

LIBERATING THE LEADER IN YOU

Lou Wetherbee to offer a second Leadership Institute



Louella Wetherbee, Library Consultant

Reduced funding, challenges from competing services, and the perception of irrelevancy in an Internet age are threatening libraries. If library services are to grow, change and thrive, it is clear that the profession needs individuals that practice leadership behaviors in their everyday work lives.

Louella Wetherbee, Texas-based library consultant, will return to Rochester to repeat the Leadership Institute, training 36 new library staff to become leaders.

In 2002, 40 library staff members participated in the first RRLC Leadership Institute, where they learned the skills identified by Posner and Kouzes as the five essential behaviors of leaders:

- * Model the way
- * Inspire a shared vision
- * Challenge the process
- * Enable others to act
- * Encourage the heart

“People make extraordinary things happen by liberating the leader within everyone.”

Posner and Kouzes, The Leadership Challenge.

RRLC Leadership Institute — 2 — Extending the Leadership Continuum

RRLC is undertaking a new leadership initiative. The Council has received a 2003/2004 LSTA grant for our project entitled, *Extending the Leadership Continuum: RRLC Leadership Institute 2*. Our vision is:

- Staff at all levels at member libraries in the Rochester Regional Library Council area will learn and practice a series of leadership skills enabling them to do their work more effectively creating better library service.
- Leadership training will become an ongoing activity in the Rochester region, using library staff that attend the Leadership Institute as trainers.

The graduates of RRLC’s first leadership institute, *Accepting the Leadership Challenge*, learned leadership skills that are applicable at all levels of library service. Now RRLC is going one step further, to ensure that Rochester area libraries will have a growing cohort of trained leaders. Besides training 36 new leaders, Lou Wetherbee, will train a select group of 15 to become trainers themselves.

The graduates of LI-1 — and their
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Need Healthcare Information with a Local Twist? CLIC-on-Health!

Do a “Quick Find” search on diabetes on the new CLIC-on-Health website (www.cliconhealth.org) and you find MedlinePlus information *and* local agencies that can help you. CLIC-on-Health (Community and Library Information Collaboration on Health) combines information from the *Monroe County Human Services Directory* with full-text information from Medline Plus and is available in English and Spanish. You can find local support groups, information on medications, tips on well-



ness, and links to other health-related websites, such as “TeenGrowth.com” and “familydoctor.org”. Because materials available on the website are selected by public and medical librarians, you can be assured that the information is authoritative. Best of all, it provides a “one-stop-shopping” destination for people looking for health information.

Over 400 local healthcare agencies are listed, selected from the *Monroe County Human Services Directory*. The health agencies can update their own entries and add any additional information, through the use of the software used to maintain the site. Agencies can be found through a Quick Find search, by browsing an alphabet-

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Connections—how town and branch public libraries benefit from the Monroe County Library System



(This article was written by Betsy Gilbert, Director of the Fairport Public Library. Services she describes for Fairport, apply to all public libraries in Monroe County.)

There is often some confusion about what the Monroe County Library System is and how it relates to the Fairport Public Library. The Monroe County Library System (MCLS) provides many services to the Fairport Public Library, which enables us to concentrate our resources in direct services to the community. MCLS provides an infrastructure that is transparent to the library users.

MCLS is the organization that provides and maintains the computer system that allows us access to the Internet, an online catalog available over the Internet that shows all the materials in all the public libraries in the county, a delivery system that allows library materials to move freely between libraries, the ability to borrow books not owned in any public library in Monroe County and far more.

MCLS also supports the Central Library, which is the public library for all of Monroe County. The Central Library has a much larger and varied collection and staff who have expertise in different subject areas. If we are not

able to answer a reference question at Fairport, often we can borrow materials from the Central Library or call the librarians at the Central Library and get the answer.

What would the Fairport Public Library look like without MCLS? When you used the Fairport Library you would be able to borrow only the materials owned by Fairport. When you came in the Fairport Library and looked something up on the library catalog, you would see only what Fairport owned, not what every library in Monroe County owned. If you were able to find that a book you wanted was at the library in Greece or Brockport or at the Central Library, you would have to have a library card for each library and drive there to borrow their materials. You would also have to return those materials directly to the owning library.

