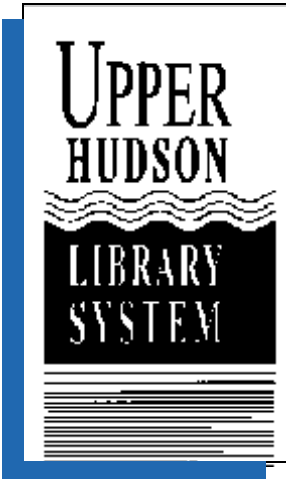


# The Latest Edition



[The Latest Edition](#) is a regularly published newsletter for the public libraries in Albany and Rensselaer Counties.

**EDITOR**  
Rachel Baum

**MANAGING EDITOR**  
Heidi Fuge

Upper Hudson Library System  
28 Essex St.  
Albany, NY 12206  
[www.uhls.org/uhls](http://www.uhls.org/uhls)

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**HAPPY NEW YEAR!**

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#### LIBRARIANS FIGHTING MANY BATTLES

From the *Charleston (West Virginia) Gazette Online* (Thursday, December 5, 2002)



Picture the stereotype of a librarian: a matronly, severe figure in glasses, glaring at a loud miscreant while directing a stern "Shhhhh!" in his direction.

Well, today's librarians are more apt to be making noise than shushing anyone, according to a recent Los Angeles Times article describing the new political activism of the American Library Association.

That group has led opposition to unfair copyright laws, the misnamed Patriot Act that gives law enforcers unprecedented access to library records, and an anti-pornography law that would require content filtering on Internet computers in libraries.

Like the American Civil Liberties Union, which is controversial because it defends unpopular causes, the American Library Association is coming under fire from conservatives who accuse it having a "radical extremist social agenda."

The ALA's agenda is not radical or extremist. Librarians are opposed to censorship, so they oppose attempts to mandate that they limit what adult patrons may access from library computers. Protecting children who use library computers from inadvertent access to pornography is a worthy goal, but less draconian methods could be just as effective.

Librarians also believe that their patrons have a reasonable expectation of privacy. They don't think government agents should be able to come in and review records of books that people have checked out, at least without a warrant demonstrating some evidence of a crime by the book-checkers. That notion is neither radical nor extreme.

Finally, librarians understand that copyright laws are supposed to balance the rights of authors, composers and artists against the public interest. Recent changes to copyright have tilted the balance almost completely in favor of corporate copyright owners, infringing on the rights of consumers.

Today's librarians are fighting important battles. No one should try to shush them.

## HIGHLIGHTS OF THE UHLS BOARD MEETING

The December Board meeting was cancelled due to bad weather.

## 2003 ONLINE DATABASES AVAILABLE

The Central Library Advisory Committee has agreed to make the following roster of online databases available to all 29 member libraries of the Upper Hudson Library System, through the generous support of the Central Library - Albany Public Library. Beginning in January 2003, these databases will be offered on the UHLS web site <http://www.uhls.org/uhls/Databases/> for in-library and remote use, except where noted:

- # Books in Print with reviews
- # Dialog@CARL (through the New York State NOVEL program)
- # EBSCO MasterFILE Premier
- # Gale InfoTrac Health (through the New York State NOVEL program)
- # Columbia Grangers World of Poetry
- # Grolier Encyclopedia Americana, Grolier Multimedia Encyclopedia, and the New Book of Knowledge
- # Hoovers (Due to Hoover's company policy, remote access is not available)
- # Reference USA
- # Times Union (Due to Times Union company policy, remote access is not available)

The Learnatest database will be available through 2003 as well. The online database program is maintained by the UHLS Adult & Information Services Department

with assistance from the UHLS Technical Services Department.

## ADULT SERVICES SETS 2003 MEETINGS

Based on the topics suggested by a recent survey, the UHLS Adult Services Advisory Council has planned its meetings/programs for 2003. The survey of adult services and reference librarians also recommended preferred dates, times and locations of the meetings. All programs will be held from 9:30 - 11:30 AM, and attendees are asked to bring a reference work to pass around and discuss. Meetings will alternate on Thursdays and Fridays, and at different host libraries in Albany and Rensselaer counties. Everyone is welcome to attend. For more information, call Rachel Baum at 437-9880 x. 225; [rachel@uhls.lib.ny.us](mailto:rachel@uhls.lib.ny.us).

