and hopefully convince you that APALA may need to develop a formal mentoring program.

Mentoring is a very natural kind of activity; we all do it, it's as natural as parent and child, teacher and student. When you think about it someone in your past (or present) is or was a mentor to you. The college professor encouraged you to get you MLS, guided you through your thesis, and got you your first interview. Perhaps it was your supervisor at work who took the time to show you the ropes, introduced you to the right people, shared their knowledge and experience with you. These are really two things that are necessary for mentoring; first a mentor, someone advanced in their career willing to share their knowledge, and then a beginner (protégé) someone who wants to learn.

Why would anyone invest the time, energy, and effort to be a mentor? Probably your mentor recognized in you the potential to grow beyond who you were then, to who you might become. The reward for your mentor was your success and the fact that their knowledge was being used, their ideas and ideals passed on to a new generation. For you as a protégé, mentoring was accelerated growth and a bond between you and your mentor. What a

powerful combination, mentor and protégé' both rewarded, both paid back, a win-win situation.

When you consider the knowledge, experience, and accomplishments that reside in APALA it's astounding. Every member of APALA is an accomplished professional librarian holding responsible positions of public trust. Beyond that we as Asian-Americans are the representatives of our native country's culture and history. And we all share the common bond of the immigrant experience, the experience that made us Americans. In all probability, as individuals within your respective communities you are a mentor, but collectively we as a professional organization do not mentor. Clearly APALA has much to offer in the ways of experience and knowledge, clearly we should be a mentoring organization, clearly APALA needs a formal mentoring program.

When you mentor you create a legacy, when an organization creates a mentoring program it creates loyalty. As a business reference librarian I have been astounded by the number of Business Executives who have asked for articles and books on mentoring. In each case these executives are trying to put into place formal mentoring programs

(continues on next page)

Mentoring.....	1-2
Editor's Note.....	2
APALA committees.....	3-4
Midwinter Meetings.....	5
Annual Conference.....	5
Members News.....	5
Chicago Public Library Collections.....	5-6
Workshop.....	6
Availability of CJK Records.....	6
Library Fellows Program.....	7
Paid advertisements.....	8-10

Editor's Note

In last issue, we published an article "Bridge to Asia." I showed one copy to the Bibliographer at the University of Illinois at Chicago. To my delightful surprise, he immediately "weeded" books from the collection, and donated the books to Bridge to Asia. Many libraries in the US are very willing to contribute to the libraries in developing countries, but often they do not know the existence of the organizations like Bridge to Asia. Please spread the word, and help to build the libraries in our home countries.

Being ahead of everyone else, the President has already made arrangements about the annual conference, which is going to be held in Chicago. Part of the local activities for the APALA members is to tour the Chicago Public Library. Here we introduce you to some of the branches with Asian collections to let you have a foretaste of the tours.

The article, edited by me, is based on the information provided by Robert Doyle, Director of the Library Fellow's program, meant to be an introduction to the international fellow program. If you see any of the fellows during the ALA conferences, please welcome them, and "mentor" them so that they will not be lost in the labyrinth of all the ALA committee meetings.

I hope that the last article on OCLC's CJK will be of interest to some people too.

In order to make the newsletter more dynamic, I would also like to encourage anyone to write to us with your comments, your thoughts, send us a letter, a note or anything you want to share with others. We will put them in the newsletter.

Fenghua Wang-Schaefer

APALA Newsletter (ISSN: 1040-8517) is published quarterly (March, June, September, and December) by the Asian-Pacific American Librarians Association. Readers are encouraged to submit articles with the deadline of the 10th day of the month before publication, e.g. February 10 for March issue. All submitted articles will become property of APALA and will not be returned to the author(s) unless a SAS envelope is provided. The Editor reserves the rights to accept, edit, or refuse any submitted articles. All editorial comments should be sent to the Editor.

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Dallas Shawkey and Philip Ng

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(Mentoring continues from page one)

in their companies. When I have asked them why they were putting mentoring programs in their companies, they all seem to say the same thing. "Mentoring is the best way to create value. It accelerates employees growth, promotes loyalty, and reduces failure". If these Business Executives have formal mentoring programs that create value for their companies, then we in APALA can create value through mentoring.

If we in APALA want to be more than an organization that confirms distinction upon un-distinguished people we will have to create value. In short we need to mentor the younger generation of Asian/American librarians who will be the future leaders of APALA. I am therefore, proposing that we

create a task force to evaluate the potential for developing a formal mentoring program. The tasks that need to be accomplished are:

1. Evaluate the literature on mentoring.
2. Benchmark other mentoring programs.
3. Decide on the feasibility and fit of a mentoring program for APALA.
4. Develop an action plan.

