

# apla Bulletin

The Atlantic Provinces Library Association

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## APLA '99 KEYNOTE

### BILL RICHARDSON : AN "INSIDER'S VIEW" OF LIBRARIES AND LIBRARIANSHIP

In keeping with the "Shore Leave" theme of the 1999 APLA Conference in Saint John, the CBC's Bill Richardson gave an entertaining and humorous keynote address that was both lighthearted and highly personal. As a matter fact, after he saw that the title of the conference was "Shore

Leave" he said he thought he might re-title his keynote as "Hello, Sailor!"

Currently the host of "Richardson's Roundup" on CBC Radio, and author of nine books, Richardson was a children's librarian before becoming a writer and broadcaster. He began his library career as a reference assistant at the Winnipeg Public Library, where he wanted to emulate the people responsible for such good things as libraries, and so off he went to get an M.L.S. He moved to Vancouver, which he viewed as a hub of cement condominiums, leaving Winnipeg for the sybaritic lifestyle of the West Coast and to attend UBC. He noted that his library school attendance was fostered by wanting to be a guardian of books, coupled with a wish for a warm and dry place in which to work !

On a more philosophical level, Richardson believed then, and does now, in the democratic idea of the public library, an unlikely idea but civically very important. As a young man, he was amazed that the public itself would be have been sufficiently concerned with literacy and provision of books for all to actually create such an institution ! He

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*Bill Richardson*

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## NEWS FROM THE PROVINCES...

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that all thirteen NSCC campuses have both staff and facilities to meet the information needs of students and faculty. In November 1998 the College joined Novanet and compuses will begin loading their collections over the next few months. Centralized cataloguing and acquisitions will take place at the Truro Campus under the direction of **Bev Neable**, Technical Services Librarian. A yet to be hired Public Services Librarian will coordinate the delivery of college-wide information services including full-text electronic resources. The Learning Resource Service is in the process of hiring eleven new staff. Stay tuned for more exciting developments at the College!

On May 26<sup>th</sup>, the Hall of the Clans, **Angus L. Macdonald Library**, **St. Francis Xavier University**, was the location of a very special dedication to the Library's namesake, Mr. Angus L. Macdonald. Members of Mr. Macdon-

ald's family were on hand to donate the artwork of the Angus L. Macdonald commemorative stamp. The late Mr. Macdonald, a former Premier of Nova Scotia, is one of 10 figures Canada Post is paying tribute to in this manner. The reception was widely attended by members of St. FXU administration, staff, and faculty.

Best wishes are extended to **Mark Leggott** and **Trina O'Brien Leggott** as they venture west to Winnipeg, Manitoba. Mark has accepted a position as University Librarian at the **University of Winnipeg**. Mark has worked with APLA in a variety of roles. Thank you Mark, for your contributions to librarianship in the Atlantic Region.

St. Francis Xavier University Library staff members were recently recognised at the annual St. FX Staff Appreciation Day. Retirees **Bernadette Landry**, **Isabel MacDonald**, and **Mary Lillian MacDonald** were honoured for their many years of service. **Shirley MacDougall** was congratulated for 25 years service while

**Elaine Christensen**, **Marilyn MacDonald**, **Glenna Quinn**, and **Bahereh Shafiei** received recognition for ten years service. Best wishes to all!

*Public*

**Halifax Regional Library** - All HRL employees were invited to attend information sessions devoted to communication of the concepts and directions with the Strategic Plan. These sessions were well received and helped build understanding and unity within the system.

A Staff Recognition Ad Hoc Committee has been established to determine if a recognition program should be introduced and, if so, what such a program should look like. The Committee is chaired by **David Hansen**, Reference Librarian.

Expressions of interest have been invited from qualified architectural firms to design and construct a 30,000 sq.ft. public library branch to replace the existing **Thomas Raddall Branch** of 10,000 sq.ft. currently housed in leased space. The library will be the first phase of a community recreation complex that will also include an indoor leisure pool, wellness centre, municipal storefront, and meeting rooms.

**Eastern Counties Regional Library - Eastern Counties Regional Library** is looking forward to another busy summer. May 8<sup>th</sup> saw the launch in Mulgrave, of festivities for the Regional Library's 30<sup>th</sup> anniversary. With the help of summer students, the branch libraries are busy planning other activities for the summer months.

One of these summer activities is the French language summer reading program held in the Acadian community of Cheticamp. This program was very successful last summer.

At Headquarters, library staff and students continue to work on the automation project. Project deadlines are being met and it's expected that online circulation will be available early in 2000.

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## NEWS FROM THE PROVINCES... (continued)

### *Nova Scotia Provincial Library*

Nova Scotia's library advocacy video premieres at LBANS conference.

Members of the **Library Board Association of Nova Scotia** were treated to the premiere presentation of Nova Scotia's first library advocacy video, *Libraries: Where the Future Begins*, at a candlelit banquet in Louisbourg during their annual conference.

Minister of Education and Culture **Wayne Gaudet** introduced the video during his address to LBANS members, recognizing the importance of board members and trustees as advocates for their libraries.

The video will be shown to municipalities, service clubs and other interested parties across the province, and marketed to libraries across the country. The video focuses on the important and rapidly expanding role libraries play within the communities they serve. Using personal accounts from actual library patrons, *Libraries: Where the Future Begins* shows how much libraries have adapted and modified their services to take full advantage of the boom in information technology.

The video is available free of charge to residents and organizations across Nova Scotia. For more information, contact **Judy Naugler**, **Nova Scotia Provincial Library**; phone (902) 424-2454, fax (902) 424-0633; or e-mail

It's time to dig out your moon boots, because June 21 marks the beginning of the province wide Blast Off Week for the 1999 Summer Reading Program. The slogan *Launch Yourself Into A Good Book/ Lancez-Vous Dans La Lecture* and the colourful outer space logo promote this year's theme.

This year's program features a visit to each of the nine regional libraries by astronaut Steve MacLean August 18-20. The Summer Reading Program will be publicized by all the library regions through the local media and, to

encourage schools to participate, posters have been sent to all elementary curriculum coordinators in the Nova Scotia regional school boards. More details about the activities planned for Blast Off Week will be available soon from the Nova Scotia Provincial Library web site.

