



BayNet



Bay Area Library and Information Network

Fall 2006 – Winter 2007

President's Message

by Joyce McLean
Holy Names University
Paul J. Cushing Library

As I begin my term as BayNet President I reflect on what differentiates BayNet from the other library organizations in California and what makes it special to me. I think what sets BayNet apart is the diversity of our membership. An important part of our mission is “to strengthen connections among all types of San Francisco Bay Area Libraries and Information Centers.” Other organizations promote communication, professional development and cooperation, but usually within a particular kind of library and most include only librarians. BayNet welcomes everyone. BayNet has persisted through an era when other Bay Area library organizations began and disappeared. I think one reason for that is its tradition of volunteerism and strong community spirit. It was born out of need and evolved as the needs of the area libraries changed.

My career as a librarian has been especially diverse. In my twenty-seven years as a librarian and information specialist I have worked in publicly funded and independent academic libraries; special for-profit and not-for-profit libraries; nonprofit library service organizations; and for-profit library systems and services providers. While I have served many public library clients, I've somehow missed working in school libraries altogether. Serving on the executive board of BayNet has given me the opportunity for the first time to get to know some very fine school librarians and has increased my awareness of what my colleagues in school and public libraries were doing that connected with the goals of my academic library. I've learned many valuable things from them, often without their being aware they were helping someone. I often say that I learn as much in casual conversation before and after meetings and events than I do in the meetings. This has certainly been true of BayNet events.

For example, while I was planning the development of an information literacy program for Holy Names University, I've learned through conversations at BayNet Executive Board meetings what kinds of programs were taking place in public libraries and school libraries. That's where I first learned about the new Educational Testing Service assessment developed with the collaboration of California State University, University of California and California Community Colleges librarians. It was one of the school librarians who suggested to that a more integrated approach to information literacy across the different types

of libraries might prove very enlightening. Learning about information literacy programs in school libraries and community college libraries was also helpful in suggesting what foundation students would be likely to have when they arrived on our campus.

As a librarian I never know what information that now does not seem relevant may become useful in the future, so I store information much the way a squirrel gathers knots and winter. In all my years as a librarian I have never served anything other than an adult population. Then one day not too long ago, I was informed that the Raskob Learning Institute and Day school which is on the Holy Names campus was being formally integrated into the Education Department of the University. Raskob is the oldest continuously operating program for children and adults with learning disabilities in California. How could I be of service to them in expanding their small library collection into a real branch library of the University? Providing resources and services to their faculty and students presented a real challenge for me as their Day School includes grades 2 through 10. Although I had resources that might be appropriate for high school age students, I wasn't sure I had anything that would be useful for the younger age groups. I did have a collection of children's books for the use of students in the education department. What to do . . . After a little reflection I realized that BayNet was the ready resource that would help me. I remembered hearing about BAISL, The Bay Area Association of Independent School Librarians, through my association with school librarians at BayNet Executive Board Meetings. Their website proved to be a very useful resource which I would not have known about had it not been for BayNet.

Where did I learn about the California Libraries Catalog Project for the first time? The public librarians were talking about this at a BayNet Executive Board Meeting. How did I learn about preservation and disaster planning workshops? Mary Morganti from the California Historical Society mentioned this at a BayNet Executive Board Meeting. Where did I turn when I wanted to learn more the practical aspects of implementing RFID technology? I called a colleague at Berkeley Public Library that I met through BayNet. Where did I meet the Susan Hildreth, California State Librarian for the first time? You guessed it, at a BayNet event. These are just a few of the many things BayNet has done for me in the last two years. It is also made me aware of some of the more unusual libraries and library collections in the San Francisco Bay Area that I never knew existed. Who knew that there was a library that specialized in sounds?



BayNet is the best kind of network that librarians and information professionals could have, a network of real people sharing their professional expertise and practical experiences with one another. These are just some of the ways in which BayNet is special to me.