MCLS provides services that can be supplied more efficiently and with less expense when done for a larger group. Without MCLS, each library would have to have its own computer

system to checkout materials, for the library catalog, and for access to the Internet. These services would be paid for from local funds and would take resources from the other services the library offers.

Another benefit of MCLS is membership in the Rochester Regional Library Council (RRLC). Through RRLC, the members of the Fairport and Perinton community have access to the collections of all the academic and special libraries in a five county region via interlibrary loan. Other services RRLC provides include shared database purchasing which saves money through economy of scale purchases, an excellent training program for library staff, access to consumer health information through cooperative programs with the medical libraries in the region, delivery to the RRLC member libraries, and a variety of other services that make us better able to serve our community.

The Fairport Library is better able to serve its community because of the often "invisible services" of MCLS.

Leadership *(Continued from page 1)*

supervisors — have confirmed what Posner and Kouzes found:

"What we have discovered and rediscovered, is that leadership is not the private reserve of a few charismatic men and women....People make extraordinary things happen by liberating the leader within everyone."

Speaking About Leadership

Frank Wojcik, Ph.D., Dean of Information Services and CIO at SUNY Brockport gives his full support for the Leadership Institute. "Two staff members participated in the 2001-2002 Leadership Institute. They have developed into outstanding leaders within our organization. I believe that the Leadership Institute has had a substantial posi-

tive impact on their ability to lead... The success of these two librarians is a testament to the effectiveness of the Leadership Institute."

"As a participant in the last Leadership Institute, I can tell you that the training I received changed the way I think about and do many things," said Betsy Gilbert, Director of the Fairport Public Library. "I am far more aware of the impact my actions have on my staff. I have put a great deal more thought and effort into communicating with them on a variety of issues—everything from encouraging their successes to instilling my vision for the future of the organization."

For more information and additional comments from the first Leader-

ship Institute, please visit our Leadership-2 website at www.rrlc.org/leadership2.html. An application form is also available on the website. The first training session will be in late January 2004.

(This program is supported in part by Federal Library Services and Technology Act funds awarded to the New York State Library by the Federal Institute of Museum and Library Services.)

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Member Library News



Rochester Regional Library Assistants

The Rochester Regional Library Assistants sponsored two dinners at the Ronald McDonald House. Donations were collected from area libraries to purchase the food, and there was enough collected to fund both dinners plus extras to stock the Ronald McDonald pantry. Dinners were prepared on Saturday, April 26th and again on August 9th. The volunteers at both events included library assistants and their family members from the Rochester area. The first menu was boneless chicken, mashed potatoes with gravy, stuffing, green beans, rolls and brownies. The second menu consisted of chicken on the grill, baked beans, salt potatoes, corn on the cob, rolls, watermelon & brownies. The residents at the house are always very appreciative, and it was a rewarding experience for everyone who helped out.

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Save the Date!

The RRLC Library Assistants group will celebrate the holiday season with a fun brunch party on Saturday, December 13 beginning about 10:30 a.m. Joanne Paladino has graciously offered to host the event at her new home. Keep watching your rrlc-l listserv for further details. This is a great opportunity to get together with old friends and meet new ones!

Music at Noon at SUNY Brockport



SUNY Brockport's Drake Memorial Library is hosting "Music at Noon", a series of four casual concerts presented in conjunction with Brockport's School of Arts and Performance. The musicians are Eastman School of Music students and alumni. The first concert was held on October 15, 2003 and featured jazz performed by Josh Rutner and Red Wierenga. The music was well received by library patrons and by those dining in the Aerie Cafe. Though it interrupted the Library routine, the many smiles on our patrons' faces made it worthwhile.

Future concert dates are November 12, March 3, and April 7. All concerts begin at 12:10 p.m. Admission is free.

