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President's Column

As Michigan hospitals enter the second quarter of 1999, they continue to experience severe revenue declines in Medicare and Medicaid reimbursements due to the Balanced Budget Act of 1997, sharp increases in prescription drug cost, and the impact of managed care reimbursement structures. As a result staff reductions have been announced at several large hospital and healthcare systems. Since library staff has no direct patient care responsibilities, they are often very vulnerable when their human resources department conducts a job audit and classification.

With foresight, planning, good written and verbal communication skills, and understanding, [a job audit and classification] can serve as a platform to educate executives and human resource directors the unique skills of the library staff and how they fit into the organization structure.

Preparation and planning are the first key elements to a positive outcome for job audits and classification study. Begin to keep informal logs of tasks and assignments for three or four weeks during each quarter of your fiscal year. Maintain accurate organization charts and job descriptions for your organization. Gather library job descriptions from public, academic, special, and hospital libraries to compare tasks, responsibility levels, education requirements, and language.

Be ready to provide a clear, concise written description of the tasks and responsibilities for each library classification. If there is an opportunity to meet with the auditors, acknowledge them as professionals doing their job, not as adversaries. During an audit

interview, be able to discuss decision-making and supervision responsibilities, level of authority, internal and external organization policies and procedures that regulate the library tasks, education and experience required to provide library services, budgets, equipment, facilities, and technology, as well as the working environment, physical effort, and contacts involved with providing library services.

A well executed strategy for a classification study and job audit in the library can demonstrate the education skills, and talents necessary to operate a dynamic library that contributes to the bottom line of the organization.

Bridging Traditions: 50th Anniversary of the Midwest Chapter/Medical Library Association 1999

CALL FOR PAPERS

Amway Grand Plaza Hotel, Grand Rapids, Michigan
October 6-9, 1999

<http://midwestmla.org/conferences>

The Midwest Chapter of the Medical Library Association and the Michigan Health Science Libraries Association seek papers to be presented at their joint annual meeting to be held October 6-9, 1999 in Grand Rapids, Michigan.

Papers are solicited on such topics as:

Evidence-Based Medicine and Its Application

Information Technology in Medical Libraries

Quality Electronic Information for Library Users

Other topics relating to the electronic medical library of the future

Deadlines:

Submission of Abstracts - May 30, 1999

Notification of acceptance - June 30, 1999

Send abstracts of papers to:

Richard Perrin
Ferris State University Health Science Library
1201 S. State Street
Big Rapids, MI 49307

Email: perrinr@lib01.ferris.edu
Fax: 616-592-2662

Conference Preliminary Program

Tuesday, October 5

MC/MLA Board Meeting, afternoon

Wednesday, October 6

MLA CE - Licensing Electronic Resources, full-day course
Laurie Thompson, Harry Youtt

Web Browser Plug-ins and Preferences, morning half-day course
Paul Groll

Working together: Librarians and Information Technology, afternoon half-day course
GMR Technology Awareness and Training & Education Committees

Welcome Reception

Thursday, October 7

Welcome Address

Plenary Session I - Internet II and the Future of the Internet
Doug Van Houweling, President of the

University Corporation for Advanced Internet Development

Plenary Session II
Richard Wiggins and Charles Severance, Hosts of a Tvshow nothin' but the Net.

Lunch and Midwest Chapter Business Meeting

Electronic Journal Futures Panel
Ed Hueckel, Elsevier
Wendy Lougee, University of Michigan
Chip Nilges, OCLC
Beth Salzwedel, Henry Ford Hospital

Deciphering the 'L's': HTML, SMGL, DHTML, XML
Paul Groll

Contributed Papers Concurrent sessions

Midwest 50th Anniversary Reception & River City Improv
Gerald R. Ford Presidential Museum

Friday, October 8

Keynote: The Future of Medical Libraries: an environmental scan of trends and issues that may affect medical libraries.
Michele Bowman

Exhibits & vendors

MHSLA Business Meeting

Lunch with Vendors

MLA/NLM/GMR Update
Eve-Marie Lacroix, Chief of NLM's Public Services Division who directs MEDLINEplus and system reinvention projects, plus MLA and GMR representatives.

GMR Technology Awareness Forum Panel and open forum discussion

Poster Session and Exhibits

Saturday, October 9

CE: Possible, Probable and Preferable Futures for Your Medical Library
Full-day course
Michele Bowman

MLA CE Evidence-Based Health Care: A Practicum, Full-day course
Dorice Vieira

HealthWeb Meeting

Conferences in 2000

Mark your calendars now for the **MHSLA Annual Educational Conference in 2000**. It will be at the Park Hotel in Traverse City. Dates are October 18-20, 2000.