- ? Friday, February 14, 2003 at SNLK - epixtech "sanity session" to discuss the progress of migration;
- ? Thursday, April 3, 2003 at VOOR - marketing your library;
- ? Friday, June 20, 2003 at UHLS - demonstration and discussion of trial online databases;
- ? Thursday, September 18 at EGRN - trends and changes in reference, including budgeting and staffing;
- ? Thursday, November 20, 2003 at BETH - "chat class," a demonstration of instant messaging and chat by a local teenager.

## YOUTH SERVICES LIBRARIANS CONNECT

Nine UHLS librarians visited the new Eric Carle Museum of Picture Book Art in December. The visit, sponsored by the Children's Literature Connection, featured a talk and tour by the museum director, time to enjoy the galleries, and - an unexpected treat - an encounter with Eric Carle himself. In addition to signing autographs, Mr. Carle read to a group of enthralled children and even more enthralled adults in the library, sharing three of his picture books. None who attended will forget hearing the author of The Very Hungry Caterpillar read it aloud in his gentle, German-accented voice. While such serendipity isn't guaranteed, a visit to the museum is well worth the time. For more information, see <http://www.picturebookart.org/home/index.asp>.

# Regional News

## UNDERSTANDING AND ACCESSING THE CENSUS

The Capital District Regional Planning Commission will present a workshop on the Census from 8:30 AM - Noon on Thursday, January 9, 2003 in the Bulmer Telecommunications Center at Hudson Valley Community College. Learn how to match the data to your needs, how to use the Census website to access data and maps, and understand Census geography. Registration fee is \$25. For more information or to register, go to [www.ccsnys.org](http://www.ccsnys.org).

## SAFEGUARDING OUR PATRON'S PRIVACY

The University at Albany was the local site for the recent teleconference provided by the American Library Association and other partner organizations. The program provided an overview of the USA Patriot Act, the Electronic Communications Privacy Act, and Homeland Security legislation. Library policies, protocols and procedures were suggested, as well as how library staff should respond to inquiries. USA Patriot Act is an acronym meaning Uniting and Strengthening America by Providing Tools Required to Intercept and Obstruct Terrorism.

The speakers emphasized that they could not give legal advice, only information and recommendations:

- ? Federal law supercedes state law, which gives the FBI greater authority to conduct lengthy searches to mine for data.
- ? Businesses, not just libraries, are subject to the new legislation. All libraries are affected, regardless of size, type, governance, or funding source.
- ? Libraries should continue to uphold their mission: patron privacy, free access to information, a crime-free environment, and a safe place to learn and pursue knowledge on any topic.
- ? Establish procedures for staff to follow if they are approached by law enforcement, especially a chain of command. Do this before the FBI arrives!
- ? Keep your Board informed. Maintain close working relationships with your community's officials, senior management, local police, general counsel, etc.
- ? Do not create any additional record keeping devices.
- ? If presented with a warrant, do not interfere with their search or seizure. If properly served, abide by the law. Do not assist them with their information gathering. Be sure they leave a list of anything they take. Call your legal counsel.
- ? If presented with a subpoena, direct the person to your legal counsel. A subpoena is not adequate legally to conduct a search.
- ? Computer transactions such as email are not private - think of cell phone use.
- ? Keep a record of all legal requests, to preserve your library's institutional memory, to insure against potential for abuse, and to share with your colleagues.
- ? There is no constitutional challenge to this legislation yet.
- ? Remember that we are still a democracy. Do not forsake the Constitution. There must be a balance between privacy and security.

Model policies are currently being developed and will be posted on the teleconference web page at [www.arl.org/patriot/index.html](http://www.arl.org/patriot/index.html).

### TIME MANAGEMENT WORKSHOP

A teleconference on "Time Management: Getting Things Done" will be held at the Schenectady County Community College on Friday, January 24, 2003 from 12 Noon - 1:45 PM, as part of the *Soaring to Excellence* series. For more information, contact Dennis Mott at 381-1237; [mottdg@gw.sunysccc.edu](mailto:mottdg@gw.sunysccc.edu).

### CELEBRATE SUCCESS @ YOUR LIBRARY

NYLA's School Library Media Section will hold its annual spring conference May 1-3, 2003 in Saratoga Springs. Save the date and watch the web site at [www.enyslma.org/slms\\_2003.htm](http://www.enyslma.org/slms_2003.htm) for more information.