2007 will be an exciting year for BayNet, as we celebrate our 25th Anniversary as an organization serving libraries and librarians of the San Francisco Bay Area. It's an anniversary for me as well, as 2007 will mark the 40th anniversary of my first library job. A primary goal for this year will be to reconnect with the BayNet Members to learn how your needs have changed and your roles have evolved in recent years, as we begin a strategic planning process that will guide the Executive Board in serving you in the future. I've been pleased this year to see more participation of school libraries in BayNet. We will continue this year, as in the past to cosponsor programs with the Special Library Association (SLA) and hope to build a similar relationship with the Bay Area Independent School Librarians (BAISL).

It is my pleasure to welcome four new members to the BayNet Executive Board: Craig Cruz, Jr. from Krames Health Science Library in San Bruno who joins us as Special/For-Profit Representative; Janice Woo from California College of the Arts in Oakland, as Academic Representative; Tamera LeBeau from Livermore Public Library, as Public Representative and Sharon Miller from the Mechanics Institute Library in San Francisco as At-Large Representative. I would also like to recognize the following members who are departing from the Board and thank them for their service: Daniel Scott Angel from Krames Health Science Library in San Bruno; Mary Thomas from Foothill College in Los Altos Hills; and Tim DeWolf from the Federal Reserve Bank, San Francisco. I would also like to thank our Webweaver, Stephen Upjohn of the progress he's made on the BayNet web site. Stephen will be us leaving us soon as his term comes to an end. We are pleased to welcome Kerwin So as our new WebWeaver. And last but certainly not least, I offer my thanks to all of the continuing Board Members and my congratulations to the newly elected officers: Carol Simmons, Vice President/President Elect from Daly City Library; Nicole Greenland, Treasurer from Holy Names University; and Linda Suzuki, Secretary from San Francisco Public Library. I also offer a personal "Thank You" to Susan Garbarino, Immediate Past President for helping me make the transition to President while I was recovering from my recent neck and back injuries.

In closing, I invite all of you to join me in exploring the possibilities and planning the future of BayNet. Please share your ideas, hopes and dreams for how BayNet can be even better in the years to come. After all, what BayNet is really about is Members helping and learning from other Members. You will never know the full value of BayNet until you participate actively.

Jo Falcon Receives Award for BayNet Service & Involvement

by Rose Falanga
BayNet Administrator

At this year's Annual Meeting, BayNet members had the great opportunity to give thanks to Jo Falcon for her dedication and involvement in BayNet. BayNet honored Jo with an award to commemorate the organization's gratitude for all of her work during her tenure as a BayNet member extraordinaire, having been our webweaver, administrative assistant, and newsletter liaison among other nameless but vital roles.

Jo Falcon is one of those people who have been librarians their entire lives. She dates her entry into the profession from her first memory of reading as a small child. She was elated when she was able to decipher S-T-O-P on a sign she was passing. Born in Columbia Women's Hospital in the DC, Jo grew up in easy bus range of a great collection of museums and in a library family. When her Mom, Mary Helen Feldman, was working on her first library degree, in lieu of a thesis, she cataloged a pile of children's books at the Library of Congress and brought them home for Jo to read.

But Jo's path to official librarianship was not direct. Margaret Mead inspired her first crush, which was on anthropology. Jo saw anthropology as a place to stand from which you can view the entire world. She stumbled her way backwards into the library profession by working in many different jobs related to "the world made print." She worked in a print shop at The Evergreen State College as well as other print shops in Marin and Hawaii; was the editor and document manager of the Department of Public Instruction for Washington State; the "Everything Person" at a small publishing company; and ran a free-lance word processing service, whose clients included the Chinese Cultural Center, the Chinese Opera and poet Michael McClure, who credited her with "heroic punctuation."

Somewhere along the way, Jo took a detour through a decade of legal secretary work, although her personality always found a way to have fun and express her natural love of order. She organized the corporate papers of San Francisco's attempt to become the host city of the Rock and Roll Museum. While office manager and tour guide for the Friends of the Urban Forest, Jo developed a cross-referencing system for their tree information.