UR Libraries Receive IMLS Grant

The River Campus Libraries at the University of Rochester received a \$103,546 National Leadership Grant from the Institute of Museum and Library Services for a Research and Demonstration Project. The grant will support the hire of an anthropologist skilled in analyzing work environments. The anthropologist will work with faculty to uncover ways in which DSpace, an open source institutional repository system, can better facilitate their work.

Greece Public Library PAWS TO READ- Children reading to dogs

Who let the dogs into the Greece Public Library? On Saturday September 13, 2003 children ages 6 and up were invited to read their favorite book or pick one from the library's collection to one



of the Denali Farms Obedience Training dogs. Two Newfoundlands, an Australian Shepherd, a Bernese Mountain Dog, a German Shepherd and an English Mastiff sat patiently and attentively as young patrons read to them! Trainers were available to answer questions about their dogs. Bookmarks featuring the dogs' pictures and facts about their breeds were given to all participants. Doggie-themed

St. John Fisher Faculty and Librarians Make Plans for Information Literacy

St. John Fisher College's Lavery Library has had a strong bibliographic instruction program for over 20 years, which is now being transitioned to a fully developed Information Literacy (IL) program. During 2002-2003 the College developed a Strategic Plan to guide its activities and priorities for the next few years. Prominent among the academic objectives for St. John Fisher College is to "Plan and implement a campus-wide information literacy program that carries students through their entire length of study, promotes life-long learning, and is assessable."

To advance this objective, we have formed a subcommittee of the Curriculum and Instruction Committee (C & I) composed of 15 teaching faculty members and librarians who have already been collaborating on IL instruction in the classroom in four pilot departments. By April, this group will document recent IL activities; assess the effectiveness of IL through analysis of past and present assignments, tests, and other measures; and refine IL in these pilots so that they can serve as models when faculty ask "What might an IL program look like in my department?" Finally, this group will presents its findings to C & I and recommend the next steps needed to move information literacy forward in 2004-2005.

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CLIC-on-Health

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cal listing of agency names or by subject, or by keyword search.

The new website is the end result of several years of collaboration among the public, medical and school libraries in the Rochester area, under the auspices of the Rochester Regional Library Council. Our motto from the start was "Quality information for a healthier community." As librarians, we knew that accurate and authoritative information can change the outcomes of health interventions (*The Rochester Study: Impact of Information Provided by the Hospital Libraries in the Rochester Area*, RRLC, 1991). As consumers, we know that people are now required to make more of their own healthcare decisions. Quality information can help them do that.

The CLIC-on-Health website is only a part of the RRLC CLIC-on-Health initiative. Under multiple National Library of Medicine grants, and an LSTA grant funded by the Institute of Museum and Library Services through the New York State Library,

RRLC and area public, school, and medical librarians are training targeted groups on how to search CLIC-on-Health to get needed medical information. Medical librarian Chris DeGolyer, and project director, Linda Phillips, have already trained public librarians and some healthcare agency staff. They will also be training school librarians, school nurses, senior center staff, and seniors in the months ahead. CLIC-on-Health provides the easy access that people need to health information. Julie Hutchinson, the School Nurse at School #9, said about CLIC-on-Health, "This is great! It is just what we need. School nurses are only as effective as the information resources that are available to them." Finding that information is now easier – through CLIC-on-Health.

CLIC-on-Health is a project that brings together libraries, health organizations and associations, healthcare delivery systems, and educational institutions in order to provide all the people of the greater Rochester area with the high-quality healthcare information and resources they need to make wise lifestyle and healthcare choices.



Sneak Preview Sneak Preview

Coming in the Spring:

Cultivating Effective Employee Performance: A Skills Survey Proposal And

What Every Supervisor Should Know: Avoiding Pitfalls Under the Employment Discrimination Laws

Two workshops from the Cornell University School of Industrial and Labor Relations. Learn about performance management, and about the legal issues that confront supervisors when dealing with performance and development issues.

Why Marketing Matters and the Buzz About Branding, a presentation by the Ad Council of Rochester. Learn how marketing relates to libraries, what "branding" means to non-profits, and how to create a marketing plan for your library.

PLUS:

A continuation of the popular Thursday afternoon "Becoming a Techie" series. Elton Ray will be back with a new list of topics for the layman-turned-techie.