### HIDDEN WEB

The Hidden Web is information that search engines like Google and Yahoo won't find. A web page will "hide" from search

engines because of technical barriers, or it has been excluded by choice. The most obvious Hidden Web resources are online databases like BooksInPrint, EBSCO Premier and Reference USA. Other sites also have valuable information that is free, fast and easy to use: FindArticles at [www.findarticles.com](http://www.findarticles.com); InfoMine at <http://infomine.ucr.edu/>; MagPortal at [www.magportal.com](http://www.magportal.com); FindLaw at [www.findlaw.com](http://www.findlaw.com); Gateway to Educational Materials at [www.geminfo.org](http://www.geminfo.org); and National Science Digital Library at [www.nsdlib.org](http://www.nsdlib.org).

## YOUNG ADULTS AND LIBRARIES

By Mary Fellows, Youth Services Department Manager

In the September/October 2002 issue of *Public Libraries*, an article called "Youth Development and Libraries: A Conversation with Karen Pittman" talks about the importance of the second decade of human development. Pittman, cofounder of the Forum for Youth Investment, defines a set of principles and practices for community organizations working with youth. Young people need "safety (physical and emotional), structure, relationships, participation, challenging experiences, high expectations, and opportunities to contribute."

How does this fit into the work you do in libraries with teens? Do you provide some structure, an opportunity for teens to form relationships with you and with other teens? Challenging experiences? Do you have high expectations of them? Do they know they matter to you?

Some of you have structured programs such as teen boards and teen volunteer programs, and some of you serve teens mainly through your materials. Whatever your situation, consider the following ideas relating to teens' needs to help improve your services:

**Safety:** Be aware of what's happening in the library so that library spaces are physically safe and there isn't harassment happening between teens.

**Structure:** If you have a teen board, have regular meetings with an agenda, so that they know what will be covered and can begin to get familiar with how meetings should work. Try assigning responsibilities and a time frame for covering topics.

**Relationships:** If you have teen volunteers, increase the opportunity for them to form relationships by pairing volunteers on projects. Get to know your teens by name and know something about them to provide a topic for one-on-one conversation. At the same time, let them know that you respect their privacy by being conscious of who is around when you're talking. Teens get easily embarrassed. What seems like an innocuous comment to you can be the quote their peers use to mock them.

**Participation:** Invite teens to participate in both children and adult events. Ask them to help at preschool programs, and invite them to volunteer or attend Friends of the Library events. Ask teens to recommend books or CDs. In your newsletter, include news of teen events and volunteer activities. Teens (and their parents) like to see their names in print.

**Challenging experiences:** Hold a program (or series) in which teens learn an interesting skill, such as building a skateboard or negotiating to buy a car. Invite members of the teen board to come to a library board meeting to speak about teen needs in the library.

**High expectations:** Tell your teens that you have high expectations of them, and what those expectations are (perhaps becoming experts on the library, being good role models for the preschoolers they are helping, showing other patrons who use the library what a great teen looks like). Remind them periodically of your "great expectations" and tell them when they meet those expectations.

**Opportunities to contribute:** Explain specifically how what the teens are doing for the library will matter, and to whom. Send sincere, handwritten thank you notes for their work. At programs, express pleasure at having them attend.

We all contribute to helping kids grow up into secure, responsible, creative adults. It's important to remember that in the second decade as well as early years, kids need librarians' attention and service. The fact that it's often harder to provide service to teens does not give us permission to neglect them. You may never know what difference a kind greeting or a new opportunity makes in a teen's life. But be assured: you do make a difference.



New York ranked third in the nation for employing the greatest number of high-tech workers, according to a Michigan Economic Development Corp. study. New York followed California and Texas.

#### TAX SUPPORT OF LIBRARIES

In November 2002, Zogby International polled the citizens of New York State to answer the question "How willing would you be to increase your taxes to improve support for your public library?" The answer: overall, 75.6% of New York residents polled would support an increase in their taxes to increase funding for their libraries.

- ? By region: 70.3% of Upstate residents, 84.2% of New York City residents and 73.4% of people living in the suburbs were willing to pay more taxes to increase library funding.
- ? By gender and age group: 78.6% of women and 72.4% of men endorsed the proposal. Ages 18-29 approved at 78.9%; 73.8% for ages 30-49; 79.1% ages 50-64; and 75.1% for those age 65 and over.
- ? By income level: 74.1% of those with incomes less than \$15K; 79.7% with between \$15K-25K; 72.3% with between \$25K-35K; 87.1% with \$35K-50K; 81.6% between \$50K-75K; and 76.3% of those with incomes greater than \$75K would support increased library funding through a tax increase.