More people log on to computers at Nova Scotian libraries than libraries anywhere else in the country, and Halifax is second only to Ottawa for highest percentage of computer use in libraries and schools, according to the second annual **NovaKnowledge** Report Card. The Report Card is prepared to evaluate and review Nova Scotia's participation in the knowledge-based economy. **Carole Compton-Smith** attended a portion of the day-long seminar, the Nova Knowledge Economy Summit, in Halifax on May 26. Carole received copies of the Report Card at that time. An important finding in this year's report is that although Nova Scotia is an excellent location for businesses, the low wage economy creates a "brain drain" of skilled employees. Visit the Nova Knowledge web site at [www.novaknowledge.ns.ca](http://www.novaknowledge.ns.ca) for more information.

**Marion Pape** has accepted a two-year secondment to Industry Canada to work with the Urban Community Access Program. She will be based in Ottawa. **Elizabeth Armstrong** has been appointed Acting Provincial Librarian as of May 25, 1999.

**Carole Compton-Smith** is now Acting Coordinator of Technical Services. **Andrea John** has accepted the position of Librarian in the Department Library, replacing **Kathryn Arbuckle**. The position of Coordinator of User Services is currently being advertised.

### *APLA Conference*

Many members of Nova Scotia's library community attended APLA's recent conference. Held in the beautiful city of St. John, New Brunswick, "*Shore Leave/Escale*" gave all participants the opportunity to attend informative and entertaining conference sessions; examine the offerings of the many vendors present; meet friends

and enjoy social gatherings. Congratulations are sent from Nova Scotia to all members of the Program and Local Arrangements Committees. Your efforts and hard work paid off in a very successful conference! Thank you.

- *Cathy Chisholm*  
Vice-President (NS)



### *College Libraries*

**Annette Anthony**, formerly the Reference/Instruction Librarian at Mount Saint Vincent University in Halifax, is the new librarian at the **Seal Cove campus** of the **College of the North Atlantic**.

### *Public Libraries*

**The St. John's Library Board** has recently undertaken two fund-raising initiatives, a new brochure, "Come Join Us", and an "In Memoriam" card, whereby donations can be made to the Library in memory of family or friends.

The latest in a series of collection guides from the **St. John's Public Libraries'** Newfoundland Collection is on the topic of Newfoundland and Confederation. The Guide marks the 50th anniversary of Newfoundland's entry into Confederation and is available off the Library's home page at: <http://www.publib.nf.ca> > .

The St. John's Library Board has received a \$20,000 grant from the City of St. John's to enhance the Library's collection of materials for the visually impaired. The grant will be used to

## NEWS FROM THE PROVINCES...

(continued)

purchase talking books, large print books and audio books.

The St. John's Public Libraries participated in National Poetry Month in April by mounting displays and hosting a poetry reading by John Steffler on April 17 and a joint reading by Agnes Walsh and Carmelita McGrath on April 29. National Poetry Month activities were made possible by support from the League of Canadian Poets and the Canada Council for the Arts.

As part of **Newfoundland and Labrador Library Week** activities in St. John's, the **Marjorie Mews Library** hosted a reading by Newfoundland novelist Bernice Morgan on April 27. The capacity crowd heard Morgan read from her novels "Random Passage" and "Waiting for Time". The reading was co-sponsored by the Canada Council for the Arts.

The St. John's Public Libraries' winter financial planning series concluded on April 7 with a popular session on the Top Ten Tax Tips, by local financial planner Don Cuff.

Children's author Barbara Nickel (author of "The Secret Wish of Nannerl Mozart") read from and talked about her work at the **A.C. Hunter Children's Library** in St. John's on April 15.

The popular Writer in the Library programme of creative writing workshops for children returned to the A.C. Hunter Children's Library for an eight week series from April 13 to June 1. A very keen group of 12 young people were instructed by local writers Libby Creelman and Janet Fraser. The Writer in the Library series is jointly sponsored by the **Provincial Information and Library Resources Board** and the Writers' Alliance of Newfoundland and Labrador.

### University Libraries

**Chris Dennis** of Memorial University's **Queen Elizabeth II Library** is presently on sabbatical from his duties in the Collection Development Divi-

sion. He is engaged in doing research for a book in the area of Philosophy.

**Barbara McDonald** has taken maternity leave from her position in Lending Services at the Queen Elizabeth II Library.

Some good news was to be had on the university library front. After several years of uncertainty, the Queen Elizabeth II Library's base budget has been increased by \$900,000. This amounts to a \$440,000 increase over the 1998/99 expenditure levels, or a 5% increase. Current plans for journal cancellations have been scaled back considerably as a result.

### Newfoundland and Labrador Annual General Meeting and Dinner

The **Newfoundland and Labrador Library Association** held its Annual General Meeting at the Woodstock Colonial Restaurant on May 18. Association business included a decision to institute a one-day NLLA conference for next year in place of holding several general meetings throughout the year. The guest speaker at the meeting was Provincial Archivist **Shelley Smith**, who talked about recent developments at the Provincial Archives in Newfoundland.

It was announced that **Pat Warner** has agreed to take on the editorship of the Newfoundland and Labrador Library Association Bulletin during Chris Dennis' sabbatical.

The new NLLA Executive was unveiled at the meeting. It comprises: **Dianne Cmor** (President), **Colleen Field** (Vice-President), **Pamela Morgan** (Past-President), **Adriana Popescu** (Secretary), **Chitra Paranjape** (Treasurer).

### Newfoundland and Labrador Library Week

The Newfoundland and Labrador Library Association held its annual Library Week from April 25 - May 1, 1999. This year's theme was "Read, Explore, Connect @ The Library," and the week featured library open houses, contests, Internet sessions, author readings, and a host of other activities at

public library branches across the province. Amongst the activities organized by the Library Week Committee were:

A Library Week Photo Contest for all age groups, in which contestants were asked to submit photographs illustrating their vision of libraries and how libraries make a difference.

A Kid's Book Choice Award Contest. Children were encouraged to send the name of their favourite book to the Library Week Committee. All entries, including the children's name, school, or library and town were placed on the Committee's Awards Web page at [www.publib.nf.ca/LibraryWeek/kids.htm](http://www.publib.nf.ca/LibraryWeek/kids.htm).

Promotional materials for the week included Library Week T-shirts, key chains, Note cards, book marks, and posters.