Watch the RRLC listserv and website (www.rrlc.org) for further information as plans are finalized for these exciting programs.

Monroe County (NY) Library System

► Explore the Internet ◀

Ask A Librarian



Ask by E-Chat



Ask By E-Mail



Ask By Phone

What is "Ask by E-Chat"?

"Ask by E-Chat" is an exciting new reference service of the Monroe County Library System. With "Ask by E-Chat", Internet users can chat in real time with local reference librarians, who can answer questions and help find both online and hardcopy resources. This service can be accessed from any Internet connection, be it at home, work or

school. Need an answer? Find it easily, quickly and accurately with "Ask by E-Chat". "Ask by E-Chat" is funded by a Federal Library Services and Technology Act grant, awarded to the New York State Library by the Federal Institute of Museum & Library Services.

RRLC People in the News

Ted Ciambor, Assistant Director at LeRoy V. Good Library, **Monroe Community College**, has been elected as 2nd Vice President of SUNYLA, and he is also serving as Chair of the 2004 Conference Committee.

David Chatham, Director of the Lorette Wilmot Library at **Nazareth College of Rochester**, has been elected Vic-President/President-elect of the Academic and Special Libraries Section of NYLA. RRLC's Assistant Director **Debby Emerson** has been elected as an ASLS Director.

Susan Clayton, Media/Reference librarian at **Finger Lakes Community College** has accepted a position at University of Redlands in California. Applications for the librarian position are currently being reviewed.

The **Geneva Free Library** Board of Trustees has appointed **Kimberly Iraci** to serve as Interim Director. Kim has been employed at the library for the last nine years, including six years as Head of Central Library Services. She brings a thorough knowledge of the library and its operations to the Interim Director position.

Lucretia McClure, President of the RRLC Board of Trustees, has been appointed Vice-Chairperson of the **New York State Regents Advisory Committee on Libraries**.

Mrs. McClure also was presented with the **Lisabeth M. Holloway Award for Distinguished Service to the Archivists and Librarians in the History of the Health Sciences** and to

the profession of librarianship at the association's annual meeting in Boston this spring. The award is named for Lisabeth M. Holloway, a founder of the Archivists and Librarians in the History of the Health Sciences (ALHHS).

Larry Naukam has been named Head of the Local History and Genealogy Division of the **Rochester Public Library**. Larry is a well-known speaker on the topic of genealogy, a contributing editor to *Genealogical Computing* magazine and has published contributions in *Heritage Quest* magazine and various how-to online genealogy books.

Jennifer Ries-Taggart, formerly the MCLS Librarian in Charge of Special Projects, has been appointed director to the **Seymour Library in Brockport**.

Michael Robertson, has retired as Head of Library Technology Services at RIT.

Lindsay Ruth, former director of the Geneva Free Library, has accepted a position at Cornell University in the Office of Alumni Affairs and Development. Lindsay left **Geneva Free Library** at the end of September. She was interested in pursuing a career change and moving into the field of "fund-raising". Lindsay had been at Geneva for 14 years, the first years as head of reference and young adult services. She was very active in RRLC and has served for the past three years as Chair of the RRLC Advisory Committee of Library Directors. We are sorry to lose her to the profession and to the region. She will be greatly

missed.

Demographic Change in Academic Libraries, by **Stanley J. Wilder**, Associate Dean, Information Management Services, River Campus Libraries, has just been published by the Association of Research Libraries.

Welcome to the following new staff at RIT:

Adwoa Boateng has just recently been hired at RIT as a Reference Librarian/Bibliographer for Science, Math and Imaging Science.

Patti DiPassio joined the RIT staff in June as an Acquisitions/Serials Technician.

Patrick Haney, an RIT alumnus, is the new Web Developer/Software Specialist at RIT.

Roman Koshykar holds the newly created position of Reference Librarian/Bibliographer for the Golisano College of Computing and Information Science at RIT.

Christopher Lerch, an RIT alumnus, succeeds Michael Robertson as the new Head of Library Technology Services at RIT.