This means that New York State residents realize the value of their libraries, want them to have an

increase in funding, and are willing to pay more taxes to that end. The support is even across all segments of the population, regardless of gender, age, or income.

## National News

#### ALA WANTS ACCESS TO INFORMATION

The American Library Association has written to the Bush Administration to protest one of its initiatives: that the proposed FY2004 budget be printed by outside contract, rather than through GPO. The ALA letter read, in part:

"Our concern is not only that the Office of Management and Budget proposes to violate the law and congressional budget directives, but also that implementing that proposal will deny ready access to these most important government documents to the channels of distribution that make them most freely and conveniently available to the American public through libraries and public sales."

## Job Shadow Day

On **January 31, 2003**, National Job Shadow Day kicks off with a year-long initiative that give students the chance to "shadow" a workplace mentor during a day on the job. Young people nationwide will get an up-close look at how skills learned in school are put to use in the workplace. As part of the American Library Association recruitment efforts, librarians can obtain a copy of the Job Shadow

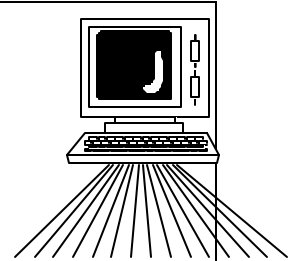
Planning Kit at [www.pla.org](http://www.pla.org) soon. For more information, send an email to [bmacikas@ala.org](mailto:bmacikas@ala.org).

#### INTERNATIONAL CHILDREN'S DIGITAL LIBRARY

The Institute of Museum and Library Services (IMLS), in partnership with non-profit, industry, academic, and other government organizations, plans to build a digital library available to children worldwide. The library will consist of 10,000 children's books drawn from 100 cultures. The International Children's Digital Library, developed by the Internet Archive and the University of Maryland, is part of a larger research project to develop new technology to serve young readers. No other library of this size, that is appropriate and accessible for 3- to 13-year-olds, exists. For more information, visit [www.imls.gov/whatsnew/current/111802.htm](http://www.imls.gov/whatsnew/current/111802.htm).

#### FROM A DISTANCE...

Wish you could take a library or information science course, but don't have the time? Try a distance-learning program you can do at home at your own pace. The Directory of Online Library-Related Courses at [www.cclsweb.org](http://www.cclsweb.org) lists undergraduate and graduate degree programs, university courses, certificate programs, instructor-facilitated courses and more, all of which are available as online classes.



## HR@THE LIBRARY

The information provided in this column is for informational purposes only and does not constitute an endorsement by Upper Hudson Library System.

### REFERENCE CHECKING DO'S AND DON'TS

Adapted from an article by John C. Patterson (Nonprofit Risk Management Center, 1999).

Do your top candidates for a vital library position actually have the degree, experience, and skills stated in their application or resume? Here are some reference-checking dos and don'ts to help you determine the truth, or the consequences!

#### DO:

- Make the initial contact via telephone call.
- Start by identifying yourself and the organization you represent.
- Inform the reference that the applicant has given you permission to contact them.
- Verify the nature of the relationship between the applicant and the personal reference, and the length of time they have known each other.
- Use a script prepared in advance to guide your questions.
- Try to verify information on the application and probe into specific qualifications for the position being filled.
- Assess the nonverbal information conveyed by tone of voice, hesitancy, emphasis, and demeanor.
- Be sure to contact a former employer for references.
- Make your managerial or supervisory position clear to the former employer, and give a brief description of the position you are filling.
- Ask only position-related questions. Do not discuss information that would be unlawful to use in the placement process, such as race or gender.
- Remember that the applicant selected the references for the positive impression he or she thought they would give.

#### DON'T:

- Ask leading questions. Let the reference provide the information. Instead of "Tom Jones told us that you and he have been friends for ten years. Is that right?" you might want to ask, "How long have you and Tom Jones been friends?"
- Ask "yes" or "no" questions. Phrase questions so that references think about their responses and answer in their own words.
- Ask questions related to an applicant's health or disability.
- Ask questions that are too general. The information you need should relate specifically to the position you are trying

## STUDENT FINANCIAL AID

Help your patrons who are students or the parents of students find important information about financial aid opportunities to help pay for college. The New York State Financial Aid Administrators Association provides a listing at [www.nysfaaa.org](http://www.nysfaaa.org), and the Higher Education Services Corporation has resources on its web page at [www.hesc.com/index.html](http://www.hesc.com/index.html).