If you are interested in being part of the Task Force, or would like to be the Chairperson, please call or write.

MALIGAYANG PASKO!!!

Erlinda J. Regner

The Standing Committees for 1994-1995 have been finalized. I am very grateful to each one of YOU who has accepted the committee responsibility and the Special Task Force Committee.

I would like to encourage the Chair of each committee to get in touch with their members to discuss their committee agenda for our Midwinter Meeting in Philadelphia.

APALA COMMITTEES 1994-1995

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Sally Tseng
Amy Seetoo

Please remember to renew your membership!

APALA Midwinter Meeting! Mark your calendar

APALA's Midwinter Meeting in Philadelphia is scheduled on Sunday, February 5, 1995 at 8:00 p.m. to 10:00 p.m. APALA Business Meeting. Please check ALA Midwinter Meeting Program Book for location. I am looking forward to seeing you all in Philadelphia!

APALA Annual Conference

Plans are being coordinated for 1995 ALA Annual Conference Program for APALA members. The theme of our program is: Identity and Achievement, Proud to be an American, Proud to be who I am!

Our Program and Publicity Committee have been working very hard to present an exciting program in Chicago. Speakers will be announced later.

APALA annual Program in Chicago will be held on Monday, June 26, 1995 from 2:00 p.m. to 4:30 p.m. Reception from 5:00 p.m. to 7:00 p.m.

Member News

Christine K. Oka, Cheryl LaGuardia and Adan Griego contributed the chapter "Instruction and Identity: Diversity in Library Classes and Collections" in the recently published book - "Racial and Ethnic Diversity in Academic Libraries: Multicultural Issues", edited by Deborah A. Curry, Susan Griswold Blandy and Lynne M. Martin. (Binghamton, NY: The Haworth Press, Inc., 1994).

Christine K. Oka's review of the latest version of the "Latin American Studies: Vol I and II CD-ROMs" was published in the Sep/Oct 1994 issue of CD-ROM Professional as part of the column, "CD-Rom in Brief". Ms. Oka is the Library Publications Coordinator at the Davidson Library, University of California, Santa Barbara.

Fenghua Wang-Schaefer was invited to talk to the international library fellows about "Adapting Life in American" during their orientation at the University of Illinois at Chicago in October.

Fenghua Wang-Schaefer and Rama Vishwanatham were invited to talk to the mentors of the international library fellows by the Library Fellow Program, American Library Association on practical tips of being a mentor.

Chicago Public Library's Asian Collections

Albany Park Branch
5150 N. Kimball
744-1933

Branch Head Cha-Hee Stanfield has built on the Korean language collection begun by now Assistant Commissioner Charlotte Kim. In the past several years, she has combined both grants and donations to develop a collection of fifteen thousand classic and contemporary Korean language books, magazines, newspapers, audiotapes and videocassettes. The collection draws Koreans from 57 suburbs as well as from the surrounding Korean community. Because of growing size and heavy usage, in 1994 this collection was given its own small room just off the book stack area in what used to be a district office.

Bezazian
1226 W. Ainslie
744-1933

A Vietnamese collection began several years ago is supplemented with Chinese language materials from the many Chinese-speaking Vietnamese in the Bezazian community. The Vietnamese collection, thanks to a 1993 Title V ISCA grant, now numbers approximately 1,000 volumes. The Chinese collection is over 3,000 volumes. Both collections include current magazines and newspapers.

Chinatown
2353 S. Wentworth
747-8013

Chinatown Branch opened in 1990 with a collection evenly divided between English and Chinese. It also had a \$75,000 collection of English-language materials on the Chinese heritage and culture. Usage of the Chinese language collection has far exceeded expectations, circulating materials to 121 suburbs as well as throughout the city. The Chinese-language collection, which includes books, audio cassettes, CDs and videotapes now numbers over 40,000 items. The collection has been developed through grants, gifts and the regular book budget.

Workshop

Several members of the Asian Materials and Services Committee of the Chicago Public Library attended a workshop on Etiquette; table setting, how to introduce yourself in a receiving line, which of the flatware to use first and when to send your thank you note. The workshop was conducted by Paula Person from Winnetka, Illinois. Ms. Person is the internationally known ambassador of Etiquette for all ages and founder of the Children's Spoon. The workshop was held at Carlos Restaurant in Highland Park, Illinois. A four star restaurant.