Dirk Wyatt, also an RIT student, serves the Circulation Department as After-Hours Coordinator.



Rochester Regional Library Council

390 Packett's Landing
Fairport, New York 14450

Executive Director: *Kathleen M. Miller* Clerical Assistant: *Michelle Costello*
Assistant Director: *Deborah Emerson* Regional Archivist: *Christine Ridarsky*
Business Manager: *Sue Vanderwall* CLIC-on-Health Project Director: *Linda Phillips*
Administrative Assistants: *Sally Collins, Georgia Learn*

RRLC Calendar

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|---------|--|---------|---|
| Dec. 1 | 9 a.m. - 12 p.m. "Photoshop Elements Part 3" with Barbara Moore. RRLC Training Cneter. | Jan. 8 | 2 p.m. - 4 p.m. Monroe #1 BOCES Council Meeting. RRLC Conference Room |
| Dec. 1 | 6 p.m. - 8 p.m."Health Resources on the Internet" with Sandy Johnson, Monday Night @ the Council Pizza Series - RRLC Training Center | Jan. 22 | 2 p.m. - 4 p.m. _Monroe #1 BOCES Liaison Meeting. RRLC Conference Room |
| Dec. 2 | 2 p.m. - 4 p.m. Historical Records Advisory Committee Meeting. Ontario County Historical | Jan. 23 | 12 p.m. - 2 p.m._"A Technology Toolkit: Survival Skills for Everyone" with Donna Fryer. <i>SOARing to Excellence</i> Teleconference. SUNY Geneseo |
| Dec. 2 | 4 p.m. - 5:30 p.m.Rochester City School District Training Session. RRLC Training Center | Jan. 27 | 8 a.m. - 4:30 p.m._ALEPH Training. RRLC Training Center |
| Dec. 3 | 9 a.m. - 4:30 p.m."MS Access Level 4" with CESC. RRLC Training Center | Jan. 28 | 9 a.m. - 5 p.m._"Extending the Leadership Continuum" with Lou Wetherbee. Gleason Auditorium/Rundel Auditorium |
| Dec. 5 | 9 a.m. - 4 p.m."Financial Management for Librarians" with Gary Byrd. Fairport Public Library. | Jan. 29 | 9 a.m. - 5 p.m._"Extending the Leadership Continuum" with Lou Wetherbee. Gleason Auditorium/Rundel Auditorium |
| Dec. 5 | 9:30 a.m. - 10:30 a.m. Reference Interest Group. RRLC Conference Room | | |
| Dec. 8 | 6 p.m. - 8 p.m."Creating a Simple Spreadsheet using Excel" with Barbara Moore. Monday Night @ the Council Pizza Series. RRLC Training Center. | | |
| Dec. 9 | 9 a.m. - 3:30 p.m. SUNY OLIS Training. RRLC Training center
9:15 a.m. - 11 a.m. RRLC Library Assistants Group Meeting. RRLC Conference Room | | |
| Dec. 10 | 9 a.m. - 12 p.m."Publisher - Intermediate" with Barbara Moore. RRLC Training Center. | | |
| Dec. 11 | 9 a.m. - 12 p.m."Search and the 'Net at 2004" with Michael Hunter. RRLC Training Center | | |
| Dec. 15 | 9 a.m. - 3:30 p.m. SUNY OLIS Training. RRLC Training Center | | |
| Dec. 15 | 12 p.m. - 2 p.m. RRLC Advisory Committee of Library Directors Luncheon Meeting. RRLC Conference Room | | |
| Jan. 8 | 12 p.m. - 1:30 p.m._RRLC Board of Trustees Meeting. RRLC Conference Room. | | |

For more information on any of these events email: rrlc@rrlc.rochester.lib.ny.us.

Employment Opportunities

- Adjunct Reference Librarian**, Hobart and William Smith Colleges.
part time position
- Library Aide**, Brighton Memorial Library
- Electronic Services Librarian**, Elmira College, twelve-month position
- Reference Librarian (Part-Time)** Monroe Community College

For more detailed descriptions of these and other jobs, go to <http://www.rrlc.org/jobs.html>.