# Trustee News

## TRENDS IN BOARD SEATS

According to the June 13, 2002 issue of *The Chronicle of Philanthropy*, nonprofit groups are facing a "critical shortage" of qualified candidates to serve on their Boards of Trustees. Libraries are encouraged to reach out to all potential Board candidates, especially up-and-coming managers, non-managerial technical and functional experts, minorities, the self-employed, and retirees.

## BY-LAWS IN BRIEF

Adapted from an article by Jan Masaoka (CompassPoint Nonprofit Services, November 25, 2002).

By-laws are a set of rules adopted by the Board of Trustees that specify the overall structure and operations of the library. Most of the time, Board members don't pay much attention to the legal documents of their libraries. However, when there's a legal challenge or when there's conflict on the Board, everyone scurries to find their copies of the By-laws. Too often, these By-laws were

drawn up years ago, haven't been looked at since then, and leave the library vulnerable.

Library By-laws are governed by state law. Public Library Law in New York State, in its entirety, can be found on the New York State Library Division of Library Development's web page at <http://www.nysl.nysed.gov/libdev/publaw/>.

Here is a checklist to be sure the most important provisions are included in your By-laws:

- ? Indemnification. This is a statement that limits the personal liability of Board members.
- ? Minimum and maximum number of Board members.
- ? The number required for a quorum (how many Board members must be present so that official votes can be taken.)
- ? Terms and term limits of Board members.
- ? Titles of officers, how they are appointed, and terms.
- ? Procedure for removing a Board member or officer.
- ? Conflict of interest policy.
- ? Minimum number of Board meetings per year.
- ? How a special or emergency Board meeting may be called.
- ? How committees are created or dissolved.
- ? What committees exist, how members are appointed, and their charges.
- ? Conference calls and electronic meetings.

For copies of sample by-laws, call any UHLS manager at 437-9880. And remember to review your By-laws - this year!

# Grants & Funding

## RECORDS MANAGEMENT GRANT

The New York State Archives Grants Administration and Program Support Unit provides grants for inventory, planning, microfilm, historical records, and educational uses of local government records projects. The deadline for applications is February 3, 2003. For more information and the application, visit [www.archives.nysed.gov](http://www.archives.nysed.gov).

## NATIONAL AWARD FOR LIBRARY SERVICE

The Institute of Museum and Library Services sponsors the National Award for Library Service to honor extraordinary public service provided by libraries. The award recipient must demonstrate long-term, ongoing commitment to public service through innovative programs and community partnerships. Cooperative projects are encouraged. The deadline for nominations is February 15, 2003. For more information and a nomination form, go to [www.imls.gov/grants/library/lib\\_nals.htm](http://www.imls.gov/grants/library/lib_nals.htm).

## WE THE PEOPLE GRANT

*We the People* is an initiative by the National Endowment for the Humanities (NEH) to encourage the teaching, studying and understanding of American history and culture. The NEH welcomes applications for projects designed to explore significant events and themes in our nation's history. Proposals can include preservation and access to

documents or artifacts; public programs; exhibitions; and more. NEH will accept proposals for the initiative to all grant programs and all deadlines. Proposals are expected to meet the guidelines of the program that best fits the character of the project. The next grant deadline is February 3, 2003, but there are other grant programs with later deadlines. A list of programs and deadlines is available at [www.neh.gov](http://www.neh.gov).

[www.LDOnLine.org](http://www.LDOnLine.org) is a web site dedicated to helping children with learning disabilities (LD) and Attention-Deficit/Hyperactivity Disorder (ADHD). It contains up-to-date articles on LD and ADHD, creative forums for kids, book reviews, and recommendations.

# People

The Board of Trustees of the Altamont Free Library met in December to elect officers for 2003. They are: Patricia Spohr, President; Anne Linendoll, Vice President; Elizabeth Ketcham, Treasurer; Jean Forti, Secretary; and Tony Kossmann, Corresponding Secretary.

Ann Marie L'Hommedieu has joined the Bethlehem Public Library staff as a part-time adult services librarian. Ann Marie also works full time as Reference/Education/ILL Librarian in the Schaffer Library of Health Sciences at Albany Medical College.