About the time Jo began volunteering at the Exploratorium around 1985, she signed up for information brokering and online searching courses the Library program at UC Extension. Her instructor, Rose Falanga,



who was also the Library Director at the Exploratorium, recognized her talents and hired her as her TA.

Eventually it began to dawn on Jo that she really was a librarian and she might as well get the official piece of paper. She enrolled in the library school at San Jose State in 1997. Several of her field work placements were at the Exploratorium, notably digitizing books on classroom activities to create an award-winning website and creating a website for Michael McClure. After graduating in 1999, wearing her mother's lemon-colored hood, Jo was hired to help with the Exploratorium's retrospective conversion project, stayed on as reference librarian and cataloger, and is now the museum's librarian.

Even in her extra-curricular activities, Jo does not stray far from her first love. She was a belly dancer who danced with the Belly Dancing Librarians and for SLA, when it held a reception of the new library of Alexandria. She also has been a proud cat mom of Dweezil, Dzebo, Schroedinger and Chaco and the owner of the Crazy Cat Lady action figure, as well as the original AND the deluxe Librarian action figures. She was the instigator and co-founder of Rangapalooza, a festival dedicated to the memory and principals of C.R. Ranganathan, who developed the Colon Classification system.

Jo is also happy that her eldest niece is now in library school and welcomes her to the family business and would also make special mention of her "fabulous librarian enabler," her husband Bill Spears.

Then, as now, the Exploratorium was a strong BayNet supporter, so all staff members were encouraged to participate. Jo started showing up at BayNet meetings and workshops, trying to get to know the organization, and to experience many facets of librarianship and see how they fit her. She feels that BayNet is great for that and it is why she always gives her library interns a student membership.

As soon as she became a student member while at library school, Jo was immediately drafted for the BayNet Webweaver position. Once she began attending Board meetings, the opportunities to make herself "miscellaneously useful" multiplied alarmingly. Because "virtual organizations" were not yet common, and BayNet needed a postal snail-mail address and a phone, Jo volunteered a sector of her answering machine and instantly became administrative assistant. Because she had printing and direct-mail experience, she became the newsletter liaison. Over time she became our corporate memory and keeper of the sacred continuity. In her words, she supported a very worthwhile organization and had a helluva time doing it.

BayNet's 2006 Annual Meeting

by Jeffrey Marzluft
Golden Gate University

On May 2, 2006, Carrie Russell, the copyright Specialist at the American Library Association Office for Information Technology Policy, spoke at the BayNet Annual Meeting. Author of *Complete Copyright: An Everyday Guide for Librarians*, Russell touched on many aspects of copyright, focusing on issues of special concern to libraries and librarians.

She began by offering a summary and overview of general copyright law and the theories of fair use documented by the copyright law of 1976. Next, she turned to the Digital Millennium Act of 1998 and its emphasis on protecting digital works. Under the Act, digital works became even more protected than non-digital works leading her to claim that the Act judges people as either pirates or consumers of digital works whereas the more traditional interpretation allowed people to be citizens merely using materials. The 1998 Act and the use of copyright management systems eliminated any gray area of "fair use." This elicited much exclaim and surprise by the audience.

She concluded her talk by answering questions and spoke on the problem of Orphan Works. These are works where the author/creator cannot be found or is unavailable. For libraries, orphan works are of particular interest because they include foreign works as well as many libraries' digitization projects. Finally, she spoke that not everything in the realm of copyright is shrouded in doom and gloom. The rise of these issues has brought copyright into the public sphere and we can expect upcoming legislative sessions to deal with these issues more and more. This fact makes the ALA's role and the roles of librarians everywhere ever more important.

Cody's Books offered Russell's book, *Complete Copyright: An Everyday Guide for Librarians*, for sale at the meeting.