The **Midwest Chapter** meeting is September 23-26, 2000 in Cincinnati, OH.

AccessMichigan

The AccessMichigan project has negotiated with OCLC to continue the statewide subscription to FirstSearch for an additional three years. This is good news for those of us who rely on FirstSearch to expand our index collections, search WorldCat to find book locations, and so forth. (It also means that we won't need to re-train for a different product!)

Sandy Swanson

Electronic Journal Club: Sign up Now!

The Technology Committee would like to ENCOURAGE participation in MHSLA's electronic journal clubs. It is an easy, from-your-computer-chair way of waxing philosophical about this changing library world, and of listening to your in-state colleagues do the same. Almost like you're back in library school!

The discussion on library economics is fast and furious (as these things go) with four active participants in their third month of discussion. This is a good journal club to visit prior to signing up, to see how it's done. And while all are welcome to read the designated articles and comment from here on out, at this stage it would be too late to receive AHIP

credit for participation in this group.

It is NOT too late, however, to jump in at the beginning of the discussion on Librarians and the Internet. The discussion officially began at the first of April, so comments on the first articles should be made between April 1-30 (in order to receive AHIP credit). Discussion of the subsequent articles will take place during each calendar month thereafter. Two of April's articles are downloadable from the Web; what could be easier?

The journal club on Evidence-Based Medicine is underway as well, and could also use active participants (see related article).

And there may be a journal club being added in the near future on Consumer Health (contact Marge Kars if you are interested in this). So many relevant issues to discuss, so little time. Try it out: go to the MHSLA web site (<http://www.lib.msu.edu/mhsla>). See directions in EBM journal club article. Call Mike Simmons at (517)353-6401 with any questions.

EBM Electronic Journal Club

Another e-journal club is open for business on the MHSLA Electronic Journal Club site. So far, 6 members are participating in a lively discussion on the topic of "Evidence-based Health Care." If you are interested in joining us, please contact Deborah Sobczak at dsobczak@providence-hospital.org. Don't miss this opportunity to earn MLA CE credit and share ideas with your colleagues on this important hot topic.

To access any of the discussion rooms:

1. Go to the MHSLA web site at <http://www.lib.msu.edu/mhsla>
2. Click Members Only Link
3. A box will pop up. In User Name field, type (in lowercase) mhsla.
4. In Password field, type (lowercase) hippo.

5. Click OK.
6. Click MHSLA Electronic Journal Club.
7. Scroll down to last link, click Connect to the MHSLA Electronic Journal Club.
8. For First Timers, you must REGISTER. Click REGISTER button.
9. Type Your First Name, Last Name.
10. Choose a Password. Keep this info handy for the next time.
11. Type your Email Address.
12. Click Register button. Click OK.
13. If not first time, click LOGIN. Type your name and password.
14. Select a Discussion Room.
15. Click links, Article 1 and 2 March 2 - March 30 OR Article 3 Apr 2 -Apr 30. You can post beyond deadlines. Do NOT add a discussion.
16. To POST A MESSAGE: (you must post 2 messages per article if you're interested in MLA credit. To earn all 7.5 Academy Points, you must participate for 6 months, reading a total of 12 articles and posting 24 messages. Each moderator keeps an archive and send you forms you need to submit to MLA). Click POST MESSAGE.
17. In title, type the article # your commenting on. In box type your reply.
18. Click button, POST MY MESSAGE.

Copyright Issues on the Internet

by Deborah Porter

Many sites on the Internet offer comprehensive up-to-date information on a variety of copyright issues. If you need a definition of fair use or a review the CONFU Educational Fair Use Guidelines, the Internet is a great place to quickly find the answers. The Internet links to resources listed below represent only a few of the numerous sites focusing on this timely topic.

United States Copyright Office—The Library of Congress
<http://lcweb.loc.gov/copyright/copy1.html>

This site contains a wealth of information on copyright basics, copyright law, answers to frequently asked questions, and pending legislation

Copyright & Fair Use Stanford University Libraries
<http://fairuse.stanford.edu/>

Stanford University Libraries has created a searchable copyright and fair use site where you can find judicial opinions, current copyright legislation, an overview of copyright law and links to resources on the Internet.

University of Iowa—Web Builders' and Multimedia Resources
<http://www.lib.uiowa.edu/proj/webbuilder/copyright.html>

Contains "advice to the WebLorn edited by Karla Tonella, copyright law articles, multimedia law resource links, official copyright documents and links to assorted resources.