# Professional Collection

Helping Business: The Library's Role in Community Economic Development by Maxine Bleiweis. Neal-Schuman, 1997. Discusses the steps libraries can take to understand the information needs of the business community, how to fill those needs, and promote library resources to this market. Learn how to compile a business directory, produce a business newsletter, provide community information packets for relocated employees, and more. PROF 027.6 BLE

Statistical Report 2001 by the Public Library Data Service. Includes Public Library Finance Survey. Data from more than 700 public libraries across the country on finances, library resources, annual use figures, and technology. Prepared by the Public Library Association, a division of the American Library Association. PROF 027.473 STA

Terrific Training Materials: High Impact Graphic Designs for Workbooks, Handouts, Instructor Guides, & Job Aids by Darlene Frank. HRD Press, 1996. Covers the basic elements of graphic design, examples of training materials, and multiple checklists, resources and samples. PROF 686.2 F

## Library Programs

### ALBANY MAIN:

**BEYOND THE DEATH OF ROBERT FROST:** Forty Years of Survival - Presented by Carole Thompson, President of the Friends of Robert Frost and Director of the Robert Frost Stone House Museum in Shaftsbury, Vermont. Tuesday, January 7, 2003 at 12:15 PM.

**INVENTING THE FUTURE:** Charting the Course for the Public's Library - Presented by Jeffrey Cannell, Director of the Albany Public Library, on Tuesday January 14, 2003 at 12:15 PM.

### ALTAMONT:

**GEORGE WASHINGTON CARVER AND THE PEANUT** - Presented by Carol Ann Margolis at the Altamont Village Community Room, 115 Main Street in Altamont: January 29, 2003 at 3:00 PM.

### BERNE:

**CALLING ALL DETECTIVES** - Kids ages 12 and up are invited to attend a murder mystery fun night on Saturday, January 4, 2003 from 7:00 - 9:00 PM. Decode a secret message, play mystery trivia, and solve the library murder. For more information, call Kathy at 872-2652.

### BETHLEHEM:

**A MUSICAL JOURNEY THROUGH NEW YORK CITY** - Cabaret-style performance by Quency Rene and Diane Geddes aka Two Broads With Alotta Sound. The duo's comedy, songs and stories are well known in the Capital District. Call 439-9314 to register. Friday, January 10, 2003 at 2:00 PM.

**GHANA: SMILES AND TRIALS OF A PEACE CORPS VOLUNTEER** - Delmar native Shannon Cornelius has worked in Ghana for 26 months. The focus of her slide show will be HIV/AIDS education in rural Ghana. Cornelius is the daughter of Bethlehem Chamber of Commerce president Marty Delaney. Call 439-9314 to register. Sunday, January 12, 2003 at 2:00 PM.



**PEACE IS...** Martin Luther King, Jr. will be remembered with stories, songs and cooperative games that explore the meaning of peace. Children in grades K and up will make a mobile and decorate a snack to share. Call 439-9314 to register. Monday, January 20, 2003 at 2:00 PM.

### BRUNSWICK:

**DEFENSIVE DRIVING CLASS** - The Library is offering a defensive driving class for insurance discounts and point reduction, to be held at the Brunswick Family



Rosie the Riveter

**MEMORIES OF THE 1940S** - Sponsored by the Library, to be held at The Home Front Café at 192 Main Street in Altamont. Jan. 14, 2003 at 7:00 PM.

Community Center. The \$40 fee includes the class and lunch, provided by Brunswick Community Library Board of Trustees. If you have any questions, call the Library at 279-4023. Saturday, January 25, 2003 from 9:00 AM - 4:00 PM.

### EAST GREENBUSH:

**MEET ARTIST GEORGE SHEAR** - Artist George Shear will be at the Library to discuss his mixed media and collage artwork that will be on display the month of January. He will also have photography on display. Saturday, January 4, 2003 from 2:00 - 4:00 PM.



**THE ADVENTURE OF SCUBA DIVING** - Theron Rock, Training Coordinator at Action Sports and Travel in East Greenbush, along with others from Action Sports, will share

the adventure of scuba diving with a slide show entitled "Underwater." The slides will show the marvelous variety of aquatic life and experiences of scuba divers as well as the needed equipment. Sunday, January 5, 2003 at 2:00 PM.