Members of this year's Library Week Committee, which was based on the province's West Coast, were **Elinor Benjamin, Bruce Boland, Marian Burnett, Sandy Chilcote, Barbara Gallant, Kim Hancock, Louise McGillis, Jenny Rumboldt, and Lynne West.**

- Steve Field  
Vice-President (Newfoundland)



### York Regional Library

**Marilyn Lohnes**, children's librarian at the **Fredericton Public Library**, has published a reading activities guide of finger plays for young children in pre-kindergarten and kindergarten. It includes easy instructions on how to plan entertaining and enriching programs, illustrations and patterns for puppets - either quick and easy or



## NEWS FROM THE PROVINCES...

*(continued)*

more elaborate, songs and musical resources, an annotated list of related books, advice on combining finger plays and other story telling methods, etc. "An ideal resource for anyone who programs for preschool children". Finger Folk is published by Alleyside Press, Fort Atkinson, Wisconsin. ISBN is 1-57950-26-9

The Children's Department of the Fredericton Public Library unveiled six framed tapestries illustrating Legends of New Brunswick. The children's librarian organized a tapestry design contest in collaboration with Dr. I Crowell. Elementary students in three schools participated, read the legends, designed an image, participated in the weaving of their tapestry. Dr Crowell and the children then presented the tapestries to the Children's Department of the Fredericton Public Library. If you are interested in such a program, contact Marilyn Lohnes for more details.

York's Annual Used Book sale has become an event. Held at the

Armouries in Fredericton across the street from Fredericton Public Library and York Headquarters June 12-13, books sold at low prices of \$0.50 and \$1.00. People enjoy a bargain, the library receives many donations throughout the year that are added to the collection (a substantial amount also) and sells excess material (extra copies, weeded material, etc.) revenue from this sale exceeded \$11,000.00

**Perth Andover Public Library** officially celebrated the opening of their expansion May 27th with Board members, citizens of Perth-Andover and surrounding area as well as visiting dignitaries.

The **Dr Walter Chestnut Public Library** (Hartland) will be celebrating their 15th anniversary July 2nd and **Chipman Public Library** celebrated 25 years of service June 15th with cake. Formal celebrations will take place in September.

*New Brunswick Library Service / Service des bibliothèques du Nouveau-Brunswick*

**Jennifer Leger** has been hired as Librarian responsible for cataloguing

on a casual basis.

Provincial summer programs have been given a shot in the arm through an increase in the allocation of Priority Employment Program positions through the Department of Labour. This will allow us to offer these programs in more sites and therefore bring more children and books together than has ever previously been possible.

The New Brunswick Library Service web page has been redesigned to fit in with a Department of Municipalities & Housing initiative to orient all of its web based information towards programs, services and publications available to the public. The new page can be consulted at <<http://www.gov.nb.ca/mch/NBLS.htm>>.

The path to 100% automated circulation is progressing well. Every library region now has at least one site running automated circulation and 41 branches are now automated.

- *Charlotte Dionne*  
Vice-President (New Brunswick)

## NOVANET

NEWS RELEASE  
May 1999

Nova Scotia Agriculture College Joins Novanet - The Nova Scotia Agriculture College, Truro, has become the tenth member of Novanet, a consortium of post-secondary Nova Scotia academic libraries.

The students, faculty, and staff of the College will now have access to the 1,155,000 titles already in the Novanet online catalogue and to Novanet Express document delivery system. With the addition of the NSAC to Novanet students and researchers from other Novanet member institutions will have access to the unique resources of the NSAC library, especially its strong journal research collection in the agricultural sciences.

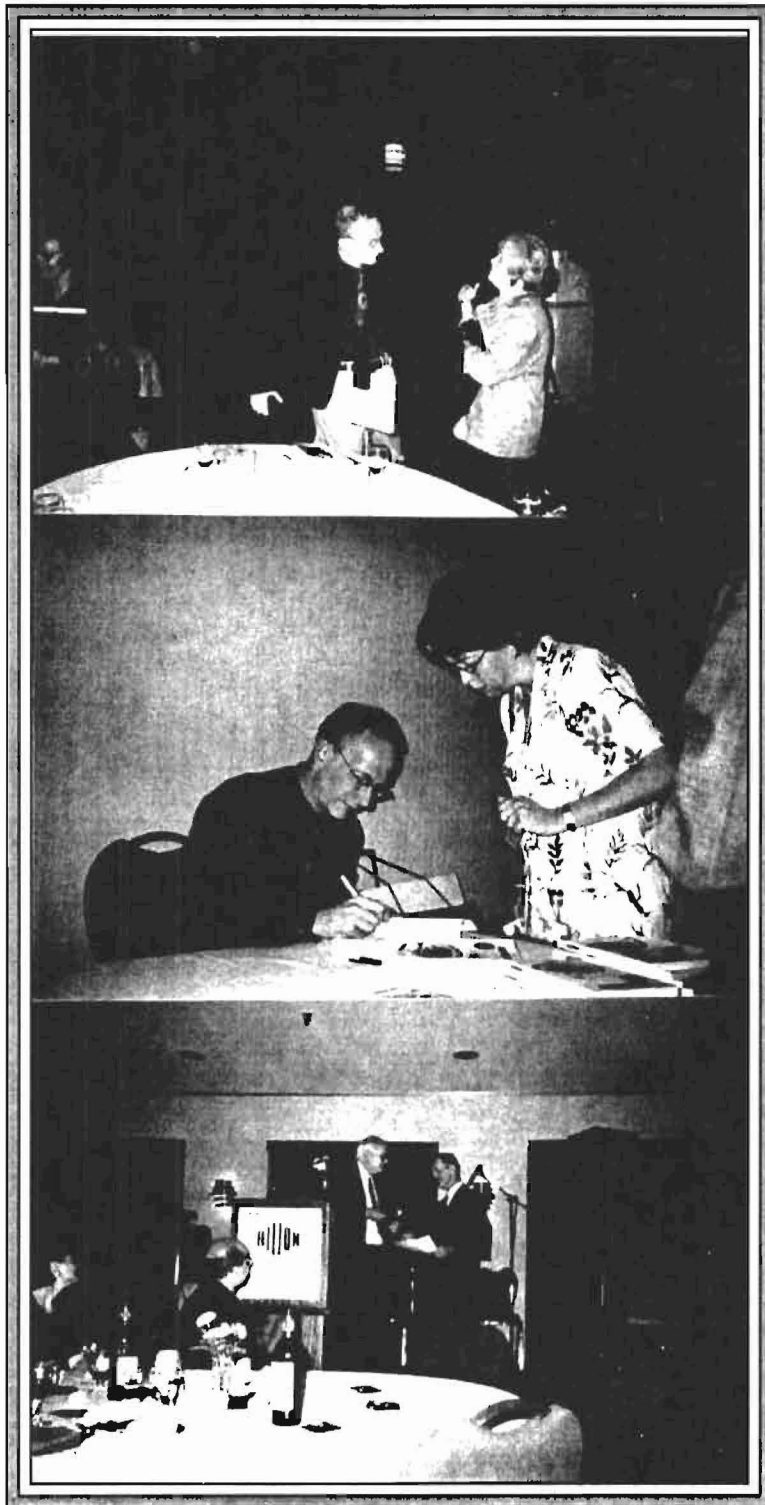
"The addition of the Nova Scotia Agriculture College further strengthens Novanet," says Penny Marshall, University College Librarian, University College of Cape Breton, "and the resources it offers to the Novanet user community which include students, faculty, and staff of the Novanet member libraries and citizens of Nova Scotia."