Availability of CJK Records Helps Libraries Worldwide

Institute in the Asia Pacific region benefit from participation in OCLC cataloging, retrospective conversion, and other services, but it is the entire OCLC community that benefits when bibliographic records from the Asia Pacific region are entered into the OCLC Online Union Catalog.

Cooperative efforts with the National Library of China, catalog records from Waseda University in Japan, and tape loaded records from national libraries in the region are examples of projects that result in a richer database for OCLC users.

The OCLC Online Union Catalog contains some 800,000 unique Chinese, Japanese, and Korean (CJK) bibliographic records in all subject areas. OCLC provides one of the largest automation networks of Chinese, Japanese, and Korean characters in the world. More than 35 libraries in the United States, as well as libraries in Australia, Hong Kong, and Taiwan, are using the OCLC CJK system online.

OCLC and the National Library of China are working together to create a database on "The National Bibliography of the Republic Era, 1911-1949." The project links China scholars with the source of documents to advance the study of modern China.

"There records in the CJK system are very helpful for research," said Marcia Lei Zeng, assistant professor of library and information science at Kent State University, Kent, Ohio. "It is really a significant body of data. You can't even find such a database in China."

Last fall, OCLC began a 330,000-title retrospective conversion project for Waseda University, Tokyo, Japan, converting catalog cards for books written in English, French, German, and other Roman-alphabet languages to electronic form. Converted records will be loaded into the university's local system and into the OCLC Online Union Catalog. Waseda has cataloged new library

acquisitions on the OCLC cataloging system since 1985.

Chinese, Japanese, and Korean materials cataloged in other countries may also benefit libraries in the Asia Pacific region. For example, OCLC began a retrospective conversion project in Nov. for the Harvard-Yenching Library of Harvard University. OCLC will convert 42,500 Chinese titles and 17,000 Korean titles in the Harvard-Yenching Library's East Asian collections. All the records will contain the vernacular characters. OCLC will also upgrade or correct subject headings, personal and corporate name headings, and series titles.

"CJK retrospective conversion services help libraries to convert their card catalogs to machine-readable records," said Andrew H. Wang, director, OCLC Asia Pacific services division. "It also helps to enrich the OCLC Online Union Catalog with East Asian materials. OCLC users then have better access to these materials."

"If we are to cooperate in collections or records, the first step is to go online with our own records," said James Cheng, head of the Richard C. Rudolph East Asian Library at the University of California, Los Angeles.

Thousands of records are also tapeloaded into the OCLC online Union Catalog from institutions in the Asia Pacific region. The National Library of Australia has loaded retrospective files of 180,000 book records covering 1972-1993 publications. Some 19,000 new records are expected to be added by the end of 1994.

In the near future, OCLC expects to load records from additional libraries in the Asia Pacific region.

Bob Murphy (reprinted from OCLC Newsletter March/April 1994)

The Library Fellows Program

In October, the second group of international library fellows arrived in Washington, and welcomed by the Director of this program, Robert P. Doyle and others. The Library Fellows Program is funded by the US. Information Agency (USIA) and administered by the American Library Association (ALA). There are two components in this program. One is to send librarians from the US. to other countries. The other is to bring librarians from other countries to the US.

The Library Fellows Program was established in 1986 through a grant from the USIA to ALA to send US. librarians overseas. Since then, 107 librarians have participated, by working in libraries or other educational institutions in 79 countries. Their projects have covered the full range of specialization in librarianship including designing automated library systems, training library staff for system use, developing and organizing American studies and US. government collections, assessing environmental conditions for book preservation and establishing graduate programs in library science.

In 1993, the program was expanded to bring non-US librarians to the US. and place them in US. libraries up to ten months. This year, nine librarians arrived in Washington, DC. to begin four to six month fellowships.

Starting October 4, the fellows had one week orientation in Washington, DC., where they toured Washington monuments and neighborhoods, the Library of Congress, Smithsonian Art Galleries, and the USIA Library. In the following week, the fellows came to Chicago. The Chicago week started with a series of workshops at the University of Illinois at Chicago (UIC). The faculty and staff at UIC introduced to the fellows of the American life, customs, health care, religions, etc. At the end of the day, the University of Illinois at Chicago had a library-wide reception for the fellows.

During the rest of the week in Chicago, the fellows visited Frank Lloyd Wright Historical District, Oak

Park Public Library, Graduate School of Library and Information Science at Rosary College.