For pictures and slides from the Annual Meeting, visit http://www.baynetlibs.org/events/current/2006_annual_meeting_pictures.html



Organization Spotlight: Bay Area Independent School Librarians

by Kevin Leslie

The College Preparatory School

with Debbie Abilock

Editor-in-Chief of Knowledge Quest

The position of independent school librarian is often a solitary professional existence. Our libraries are often small, but the demands are constant. We design information literacy programs, fix copiers and computers, answer reference questions, fix book bindings, select and catalog books, create web sites, collaborate with teachers, create summer reading programs, and act as faculty advisors.

While national organizations like ALA's divisions and sections (American Association of School Librarians, Independent Schools Section) and state organizations like the California School Library Association can provide support for independent school librarians, our jobs preclude many absences. Face-to-face time with peers is limited to a few events in a given year, often at great distance. It was from this need to share, compare, and contrast, on a more local and easily accessible level, that the Bay Area Independent School Librarians (BAISL) was founded in 1978 by a small group of independent librarians in San Francisco, who had been meeting together rather informally for a number of years. It was a crucial time in librarianship; the "revolution" was just around the corner. Librarians were just beginning to challenge the notion that libraries were places for books to be housed and story times to be offered for children. It was the perfect time for a support group to emerge.



BAISL members gather together three times a year to listen to speakers and converse on a variety of topics including: new technologies (blogs, wikis, Google Labs, etc.), information literacy, digital copyright, collection development, and professional development. Members take turns hosting the meetings and showcasing their libraries, while others present as guest speakers, highlighting one of their programs or an innovation they've set in motion. Scholars and experts in a variety of fields are also invited to speak at BAISL meetings. We have begun to institutionalize a collaboration with the BayNet Multitype Library Organization in order to benefit from mutually interesting speakers or to co-sponsor events.

We've grown large enough to experience another positive effect for members: consortium pricing. The Consortium Pricing Committee negotiates price quotes on a number of databases, saving us thousands of dollars collectively.

As issues arise, BAISL has served to support best practices through collaborative position papers which are used by individual members to buttress their advocacy of such best practices as faculty status for school librarians, non-academic uses of the library facility and our role in academic integrity. The papers help member librarians establish themselves professionally in their schools.

Membership in BAISL has grown steadily and we currently represent school libraries within a 100 mile radius of San Francisco. We are delighted to see this extended growth because it reflects our organization's importance as a community for those independent school librarians in outlying areas.

This is the second year that we will award a grant of up to \$1,000.00 to a single BAISL member for the sole purpose of professional development. The awardee presents his/her learning experience to our members during a meeting in the following school year.

BAISL membership includes both non-sectarian and religious schools. Dues are \$35 annually for individual membership, or \$100 for institutional membership (an economical choice for the few schools with more than two librarians). For more information on joining BAISL visit the BAISL web site at www.baisl.org.

Report on Emergency Planning for Bay Area Libraries, Archives, & Museums

by Mary Morganti

California Historical Society

based on Heritage Preservation, Fall 2006 Update

In September, three BayNet Board Members attended an Alliance for Response Forum, one of four held in California cities including San Diego, Los Angeles, Sacramento, and San Francisco. Part of the national Alliance for Response initiative, the California forums were sponsored by the California Governor's Office of Emergency Services, California Preservation Program, Cultural Property Protection Group, and Heritage Preservation (producers of the now familiar "Emergency Response and Salvage Wheel").

Following welcoming remarks and introductions by Paul Jacks, Deputy Director of Response and Recovery of the Governor's Office of Emergency Services, and Joe



Brennan, Director of Facilities, San Francisco Museum of Modern Art and our host for the day, Jane Long, Vice President of Emergency Programs, Heritage Preservation gave an overview of goals and accomplishments of the national Alliance for Response initiative. Lunch featured a keynote address by Erroll Southers, Associate Director of the Center for Risk and Economic Analysis of Terrorism Events at the University of Southern California.