Novanet was established in 1988 to enhance access to information and knowledge for the benefit of its user communities. All of the Novanet resources are searchable online through its Web based catalogue, allowing users to conduct research from any location in the world that has an Internet connection. Novanet Express provides an automated rapid delivery service for books and journals among Novanet members.

The members of Novanet are the Atlantic School of Theology, Dalhousie University, Mount Saint Vincent University, Nova Scotia Agriculture College, Nova Scotia College of Art and Design, Nova Scotia Community College, St. Francis Xavier University, Saint Mary's University, University College of Cape Breton, and University of King's College.

For further information contact Bill Birdsall, Novanet Executive Director, (902) 453-2461.

SCENES FROM SHORE LEAVE '99



## SHORE LEAVE '99 CONFERENCE REPORTS

*Editor's note: more session reports will appear in the September/October issue of the Bulletin.*

### SEVERAL MAJOR ELECTRONIC TEXT PROJECTS OUT OF ATLANTIC CANADA

The first part of this session focussed on a very ambitious project recently begun at the Electronic Text Centre at the University of New Brunswick. Alan Burke and Lisa Charlong described how the ETC has entered into an agreement in principle with Chadwyck-Healey to produce a scholarly, comprehensive full-text database of Canadian poetry, covering 18th century up to the late 20th century poems and poets. This Canadian Poetry Database will eventually reside on CDs as well as online with Chadwyck-Healey's corpus of databases known as LION - Literature Online <<http://lion.chadwyck.com>>.

A nine member scholarly board of prominent Canadian scholars has been formed to assist in funding and to oversee content development. The ETC has taken on the task of encoding texts and bio-bibliographic material to Chadwyck-Healey SGML specifications. Chadwyck-Healey will market the product, provide copyright clearance, handle the technical specifications and supply the seed money. Some issues to be resolved include the use of critical material, such as variants and glosses and the minimalist versus the cadillac approach. The prototype will be six poems of Sir Charles G.D. Roberts.

The Electronic Text Centre appears to be ready for such a large scale project. Burke and Charlong are pleased to be associated with Chadwyck-Healey and feel that not only will the project bring a significant body of work to the public but it will add to the humanities profile of UNB.

In the second part of the session, Elizabeth Hamilton, Head of Government Documents at UNB Libraries described the New Brunswick Commissions of Enquiry web based project. This project, funded by SchoolNet, and supported by the collections of the Provincial Archives of New Brunswick, the Legislative Library, and the University of New Brunswick Libraries captures in electronic format the reports and related materials of 57 commissions of enquiry conducted between 1784 and 1948 and one done in 1963. The genesis of the project was a bibliography of New Brunswick commissions of enquiry compiled by Eric Swanick, Legislative Librarian at the New Brunswick Legislative Library. The public will now find in one place such impossible to resist titles as "Patriotic Potato Enquiry" and tales of scandal and corruption as never been heard before. Each commission web page will have in addition to the full report and related materials, an abstract that is searchable in both official languages.

With the help of three students in three months to work on the research, the graphics design and the markup and the expertise of the Electronic Text Centre, this project is near completion and should be available to the public in mid-August. It can currently be viewed at <<http://ultratext.hil.unb.ca/Texts/NBHistory/Commissions/debut.html>>.

- Colleen Field  
Memorial University of Newfoundland

### DO-IT-YOURSELF MEDIATION

Marcia Dorfman, of Marcia Dorfman Consulting Services in Saint John, led an intensive and interactive workshop entitled Do-It-Yourself Mediation. Ms. Dorfman specializes in helping people and organizations understand and manage change and has consulted in the private, public and non-profit sectors. Her workshop was based on the work of Dr. Daniel Dana, author of *Managing Differences: How to Build Better Relationships at Work and at Home*. The goal of the workshop was to learn a practical communication tool for resolving differences between oneself and another. It was offered in three parts on the first day of the conference. Part I focussed on understanding conflict and what happens when two people are in conflict in the workplace. It wasn't surprising to hear that some of the results of conflict include emotional pain, low morale, wasted time, and impaired decision making. It was more of a surprise when participants worked out the dollar and cents results of some of the conflicts that have occurred in libraries in Atlantic Canada. At the low end of the range was a \$5,000.00 cost put on a two week conflict between two departments within a library. At the high end was a difficult two year conflict which was estimated to have cost one library over a million dollars. Parts II and III of the workshop considered the causes and levels of conflict and at what point self mediation would be effective. Participants were taught the 4 steps of do-it-yourself mediation. Each of the steps was considered, looking at the process and discussing the best method of progressing through each step. Ms Dorfman then presented the group with a work conflict situation. Participants divided into groups of two or three to role play the conflict and work through the mediation steps to a mutually acceptable solution. This was a useful workshop which gave those attending some practical skills for solving conflict at work or at home.

- Norine Hanus  
UPEI

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 CONFERENCE REPORTS...(continued)
 

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**META vs MARC?**


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At the start of her session Diane I. Hillmann, Head of the Technical Services Support Unit at Cornell University and part of the Dublin Core Initiative, posed two questions, namely why do we need Dublin Core (DC), and what does it do for us that MARC does not? As background she gave a clear and informative overview of DC including some of its problems and where it is going. Dublin Core consists of fifteen elements all of which are repeatable, optional and extensible. In addition the elements can be placed in any order. Unlike MARC it is easy to use and learn. Also DC is designed to describe more non-traditional materials quickly and efficiently. Developers of DC did not want to use MARC but something tailored to their communities, that would facilitate the exchange of data. While there is still ongoing work to tighten up the definitions of the fifteen elements, e.g. source versus relation elements, the simplest form of DC is being used internationally. For examples of some ongoing projects have a look at the DC homepage at <http://purl.org/dc>. The fifteen elements can be grouped into three categories, content, intellectual property (note metadata is being used to keep track of intellectual rights in a lot of cases), and instantiation. The content elements are coverage, description, type, relation, source, subject and title. Under intellectual property can be found contributor, creator, publisher and rights. The instantiation elements are date, format, identifier and language. Qualified DC which is more complicated and extensible is being developed for those who want more precision. Resource Description Framework (RDF) is being implemented as a syntax for DC. HTML can be used but is limited.