Among the nine fellows, two of them are from Asia, Lu Suxin from China, and Norsham Bte Muslim from Malaysia. Lu Suxin is hosted by Ohio University-Athens, mentored by Gary Hunt, the Associate Dean of Libraries for Administration. Norsham Bte Muslim is hosted by the University of Washington Libraries in Seattle, mentored by Judith Henchy.

Lu Suxin is the Assistant Director at the Shenzhen Municipal Library, Shenzhen, PRC. The Shenzhen Municipal Library is one of China's most visited and technologically advanced libraries. Currently, Shenzhen is designing what will be one of the largest children's libraries in China. Her particular interest is in the area of library administration and management. She is also interested in learning more about information retrieval, current computer technology, cataloging and children's services. Lu is a graduate of Wuhan University, where she studied in the Library Sciences Department.

Norsham Bte Muslim is the Deputy Chief Librarian at the University Kebangsaan Malaysia (National University of Malaysia). She is responsible for special collection development, reference and documentation services. Plans are underway for the University to set up a campus-wide local network, with the library acting as the center of the information network. Other plans include strengthening the library's research collection, especially the Southeast Asian collection. Areas of professional interest include collection development, library staff management and development, planning for a new library building, user education, multimedia applications, inter-library loan and document delivery services. Ms. Muslim received a BA from the University of Malaya and a post-graduate diploma in librarianship from the University of Wales.

Edited by Fenghua Wang-Schaefer

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Massachusetts Institute of Technology Libraries

Administers personnel program for professional and support staff, a key component of which is conceiving and implementing staff development programs. Participates in development of plans and policies and serves as liaison to Institute offices. Will have opportunity to create effective and innovative human resources program, integrating staff development and training into achievement of Libraries' strategic objectives. Will manage programs for recruitment and appointment; administer salary review, evaluation and promotion systems; plan and implement staff development, training, and orientation program; counsel staff on personnel concerns and interpret library and university policies and procedures; work with department heads in planning for effective utilization of staff. Responsible for Libraries' affirmative action program.

QUALIFICATIONS: ALA-accredited MLS required as is extensive experience in an academic or research library including supervision of professional and support staff. Ability to work effectively with all levels of library staff and Institute officers; to develop and administer staff development, training, and orientation programs; and to handle personnel matters with sensitivity and confidentiality. Knowledge of personnel management principles; demonstrated sound judgment and problem solving ability; excellent oral and written communication skills. Commitment to affirmative action and equal employment opportunity.

HIRING SALARY RANGE: \$45,000 - \$52,000.

Priority consideration given to applications received by January 15, 1995. Send letter, resume, and names and addresses of three references to:

Search Committee for Head Librarian, Personnel Services (APALA)
MIT Libraries
Room 14S-216
Cambridge, MA 02139-4307

MIT is strongly and actively committed to diversity within its community and particularly encourages applications from qualified women and ethnic minority candidates.

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ACCESS SERVICES LIBRARIAN THE UNIVERSITY OF VERMONT University of Vermont Libraries: Interested in new and innovative ways of providing access to information? The University of Vermont Libraries inviting applications for the position of Access Services Librarian. Reporting to the Assistant Director for Collection Management Services, the Access Services Librarian will be responsible for managing the overall operations of the Access Services Group which consists of the Bailey/Howe Library's circulation, reserve, periodicals, stack maintenance, interlibrary loan and document delivery operations. We are seeking a person who would like to develop a new unit, merging circulation and interlibrary loan and who can think creatively about using technology to provide materials for patrons. Will serve as a member of the Collection Management Team which includes faculty and staff responsible for access services, collection development, acquisitions, cataloging, end processing and preservation. Contributes to the University in the areas of educational mission, scholarship and creative activities, and service.

REQUIRED QUALIFICATION: ALA-accredited MLS or international equivalent; two years professional public services experience in an academic library with access services, interlibrary loan or circulation. Experience managing full-time staff and students. Knowledge of current technologies and services, including electronic requesting and delivery technologies, commercial document delivery services, electronic reserves and copyright compliance. Familiarity with electronic and print bibliographic sources. Ability to organize work effectively. Demonstrated evidence of problem solving skills. Flexibility and ability to work harmoniously with colleagues. Must have a commitment to team-based management, effective oral and written communication skills, and the ability to work in a demanding and rapidly changing environment, and a public service orientation. Evidence of innovation in providing library service and an understanding of the variety of access needs of all academic library users.