Programming featured a panel discussion moderated by Philip Van Saun, Manager of Emergency Services at the University of California San Diego. Organized around a theoretical arson fire at my own institution (California Historical Society), panel members from local cultural, fire, law enforcement, and emergency management communities discussed their roles in response and recovery. Afternoon sessions presented information on state and regional activities.

The California forums are the first time Alliance for Response forums have been underwritten by a state emergency management agency. The Governor’s Office of Emergency Services is pleased with the results and plans to hold additional forums to bring together representatives from cultural institutions and first responders in Spring 2007.

To inquire about upcoming California Alliance for Response forums, contact Mary Morganti at mmorganti@calhist.org. For more information about the condition and preservation needs of U.S. collections, see the Heritage Health Index report at www.heritagepreservation.org/HHI/index.html



From the Editor

by Sarah Marks
Golden Gate University

Autumn seems to have gone by in an instant! This combined Fall & Winter issue of the newsletter covers the happenings of BayNet and its members as far back as the Annual Meeting in May. In our next issue (Spring 2007) we’ll be announcing the speaker for the 2007 Annual Meeting.

Thanks to all of the contributors for this issue. I am excited about a new series of articles highlighting various Bay Area professional organizations beginning this issue with BAISL, the Bay Area Independent School Librarians.

As always, article submissions are welcomed and appreciated. For information please email smarks@ggu.edu.

D’oh! Top Ten Things Never to Say in a Job Interview:

A recap of a panel discussion at the recent California Library Association Conference in Sacramento

by Carol Simmons
Daly City Public Library

On Monday, November 13, I joined a distinguished panel of seasoned library directors in a lively and frank discussion of things not to say in a job interview. The panelists included Jane Light, Director of the San Jose Public Library, Jackie Griffin, Director of the Ventura County Public Library and Julie Farnsworth, Director of the Pleasanton Public Library. All quotes below were actually heard by the panelists in job interviews, and the session provided participants with a wonderful opportunity to ask questions and comment on these colorful but inappropriate remarks – plus a good time was had by all!



10. “No thanks, I don’t shake hands because of germs.”
The social niceties are important – when you enter the interview room, shake hands, look the interviewers in the eyes, and thank them for the opportunity to interview at the end of your time.
9. “You would not believe what that b**** said to me.”
That b**** might be one of the interview panelist’s best friends – never diss anyone in the field, it makes you look unprofessional and won’t endear you to the interviewers. Remember, the library field is a small one.
8. “I left my last job because the patrons weren’t the best – I didn’t feel safe.”
Don’t tell the interviewers about your discomfort with the public – library jobs are public service positions, and if you feel this way you are probably in the wrong profession. It is appropriate to ask how the library handles emergencies if you are trying to find out what the work environment is like.
7. “Yes, I have a question. Have you taken Jesus Christ as your personal lord and savior?”
This is not what you should ask when, at the end of the interview, you are invited to ask any questions you might have. Also, don’t ask questions about benefits or salary – save those for if and when you are made an offer of employment. This is your opportunity to find out whether the position is right for you. You should have a list of questions ready for the interviewers going into your session. Most will probably be answered during the interview, but you should ask at least one or two pertinent questions that demonstrate your interest and your knowledge of the



institution you're applying to, as well as current issues in the field.

6. "Clickety-clickety – click...uh, what?" Don't text message or reach for your ringing cell phone during an interview. Also, assume that the library has googled you, read any available blog postings you might have made and knows what's on your myspace page. You may be young and hip, but all these things can count against you if you have inappropriate material posted or don't give your full attention to the panel.

5. "Um, because I need the money?" Show the interviewers why you want to work for this particular library, in this particular community, when asked why you want the job. Demonstrate that you've done your research on the library, the demographics of the community, and also tell them what you have to offer that makes you a great candidate.

4. "Books on sex for children? Why, I'd remove them immediately and hunt for anything else that needs to be pulled." You should know, by interview time, what the library's position is on materials selection – if you can't work with whatever they've decided, this isn't the job for you.