There are other codes for metadata being used throughout the world and a number of bridges or "crosswalks" have been developed from one code to another. This interoperability facilitates the exchange of information. Examples of the crosswalks can be found at the DC homepage.

It is felt Dublin Core, at least in its simple form, has a lower overhead and the potential for stronger links to other communities, e.g. museums, institutions with geospatial data, than MARC. This does not mean that MARC does not have a role to play. Its very complexity allows for the extraction of useful specifics and its viability for long term storage of information is a given. For more information on metadata see <http://www.ifla.org/II/metadata.htm> and <http://www.nla.gov.au/meta>. Although not mentioned at the seminar, there is a good overview article by Alan Burk, Metadata and the Dublin Core in Feliciter, v. 45, no. 1 (1999) p. 60-65.

- Elizabeth Brown  
Memorial University of Newfoundland

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**DECENTRALIZED PROGRAMME FOR CANADIAN  
NEWSPAPERS: AN UPDATE**


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Sandra Burrows, Newspaper Specialist at the National Library of Canada, provided an update on the Decentralized Programme for Canadian Newspapers (DCPN), begun in the early 1980s. During this time the DCPN has coordinated the bibliographical control, microfilming and indexing of newspaper collections in all provinces and territories. Ms. Burrows reviewed the DCPN situation as it existed in 1992 when she last spoke at APLA. At that time newspaper plans were being developed in each province and territory. A great deal has been accomplished since then as historical directories and databases have appeared in all jurisdictions.

However, the DCPN has had several weaknesses which have harmed its long term success: the Programme has been voluntary; newspaper publishers have been largely absent, showing little interest in the Programme, there is still a need to convince the newspaper industry that preservation is important; in several provinces there has been a lack of funds for the continuation of the lists and for microfilming; there is also a danger of losing momentum when individuals leave, Burrows feels the Programme has worked best when there is a committee in place, such as the New Brunswick Newspaper Preservation Committee.

Burrows provided a comprehensive update to newspaper activities in all parts of Canada, including such developments as web sites of newspaper indexes and bibliographies, listing of newspapers in library catalogues, the increased involvement of provincial archives in newspaper collections in several provinces, and digitization and newspaper projects undertaken by genealogical societies.

The Checklist of Indexes to Canadian Newspapers held by the National Library, will be available on the National Library's web site by late Summer, 1999. Copies of Ms. Burrows' excellent handout, "DCPN: An Update", including a section on digitization, are available from her by e-mailing [sandra.burrows@nlc-bnc.ca](mailto:sandra.burrows@nlc-bnc.ca).

- Charles Cameron  
Provincial Resource Library (Nfld)

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**EDUCATION FOR PROFESSIONAL LIBRARIANS AT  
THE BEGINNING OF THE NEW CENTURY**


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Educational programs for professional librarians are undergoing significant change as they attempt to anticipate the future needs of the field. This panel session brought together the perspective of a recent graduate, the Director of the Dalhousie School of Library and Information Studies, and a senior library manager. Barry Cull (Dal SLIS '96 grad)



## CONFERENCE REPORTS...(continued)

reflected on how the MLIS program prepared him to eventually obtain his current position as an Information Services Librarian at the University of New Brunswick-Fredericton. Skills gained through the program included an understanding of database design, reference services and information sources, as well as an introduction to systems, technical services, IT, and marketing and public relations. However, Cull had three proposals: more emphasis on information literacy instruction, extensive post-grad internships, and more continuing education. Although he felt he did get an excellent start in the profession through the Dal MLIS, these three improvements would enhance the education of professionals facing the new millennium.

Bertrum MacDonald (Dalhousie School of Library and Information Studies Director) pointed out some of the new programs and courses at Dalhousie, including a new Bachelor of Management program, which has an Information Management specialization option, and a proposed combined MLIS/MBA degree. MacDonald went on to describe some general characteristics desired of all graduates, including becoming "self-destiny" professionals, strategic flexibility, being technologically savvy, client-oriented, and being able to market their own value.

Marie DeYoung (Nova Scotia Community College System) brought to the panel an employer's perspective, reinforcing some of the points raised by the other presenters. She discussed the competency-based hiring at her organization. Both professional and personal competencies are sought in new candidates, including such things as flexibility, teamwork and cooperation, and a customer focus. One factor common to all new positions within the college system is change, thus making flexibility a key competency. In addition, she mentioned that information literacy is included in many new job descriptions at the college. DeYoung also discussed the importance of portfolio development, which demonstrates an individual's competencies.

- APLA Bulletin staff report

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## TRUSTEES/STAFF RELATIONS

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A Session that trustees and CEO's alike came away from with more knowledge and insight was "Trustee/Staff Relations." The Nova Scotia delegation of Halifax CEO Judith Hare and her Trustee, Betty Thomas, gave a very clear picture of the shared relationship between CEO and Boards based on respect and communication. Their active board, although slightly different in form from other Nova Scotia library boards, seems to be a model of a relationship for all of us to aim for. The New Brunswick side of the story

of trustees and CEO's was clearly put before us by Laurette Mackey, York Regional Librarian, and Verne Barre, Chair of the St. Croix Public Library. These two enlightened us on the changed role of New Brunswick trustees since the new Library Act did away with regional boards making all librarians and staff in public libraries civil servants and placing policy making at the provincial level. Laurette shared the changes seen and Verne put before us some of the effects at the local board level - his being one at which a very good staff/trustee relationship exists.

- Judy Heron

Board Member, Kennebecasis Public Library

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## MENTORING FOR TOMORROW'S LIBRARY LEADERS

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At the beginning of this session, when Ilga asked how many of us were actively involved in mentoring in our libraries, very few people put up their hands. By the end of the session, most of us, I think, would have raised our hands.

Mentoring is more than participation in formal mentoring structures. Many of us participate in informal mentoring or counselling, either with less experienced colleagues or on a peer to peer basis. The traditional view of mentoring is from the business context, when an experienced colleague works with a less experienced member of the organization to encourage and aid their development. This traditional view can usefully be expanded to include a more fluid approach which moves up and down and across an organization.