PREFERRED QUALIFICATIONS: Management experience in both interlibrary loan and circulation, experience providing reference service, experience providing reference service, experience with NOTIS, systems training or experience. Desired starting date of March 1, 1995 is open to negotiation.

CAMPUS AND ENVIRONMENTS: The University of Vermont (UVM) enrolls approximately 9,600 undergraduate, graduate and medical students. It is located in Burlington, a metropolitan area of 135,000 people situated on the shores of Lake Champlain between the Adirondack and Green Mountains. The area offers a wide range of cultural and recreational opportunities.

RANK AND SALARY: Library Assistant or Associate Professor, depending upon qualification, non-tenure track, 12 month appointment. Minimum salary: \$28,00 for Library Assistant Professor, \$34,500 for Library Associate Professor. **BENEFITS:** Excellent fringe benefits include TIAA/CREF (or alternative plans), 22 days of annual leave, and tuition remission for 15 credit hours per year.

APPLICATION: Send letter of application, professional resume and names, addresses and phone numbers of three references to: Birdie MacLennan, Search Committee Chair, Bailey/Howe Library, The University of Vermont, Burlington, VT 05405-0036. Review of applications will begin upon receipt and continue until an appointment is made. Applications received prior to December 21, 1994 will receive first consideration. The Library encourages applications from women and people of diverse racial, ethnic, and cultural backgrounds. UVM is an EO/AA Employer.

ASSISTANT REFERENCE LIBRARIAN The University Library of the University of Illinois at Chicago seeks an Assistant Reference Librarian to work under the direction of the Reference Librarian in the Main Library. Major responsibilities include reference service, computer literature searching and library instruction. The University of Illinois at Chicago is a research institution with quality standards in research and publication. The University Library is well known for its outstanding faculty, its collections and staff, its interest in experimentation and change, and its planning for the future. The campus has an extensive computer-based communications network, including NOTIS and electronic mail capability.

MINIMUM QUALIFICATIONS: Master's degree in Library Science from a program accredited by the American Library Association; two years of professional library experience or equivalent professional experience; ability to promote vigorously information services and instructional programs and to assist users at varying levels of educational background; interest in and knowledge of and/or experience with automated information system; evidence to meet university standards in research, publication, and professional service commensurate with tenure. Weekend and evening hours required.

ADDITIONAL DESIRABLE QUALIFICATIONS: Previous work experience in reference/information services; experience and/or coursework in online searching.

SALARY/RANK/CONTRACT: Faculty appointments in the UIC Library begin at \$30,000. Salaries are competitive and based on education and experience; faculty status; twelve month appointment; 24 days vacation; 12 days annual sick leave with additional disability benefits; 11 paid holidays; medical insurance (contribution based on annual salary; coverage for dependents may be purchased); two dental plans available; life insurance paid for by the State; participation of the State Universities Retirement System compulsory (8% of salary is withheld and is tax exempt until withdrawal); no Social Security coverage but Medicare payment required; physical examination at University Health Service is required upon appointment. For fullest consideration apply by: February 28, 1994 with cover letter, supporting resume and the names of at least three references to:

Darlene M. Ziolkowski
Personnel Librarian
University Of Illinois at Chicago,
Box 8198
Chicago, Illinois 60680

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Assistant Director - Office of Accreditation

Temporary Position -30 weeks

Grade 10

Salary Range: \$700.00 per week

Responsibilities: Manage database of statistical data using Paradox relational database software as customized for the Office of Accreditation; manage paperflow of documents related to accreditation process; supervise administrative assistant. Input of statistical annual report. This individual will also assist in preparing petition for CORPA recognition; prepare original copy for PRISM newsletter; assist Director in evaluation of accreditation process.

Requirements: Excellent written and oral communication skills; individual should possess excellent strong interpersonal skills since external contact involves interaction with faculty, deans, and librarians in academic environment. MLS preferred.

American Library Association
Human Resources Department
50 East Huron Street
Chicago, IL 60611
94AD/OA-1X

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Program Director - Development

THIS IS A TWO-YEAR, GRANTED FUNDED PROJECT

Grade 10

Salary range: \$29,000 - 30,000

Coordination of a national project to provide fundraising training to small and midsize public libraries. Responsible for the following national promotion assistance to the participating libraries; development of database and an information clearinghouse; organization of training seminars and preparation of program materials; project report and evaluation. Newsletter participation, coordination of National Advisory Committee and supervision of secretary.

Requirements: Three to five year fundraising experience in organizing and managing programs, preferably in libraries.

American Library Association
Human Resources Department
50 East Huron Street
Chicago, IL 60611
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