Digital Sources Center, Michigan State University Libraries
<http://www.lib.msu.edu/seadle/copyright.html>

Michael Seadle, from the Digital Sources Center (DSC) in room E308 of the MSU Main Library has pulled together links to information on US Law, copyright tutorials, guidelines, useful links, and articles on Copyright issues.

Crash Course in Copyright: University of Texas
<http://www.utsystem.edu/OGC/IntellectualProperty/cprtindx.htm#top>

University of Texas has created a comprehensive place to locate copyright resources on such topics as, the background of fair use, details on copyright in the digital library, fair use and the creation of multimedia, distance learning and links to other good web sites.

Copyright Management Center—Indiana University-Purdue University Indianapolis
<http://www.iupui.edu/~copyinfo/home.html>

This site provided answers to information on fair use for teaching and research, library issues, rights and claims of ownership, distance education, giving and getting permission, and special rules for special media.

Lois Ann Colaianni

Lois Ann Colaianni, Associate Director for Library Operations at the National Library of Medicine since 1984, retired in December 1998.

During her tenure at NLM, basic services and flow of medical information to the use community was improved. Ms. Colaianni also improved the working environment of the staff at NLM. Programs to expand preservation were put into place and an NIH-chartered committee to advise NLM on the selection of literature to be indexed was established under her direction. Many other improvements to MEDLINE were done under her direction.

Sherrilynne Fuller stated that she would be remembered as "superb role model, mentor and valued friend to hundreds of health sciences librarians in the United States and the world."

Tony McSean of the British Medical Library Association called Ms. Colaianni "the most respected figure in the world of health librarianship..." and characterized her as "an incomparably dynamic and reliable collaborator."

excerpted from the NN/LM News July/December 1998

Lousia Darling

Louise Darling died March 21, 1999, after a long struggle with congestive heart failure. She was able to remain at home throughout her illness, and her grandniece Tacha Moore and Alison Bunting were able to be with her when she died. A memorial service at UCLA to celebrate Louise's life and contributions.

Contributions in Louise's memory can be

made to the Louise Darling Biomedical Library Fund--checks should be made payable to the UCLA Foundation and sent to:

UCLA Louise M. Darling Biomedical Library
Administrative Office
12-077 CHS, Box 951798
Los Angeles, CA 90095-1798

Upcoming Conferences

National Library Week
April 11-17, 1999

Medical Library Association
May 14-20, 1999
Chicago, IL
<http://www.mlanet.org>

A Bridge to the New Millennium
CHLA/ABSC 23rd Annual Conference
May 25 to 29, 1999
Halifax, Nova Scotia, Canada
<http://www.library.dal.ca/chla99/>

Knowledge Leaders for the New Millennium: Creators of the Information Future
June 5-10, 1999
Special Libraries Association
Minneapolis, MN
<http://WWW.SLA.ORG/conf/index.html>

June 24-July 1, 1999
American Library Association
Annual Meeting
New Orleans, LA
<http://www.ala.org/events/>

October 27-29, 1999
Michigan Library Association
Grand Traverse, MI

Converge on London
8th International Congress on Medical Librarianship
July 2-5, 2000
London, United Kingdom

Personnel/Institutional News

Arlene Cousins from the library at Genesys retired in March, 1999.

The Saginaw Health Sciences Library has a new staff member. Barbara A. Strasz is the new Saint Mary's branch librarian. Saint Mary's is part of the Daughters of Charity system. The Saginaw Health Sciences Library is a department of Saginaw Cooperative Hospitals, Inc., and provides library services for Covenant (formerly Saginaw General and Saint Luke's, which are now known as Covenant Harrison and Covenant Cooper), Saint Mary's and all their subsidiaries.

Barbara has three years experience at a busy public library reference desk and expects to graduate from Wayne State in May of next year with her M.L.S. She is also looking forward to becoming involved in MHSLA and meeting MHSLA members. Her phone number is 517/776-8204 and she'll be getting her email id soon. Please join us in welcoming her to medical libraries!

Barbara Burson, Reference Librarian and Myrna Proctor, LTA, of St. John Hospital and Medical Center library retired in March 1999.

Library Services at St. Joseph Mercy Hospital in Ann Arbor welcomes Sandy Kortesoja to their staff. Sandy has an MBA and an MILS from the University of Michigan and has had experience at the University of Michigan in the graduate library and in a departmental library. Sandy will be dealing with all aspects of our serials collection.

Mary Agnes Shoup of the University of Detroit - Mercy died this year.

Rosemary Whelan has accepted a position at the University of Michigan Law library.