Ilga proposed this definition: "A mentor is a professional who takes an active interest in the career development of a less experienced colleague".

What are the roles of mentors?

1. Guide to the workplace/trainer
2. Source of knowledge about the profession
3. Counsellor
4. Role model for professional behaviour and ethics
5. Sounding board for ideas
6. Sponsor/supporter of new initiatives
7. Partner in pursuing same/similar goals and objectives
8. Colleague in understanding same/similar work issues

Ilga discussed the qualities that make successful mentors and mentees, including a useful list of questions to ask yourself to see if you would be a good candidate.

There are various formal venues for mentoring programs:

1. Institutional
  - Many libraries use formal mentoring programs very effectively in the training and development of new staff

## CONFERENCE REPORTS...(continued)

members. Sue Sexty described the intensive mentoring program used at Memorial University for training Information Services librarians. The "Training Manual for Information Services Librarians" is available at Sue's web site (<[www.uccs.mun.ca/~ssexty](http://www.uccs.mun.ca/~ssexty)>). At Memorial each new staff member is assigned a mentor who plans and schedules training activities during the first eight weeks, and is responsible for a written evaluation at the end of this time.

### 2. Leadership Institutes

The most well known of these in Canada is Northern Exposure to Leadership. Northern Exposure has been very successful in motivating and inspiring the next generation of Canadian library leaders. Part of the NEL mission is "...to assist them in developing, strengthening and exercising their individual leadership abilities...".

There has been discussion of a similar initiative in the Atlantic region. Northern Exposure is expensive and only takes place every year and a half. Is there a role for APLA to play in sponsoring leadership institutes, perhaps as part of the annual conference? We are developing a core of

Northern Exposure graduates in this region who could provide guidance and vision for this idea.

### 3. Schools of Library and Information Science.

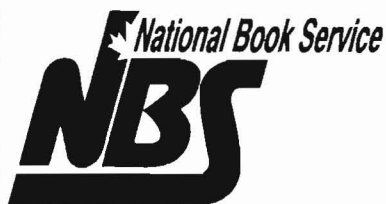
Ilga spoke about her experience as Librarian in Residence at Dalhousie's School of Library and Information Service. She emphasized the mentoring potential of a having a practising librarian in the school for consultation with students.

### 4. Library Associations.

Many library associations offer mentoring programs at their annual conferences. ALA has done this for years, and this year CLA included a mentoring program for their Toronto conference. Ilga used the example of the Art Libraries of North America, and used their mentor/mentee application forms as illustrations. She also spoke as a participant in the program about how valuable it can be.

A helpful bibliography, compiled from both library and business and education literature by Tom Riedel from the University of Wyoming, was distributed at the session.

- Michael Colborne  
Halifax Regional Library



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1998/1999  
REPORT OF THE  
FINANCIAL EXAMINER

To the members of the Atlantic Provinces Library Association

I have examined for integrity and accuracy the financial records of the Atlantic Provinces Library Association as at 31 March, 1999, including the statements of operations, functional expenses, changes in fund balances and changes in financial position for the year then ended. My examination was conducted in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as I considered necessary in the circumstances. In the course of my review of the Association's financial records I corresponded with the Treasurer to receive the necessary documents, conducted telephone conversations, and exchanged electronic mail messages to clarify some minor points.

In my opinion, the Statement of Revenues and Expenditures and Balance Statement present fairly the financial position of the organization and its investments as at 31 March, 1999, and the results of its operations and the changes in its financial position for the year then ended in accordance with the notes to the Statement applied on a basis consistent with that of the preceding year.

I have also examined the financial records of the APLA Memorial Awards Trust Fund and, in my opinion, the Statement of Revenues and Expenditures and Balance Statement present fairly the financial position of the Fund as at 31 December, 1998.

- Peter Glenister  
Mount Saint Vincent University

Budget - May 27, 1999			
Revenues			
	1997/1998 Actual	1998-1999 Actual	1999/2000 Budget
<b>BULLETIN</b>			
Advertising	2,730.00	2,880.00	3,000.00
Subscriptions	1,642.86	1,437.51	1,700.00
Royalties	113.61	133.61	0.00
Subtotals	<u>4,486.47</u>	<u>4,451.12</u>	<u>4,700.00</u>
<b>CONFERENCE FUND</b>			
APLA '97	7,328.16		
Seed Grant	1,500.00		1,500.00
Subtotals	<u>8,828.16</u>		<u>1,500.00</u>
<b>GENERAL FUND</b>			
Personal Memberships	10,450.00	9,541.00	11,000.00
Institutional Memberships	3,738.82	3,829.26	4,000.00
Subtotals	<u>14,188.82</u>	<u>13,370.26</u>	<u>15,000.00</u>
<b>OTHER</b>			
Interest <sup>a</sup>	143.74	363.89	350.00
MMF <sup>b</sup> Interest	897.62	1,293.72	1,300.00
First Timers	420.16	693.78	700.00
GAF Seed	188.92		0.00
Carin Somers Scholarship	5,489.06	2,526.17	2,518.42
Miscellaneous		61.95	
Subtotals	<u>7,139.50</u>	<u>4,939.51</u>	<u>4,868.42</u>
<b>TOTAL REVENUE</b>	<u><u>34,642.95</u></u>	<u><u>22,760.89</u></u>	<u><u>26,068.42</u></u>

Atlantic Provinces Library Association Balance Sheet March 31, 1999 (Audited)		
	1997/1998	1998/1999
<b>Assets</b>		
Current Accounts	25,292.05	21,588.90
General Investments (MMF)	30,400.72	31,694.44
First Timers Investment (MMF)	<u>15,536.37</u>	<u>17,144.23</u>
Total	71,229.14	70,427.57
<b>Liabilities</b>		
Uncashed Cheques	5,544.29	13,919.14
Equity	<u>65,684.85</u>	<u>56,508.43</u>
Total	71,229.14	70,427.57