3. "The gap in my work history is because I needed time to deal with my gang rape." Don't use the interview as a therapy session, and don't ever focus on the negative. If you do have a significant work gap and are asked about it, be honest, but put your experiences in the most positive light possible. Incorporate this into your total experience and use whatever is in your past to show how you've learned and grown.

2. "Dude, you stink." This comment came at the end of a question about customer service – the applicant had read the libraries policies (good) and zeroed in on a policy written to assist the staff with dealing gently but firmly with the homeless whose scent drove other patrons out of the building. The applicant then firmly applauded the library for this policy, which she would use to tell the smelly patron to leave in no uncertain terms (bad). This was not a positive aspect of library work to focus on, and not the best interpretation of an appropriate response to what should be a very sensitive task.

1. "Do you really mean that about extra hours on Board nights? Because I belong to a theatre group and that comes first in my life." Then maybe you should look for a job in the theatre. Employers don't expect you to give your life to the job, but they do look for a sense of commitment to the common enterprise and expect to see the value you place on what you do and where you work. Don't start putting conditions or mentioning preferences before you've been offered the job – these sorts of remarks will knock you out of contention in an instant.

Planning, Implementing and Assessing RFID Technology in Libraries

A Presentation at Santa Clara Public Library

*by Craig S. Cruz, Jr.
Krames Health Science Library*

On a sunny and warm October 19, 18 librarians and staff gathered in Santa Clara to hear Karen Saunders, Santa Clara City Librarian, and Elena Engel, Branch Library Improvement Program Director with the Friends of the San Francisco Public Library, present their perspectives on the use of radio frequency identification (RFID) in libraries. Both Saunders and Engel have extensive experience with RFID technology. The Santa Clara Public Library implemented an RFID system by Checkpoint Systems, Inc., in 2000. Engel recently conducted two surveys of California libraries that have installed RFID systems.

Engel shared the findings of her two surveys in a preview of a presentation that she was scheduled to give at the CLA conference (in November) in Sacramento. Twenty-four of the 27 California libraries known to have implemented RFID systems at the time of the survey (late 2005) responded to Engel's inquiry. These respondents revealed the reasons for systems implementation and the benefits and disadvantages of the use of the technology.

The most common factors behind libraries' decision to use RFID are desire to increase patron self-checkout and greater security for library materials (72% of the libraries reported these goals). Academic libraries tended to be more interested in security, while the public libraries emphasized higher circulation. Another named goal was greater ease in conducting collection inventory. Surprisingly, a reduction in the cost of new materials processing was NOT listed as an aim. Libraries also reported having little interest in patron self-check-in.

The cost of an RFID system, in terms both financial and for human resources, must be considered carefully before implementation. Engel's surveys discovered that the average cost of each chip-containing RFID tag was \$0.68. Tags for audio-visual materials were even more expensive, with an average price of \$1.08 each. Libraries reported that the process of inserting the tags into materials, done with labels that disguise the tags but are themselves quite visible, is labor intensive, taking staff about one minute per item. In addition to those foundation costs, libraries should consider the cost of including a sorting machine with their RFID systems. Saunders recommended the sorting machine as a necessary component for increased efficiency in the circulation department. The implementation of the SCPL RFID



system, including the sorting machine, cost almost \$800,000. Engel did include a spreadsheet for calculating costs in her full report, but it was not available as a presentation hand-out.

Saunders supported Engel's findings with details of the experience at SCPL. Her examples included: increased efficiency because the use of Checkpoint's sorting machine required fewer staff than manual sorting, enabling some SCPL staff to be redirected to other duties; the library's patrons liked the sense of privacy they felt when checking out library materials themselves; patrons also reported that self-checkout was faster than waiting in line; better inventory control because staff could more easily and quickly locate misplaced or hidden items with a sweep of the RFID handheld wand; and circulation increased because items spent less time in circulation processing (which meant that patrons found desired materials on the shelf more quickly).