**SWING DANCE WITH RON TRITTO** - It's never too soon to get ready for spring proms and weddings or just the joy of dancing. Ron Tritto, of Learn Ta Dance will teach basic dance steps in swing, foxtrot and waltz. Both singles and doubles are invited, from teens to grandparents! Friday, January 24, 2003 at 7:00 PM.

### GUILDERLAND:

**TEEN FILMS** - January 2003 marks the beginning of a Teen Film series at the Library. The films, selected by the Library's Teen Advisory Group (TAG), will be shown one Friday night a month. The first film, *Men in Black II*, will be shown on Friday, January 24, 2003 at 6:45 PM. Come for a fun film, our terrific new sound system, and free popcorn.



**GOSPEL CHOIR** - Come to the Library on Thursday, January 16, 2003 at 7:00 PM to hear the joyful sounds of the acclaimed Bethel Baptist Gospel Choir of Troy, New York. This special performance is being presented in honor of Martin Luther King, Jr. Day.

### VOORHEESVILLE:

**ADULT BOOK DISCUSSION** - Of Nickel and Dimed by Barbara Ehrenreich. Wednesday, January 8, 2003 at 7:00 PM.

**EVERY OTHER THURSDAY NIGHT POETS** - Newcomers are welcome to join this writers support group. No signup necessary. January 9 and 23 at 7:00 PM.

**NIMBLEFINGERS** - Needlework and crafts every Tuesday from 1 - 3 PM. Bring a project to work on. Refreshments will be served. No signup necessary.

### WILLIAM K. SANFORD:

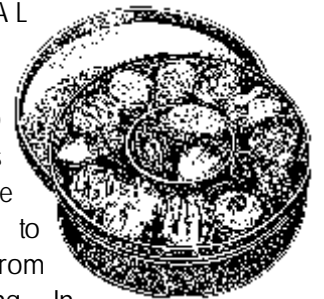
**BE PREPARED FOR INTERVIEW SUCCESS: USING THE SAR METHOD** - This class is for anyone who is exploring a career change or looking to advance in a current career. The SAR (Situation-Action-

Results) method will help participants gain new appreciation for their own skills, abilities, and accomplishments. Presented by Anna Watkins, President of the American Society for Training & Development, Hudson Mohawk Chapter. Wednesday, January 15, 2003 at 7:00 PM.

### HEALING EMOTIONAL EATING: MAKE THE CONNECTIONS

Awareness and insight are the first steps to breaking free from emotional eating. In

this program, participants will begin to understand the reasons for eating, unravel the emotional connections that food can hold, and develop alternatives that will truly satisfy "hunger." Presented by Donna Lochner, M.S. Ed. Reservations are required; call the Information desk at 458-9274. Thursday, January 16, 2003 at 6:30 PM.



## OPERA OVER EASY: CELEBRATING RICHARD STRAUSS -

This popular series devotes its attention in February to composer Richard Strauss and three of his most important works: *Der Rosenkavalier*, *Elektra*, and *Die Frau Ohne Schatten*. Each opera will be presented in full via a DVD presentation, along with insights and analysis by Library Director Robert Jaquay. There are two sessions each week: Sundays at 2:00 PM and Fridays at 9:00 AM, on the following dates: Sundays on February 2, 9, 16, and 23, and Fridays on February 7, 14, 21, and 28. Registration is required; call the Information desk at 458-9274.



Richard Strauss 1864-1949

# For the Asking

## TO GIVE AWAY:

UHLS has a two CD-ROM set of Comprehensive Reference Resource on the September 11, 2001, Terrorist Attacks to give away. Call Rachel Baum at 437-9880 x. 225



# Job Openings

## READER'S

### SERVICES LIBRARIAN

Albany Public Library seeks an energetic, enthusiastic professional to join the Reader's Services Department at its Main Library. This full-time opportunity involves working with library customers to connect them to the library's collections, participating in collection development, shelving, merchandising, promotion of library materials and services, providing readers' advisory, assisting customers with circulation functions, programming, and other activities. Retail experience is an asset. The successful candidate will possess an MLS from an ALA accredited institution. Library school students will be considered. Minimum salary is \$30,322.50 with a generous benefit package. Salary is expected to increase upon completion of current contract negotiations. Applications accepted until position is filled. Interested applicants should submit a letter of interest, resume, and three references to: Marjorie K. Reinhart, Human Resources Manager, Albany Public Library, 161 Washington Ave, Albany, NY 12210; reinharm@uhls.lib.ny.us.