Expenditures	1997-98 Actual	1998-99 Actual	1999-2000 Budget
<b>BULLETIN</b>			
Pkg & Supplies	195.10	167.10	200.00
Printing	6,022.00	6,028.30	600.00
Postage & Shipping	1,347.16	1,262.93	1,500.00
Subtotal	<u>7,564.08</u>	<u>7,458.33</u>	<u>8,000.00</u>
<b>CONFERENCE</b>			
Conference Seed Grant	1,500.00	1,500.00	1,500.00
Conference General '97	14.00		
Subtotal	<u>1,514.00</u>	<u>1,500.00</u>	<u>1,500.00</u>
<b>APLA PRIZE</b>			
APLA Prize	300.00	500.00	500.00
<b>OTHER</b>			
Executive Travel (Meetings)	2,772.76	6,832.43	3,000.00
Executive Director Feasibility Study		3,298.52	0.00
Advocacy Now Workshop		4,044.16	0.00
President's Travel (APLA/OLA)	703.02	798.97	1,500.00
Executive Projects			2,000.00
Registrations & Memberships	275.00	245.00	250.00
Postage	178.51	137.97	200.00
Student Assistant	300.00	300.00	300.00
Supplies	20.52	24.08	50.00
Subtotal	<u>4,249.81</u>	<u>15,681.13</u>	<u>7,300.00</u>
<b>EXECUTIVE COMMITTEES</b>			
Aims & Objectives	0.00	0.00	
Bulletin Management Board	0.00	0.00	
Membership	0.00	226.11	
Merit Award	60.38	64.40	
Nominations	0.00	116.16	
Subtotal	<u>60.38</u>	<u>406.67</u>	<u>300.00</u>
<b>STANDING COMMITTEES &amp; INTEREST GROUPS</b>			
Communications: Directory & Extra Postage to mail with Bulletin	183.38	314.43	400.00
Other Committees/Interest Groups	75.00		
Subtotal	<u>0.00</u>	<u>0.00</u>	<u>100.00</u>
GAF Grant	2,250.00	2,000.00	3,000.00
Miscellaneous	118.76	133.44	150.00
Subtotal	<u>2,627.14</u>	<u>2,447.87</u>	<u>3,150.00</u>
Information Rights Week	200.00	0.00	0.00
Transfer to Memorial Awards	1,375.00	1,000.00	0.00
First Timers Award	507.49	417.24	0.00
Carin Somers Scholarship	5,489.06	2,526.17	2,518.42
Subtotals	<u>7,571.55</u>	<u>3,943.416</u>	<u>2518.42</u>
<b>TOTAL EXPENDITURES</b>	<u>24,086.92</u>	<u>31,937.41</u>	<u>24,268.42</u>
<b>TOTAL REVENUES</b>	<u>34,643.00</u>	<u>22,760.89</u>	<u>26,068.42</u>
<b>REVENUES - EXPENDITURES</b>	<u>10,556.00</u>	<u>-9,176.52</u>	<u>1,800.00</u>

## Statement notes:

- <sup>a</sup> This amount is bank interest on savings account (3304061)
- <sup>b</sup> Mutual Fund
- <sup>c</sup> Cost of film for documenting conference
- <sup>d</sup> Item 8 of Executive meeting Nov. 9/97. An equal amount (\$1,375) was also transferred to the First Timer's Fund. This amount is reflected in the balance sheet, as a portion of the change in value of the First Timer's investment.

## TREASURER'S REPORT

APLA continues to be in excellent financial shape with assets of \$70,427.57. These assets have been maintained despite a deficit of \$9,176.52 for the 1998/1999 financial year. This deficit is due to several initiatives undertaken by the executive during this fiscal year, one being the decision to engage the services of a consultant to conduct an Executive Director Feasibility Study. The other major initiative was the *Advocacy Now* workshop held during the executive meeting of March 1999. These two projects cost the association a total of \$7,342.68. The other major expense not budgeted for in the spring of 1998, was the second Executive meeting held in Halifax in March of 1999.

Revenues were less than expectations. The seed grant for APLA '98 was not returned, revenues from memberships, advertising and subscriptions were all slightly less than budgeted. Some of the shortfall in these areas was offset by the rise in interest rates, with the result that all our investments gained more than anticipated. In particular, note the significant increase in the interest accumulated in the First Timer's fund, from \$420.16 in 1997/1998 to \$693.78 in 1998/1999.

With regards to the General Activities Fund, three GAFs were dispensed this year. One was to the Coady International Institute to assist in the provision of a Library and Resource Centres Consultation. The second was used to sponsor a Metadata Workshop and the third GAF was given to the Hackmatack Children's Choice Book Award Society to provide APLA



APLA MEMORIAL AWARD TRUST FUND			
Balance Sheet - January 1, 1998–December 31, 1998			
(Audited)			
Assets	Cash		3,853.36
	Investment Certificates		14,000.00
	Total		17,853.36
Liabilities	Uncashed Cheques		1,000.00
	Equity		16,853.36
	Total		17,853.36
<i>Statement of Revenues and Expenditures</i>			
Receipts	Donations		100.00
	Other <sup>1</sup>		2,375.00
	Interest on Bank		7.05
	Interest on GICs	May	240.00
		Nov.	195.00
	Total		16,853.36
Disbursements	Safety Deposit Box		35.65
	Awards		1,684.00
	Total		1,719.65
Total Revenue			1,197.40

sponsorship for the Award. The executive has also approved a GAF of \$1,000 to support an authors' luncheon at the *Eastern Horizons Children's Literature at the Millennium* conference to be held in St. John's, NF in October 2000. This GAF will be funded in the 1999/2000 fiscal year.

Member rebates totaled \$313, as result of the revision of the membership fees at the 1997/1998 OGM.

APLA is currently a member of A.S.T.E.D at a rate of \$195 annually. Our membership in CLA is now complimentary.

The amount available for the Memorial Award(s) during the 1999 fiscal year is \$654.17. The Carin Somers Scholarship is \$2,518.42.



	1998/1999 Accumulated Savings		
	1997/1998	1998/1999	1999/2000
Savings	\$25,292.05	\$21,588.90	
First Timers Grant			
Principal	\$15,536.37	\$17,144.23	
Interest	\$(508.85)	\$(420.16)	\$(693.78)
Investments	\$30,400.72	\$31,694.44	
Carin Alma E. Somers Scholarship Trust Fund			
Principal	\$60,000.00	\$60,000.00	
Interest	\$2,526.7	\$2,518.42	



*General Activities Fund*

- Provides funds for project or activities which will further the aims and objectives of APLA.
- Applications will be considered based on availability of funds.
- Applications should state topic and date of activity, relevancy to the Atlantic Library community and APLA, sponsoring bodies, estimated costs and revenues, and a contact person.
- Send applications by October 15, 1999 to:

Peter Webster  
 Head of Information Services  
 Saint Mary's University  
 Phone: 902-420-5507  
 Fax: 902-420-5561  
 Email: peter.webster@stmarys.ca



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## Medley's Library: The Reconstruction

John Medley, Bishop of Fredericton from 1845 until his death in 1892, possessed one of the most important private libraries in nineteenth century Fredericton and arguably one of the most important private libraries in the province. Four years ago, we decided to reconstruct this library and it is in this regard that we are requesting your assistance.

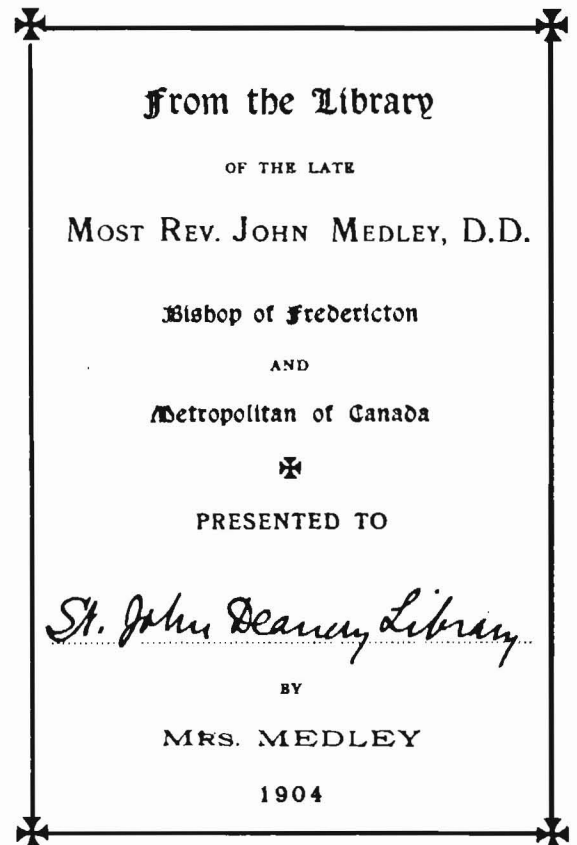
The history and dispersal of the Medley Library had long been a mystery until a note captioned "Bishop Medley's Library" was found in the Daily Gleaner (Fredericton) of 6 August 1904. This note stated that the "library of the late Bishop Medley, Metropolitan of Canada... has been distributed by Mrs. Medley." The principal recipients of the books to be dispersed in 1904 were the six Deanery libraries in New Brunswick. Each Deanery was to receive 150 to 200 volumes from the Medley Library. The Daily Gleaner article also noted that "... labels recording the source and date of the gift have been inserted." These labels or bookplates are the key to the books dispersed in 1904. A reproduction of the bookplate is shown here. We are looking for any books containing this bookplate. You can imagine some of the difficulties in locating volumes after 95+ years. However the continued return of Medley volumes is encouraging. Can you assist us? Are there any such volumes containing Medley plates in any collections you know of? Any suggestions? Of course we would prefer to have the physical volume. If that is not possible we should like to learn of the volume (s) existence as a catalogue of the collection is to be issued and completeness is one of our objectives. The Daily Gleaner article and Mrs. Medley correspondence refer to books given to family and friends prior to the 1904 decision to give volumes to the Deanery Libraries. The identification of Medley volumes with the bookplate is only part of the challenge; the other part is to locate those other volumes from the Medley collection which often contain Medley's signature and his penciled annotations. The Daily Gleaner article also noted that approximately 1500 volumes from Medley's collection including his excellent music and architecture holdings were given to the Cathedral Library following his death.

In the Dictionary of Canadian Biography entry for John Medley, Malcolm Ross wrote that Bishop gave society a sense of the kinship of beauty and holiness and that the Bishop in what he said, in what he did, altered a climate of mind. Charles G. D. Roberts, Bliss Carman, Juliana Ewing, George Parkin and so many more were influenced by Medley and his library.

Examples of recently returned Medley volumes would include, Flexis Mendelssohn, Letters from Italy and Switzerland (London: Longman, 1864), it contains extensive Medley annotations; E. B. Pusey, Sermons Preached Before the University at Oxford Between A. D. 1859 and 1872 (London: James Parkin & Co., 1872) - contains Medley annotations; Union Harmony; British America's Sacred Vocal Musick..., 3d ed. abridged (Saint John, 1831); and A Glossary of Terms Used in Grecian, Roman, Italian and Gothic Architecture 4th ed. enlarged (Oxford: John Henry Parker, 1845) - contains a pasted-in letter from Mrs. Medley.

Again any assistance would be appreciated. An income tax receipt may be available.

For further information please contact Eric Swanick or Mark Lewis at leglibbib@gov.nb.ca; tel: (506) 453-2338; fax (506) 444-5889 or P. O. Box 6000, Fredericton, NB E3B 5H1. Thank you.





**1999/2000 APLA EXECUTIVE**

*From left to right:* Francesco Lai, Bulletin Editor Ruthmary MacPherson, Cathy Chisholm, Joy Tillotson, Stephen Field, Pamela Stevens-Rosolen, Jeanne Maddix, Peter Webster, Penny Logan. Missing: Sharon Murphy, Moira Davidson.

**RESOLUTIONS / RÉOLUTIONS**

Resolutions passed at the 60<sup>th</sup> Ordinary General Meeting, May 30, 1999  
 Résolutions adoptées par la 60<sup>e</sup> Assemblée générale ordinaire le 30 mai 1999

P. Webster submitted the two resolutions that the committee had received.

P. Webster a soumis les deux résolutions que le comité a reçues.



**Resolution #1:**

**MOTION:** Be it resolved that: Standing Order 203 be deleted.

*(J. Tillotson/S. Sexty)*

**CARRIED**

**Résolution #1:**

**MOTION:** Qu'il soit résolu que l'APLA raye le décret 203.

*(J. Tillotson/S. Sexty)*

**ADOPTÉE**

**Resolution #2:**

**MOTION:** Be it resolved that: the appreciation of the Atlantic Provinces Library Association be extended to the organizers and volunteers of APLA 1999, the presenters, panellists, speakers, moderators, and facilitators of all workshops, seminars, and theme sessions of APLA 1999, and to the sponsors and exhibitors who have contributed to the success of APLA 1999.

*(P. Stevens-Rosolen/P. Webster)*

**CARRIED**

**Résolution #2:**

**MOTION:** Q'il soit résolu que la reconnaissance de l'APLA soit exprimée aux Organisations et bénévoles de l'APLA '99; Présentateurs, invités, conférenciers, modérateurs; Commanditaires et exposants qui ont contribué au succès de l'APLA '99.

*(P. Stevens-Rosolen/P. Webster)*

**ADOPTÉE**

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