HAPPY NEW YEAR!

HOORAY FOR SNOW!

# Calendar

## JANUARY 2003

- 1 NEW YEARS DAY - UHLS CLOSED
- 3 Directors Association 9:00 AM at UHLS
- 6 Implementation Team 9:00 AM at UHLS
- 6 Administration Committee 4:00 PM at UHLS
- 7 Automated Services Committee 9:00 at UHLS (NOTE DATE)
- 7 Services Committee 4:30 PM at UHLS
- 8 Finance Committee 3:30 PM at UHLS
- 8 Board of Trustees 4:30 PM at UHLS
- 9 Database Advisory Council 9:00 AM at UHLS
- 14 Implementation Team 9:00 AM at UHLS
- 15 Deadline for the February 2003 issue of The Latest Edition
- 15 Library Advocacy Advisory Council 7:00 PM at UHLS
- 16 Resource Sharing Advisory Council 9:00 AM at UHLS
- 17 Youth Services Advisory Council (Book review 9-10 AM; YSAC meeting 10-12 noon; Book review 12-1) at UHLS
- 20 Martin Luther King, Jr. Day - UHLS OPEN
- 21 Implementation Team 9:00 AM at UHLS
- 23 "GO LIVE" date for epixtech Horizon Sunrise automation system
- 24-29 American Library Association Mid-Winter meeting in Philadelphia
- 28 Automated Services Committee 9:00 AM at UHLS

## FEBRUARY

- 5 UHLS Staff meeting 9:00 - 11:00 AM at UHLS
- 7 Directors Association 9:00 AM at UHLS
- 10 Administration Committee 4:00 PM at UHLS
- 11 Services Committee 4:30 PM at UHLS
- 12 Finance Committee 3:30 PM at UHLS
- 12 Board of Trustees 4:30 PM at UHLS
- 14 Adult Services Advisory Council 9:30 AM at SNLK
- 14 Deadline for the March 2003 issue of The Latest Edition
- 14 Deadline for 2003 Outreach Mini-Grant applications to UHLS
- 17 PRESIDENTS DAY - UHLS CLOSED
- 25 Automated Services Committee 9:00 AM at UHLS
- 28 Youth Services Advisory Council (Small libraries discussion group 9-10 AM; YSAC meeting 10-12 noon; Large libraries discussion group 12-1) at UHLS

## MARCH

- 3 READ ACROSS AMERICA DAY
- 7 Directors Association 9:00 AM at UHLS
- 10 Administration Committee 4:00 PM at UHLS
- 11 Services Committee 4:30 PM at UHLS
- 12 Finance Committee 3:30 PM at UHLS
- 12 Board of Trustees 4:30 PM at UHLS
- 14 Deadline for the April 2003 issue of The Latest Edition
- 16 FREEDOM OF INFORMATION DAY
- 18 LIBRARY LOBBY DAY
- 20 Resource Sharing Advisory Council 9:00 AM at UHLS
- 22 Automated Services Committee 9:00 AM at UHLS
- 29 Tech Valley Summit - all day at the Albany Marriott



Dachshund puppy

# Board of Trustees

**PRESIDENT:** Philip Erlich (Rensselaer)  
**VICE-PRESIDENT:** Charles Diamond (Watervliet)  
**TREASURER:** Lynne Strnad (Altamont)  
**SECRETARY:** Jeffrey Cannell (UHLS Directors Association)

Erin Apostol	(Albany)	Robert Ganz	(Guilderland)
Mary Alice Molgard	(Berne)	Melissa Palmer	(Bethlehem)
John Quinan	(Cohoes)	Mary Ellen Schroder	(Valley Falls)
June Tyrrell	(Brunswick)	Hawley Zwahlen	(William K. Sanford)

**TRUSTEE EMERITI:**

Harry Howansky  
Katherine Wells  
David Worden

**MISSION STATEMENT:** The Upper Hudson Library System (UHLS) coordinates programs and activities to assist and complement the resources and efforts of its twenty-nine member libraries to improve library and information services in the local communities of Albany and Rensselaer Counties.

**VISION STATEMENT:** Upper Hudson Library System (UHLS) and its twenty-nine members will operate as a consortium and be a part of a dynamic statewide and national network, operating in cooperation and collaboration with educational and cultural organizations, community human service agencies and the business community to provide library and information services to the people of the Capital Region of New York State.