Some in the audience had questions or concerns, among them the increased risk of repetitive strain injuries (RSI) and the ability to keep patron borrowing records private. Saunders responded by noting that there was a decrease in risk of RSI disorders because staff handled each item less than with the old process. As for the reduced security of patron records, she noted that the signal in each RFID transmitter, as configured for SCPL, was so weak that an interested person would have to stand next to the patron in order to read the chip's information. Additionally, each RFID chip contained only the barcode number assigned to that item, so no information identifying the patron could be read off the tag. Only in the circulation records were patrons linked to unique items. From there, records could be retained or deleted in accordance with each library's policies. Saunders suggested that it would be easier for an evildoer to read a book's title from its spine as a patron carried it than it would be to read the title surreptitiously with an RFID tag scanner.

Following the question and answer period, Saunders led the audience to the Borrower Services department to watch the sorting machine in action. She checked out a book and then returned it through the library's return slot. The machine, sensing a book in its return bin, started its conveyor belt and moved the book to a section of the machine where a scanner determined its material type. Audio-visual materials are shunted off into a side bin to be sorted by hand. Tag readers are placed at intervals along the conveyor belt's path. When books reach their proper (pre-programmed) places, they are transferred from the belt to a book truck by a mechanical arm that arranges the books by rough call number order. Library staff are then able to take the trucks when full with the books arranged for efficient reshelving.

Saunders then led the audience on a tour of the library, with a staff member demonstrating how the RFID hand scanner can locate books hidden behind other books, on top of bookcases, or even under shelving. Following the presentations and tour, those in attendance left in amazement at the circulation changes made possible by RFID. One person even said that she wished she had such a system at her law firm so she could find all the books the attorneys were hoarding in their offices.

The executive summary of Elena Engel's surveys and the slides from Karen Saunders' presentation can be found and read at the Events page on the BayNet Website: <http://www.baynetlibs.org>

Save the Date

Joint Meeting with SLA

Please join us for our annual joint meeting with SLA-SF.

January 16 at Yank Sing restaurant in San Francisco

Jodi Healy from Google will speak about the company's relationship with librarians.

Location and Time TBA

Look for an email announcement with more information coming soon!

New and Returning BayNet Members

INSTITUTIONS

Agilent Technologies, Research and Development, Palo Alto, Cindy Alfieri.

Applied Biosystems Library Services, Foster City Anne Maxedon.
Benicia Public Library, Diane Smikahl.

Berkeley Public Library, Roger Pearson.

California Association of Library Trustees (CALTAC), Concord Alan Smith.

DLA Piper Rudnick, Gray Cary, Library, East Palo Alto, Jovita Garcia-Duer.

Drew School Library, San Francisco Marta Winik.

Egon Zehnder International, Information Services, Palo Alto, Susan Prather.

Evergreen Valley College Library, San Jose Victoria Atherton.

Foothill College, Hubert H. Semans, Library, Los Altos Walter Scott.



John F. Kennedy University, Robert M. Fisher, Library, Pleasant Hill,
Diana Paque.

Marin Academy Library, San Rafael, Derek Anderson.

Merritt College Library, Oakland, Nghiem Thai.

Mills High School Library, Millbrae, Kris Cannon.

Novartis Knowledge, Information Services Center, Emeryville,
Peggy Burnett.

Oakland Public Library, Daniel Hersh.

Palmer College of Chiropractic West, Library, San Jose,
Wendy Kubow.

PARC Information Center Library, Palo Alto, Katherine Jarvis.

Real Reality, Research, Oakland, Adi Gevins.

Rutherford & Chekene Library San Francisco, Bruce Thomas.

San Francisco Public Library, San Francisco, Luis Herrera.

San Francisco Waldorf High School Library, San Francisco,

Mary Anne McGill.

San Mateo Medical Center Library, San Mateo, Mark Constantz.

Sandia National Laboratories Library, Livermore, Sandra Lormand.

Santa Clara County Library, Los Gatos, Cynthia Garcia.

Solano County Library, Fairfield, Bonnie Katz.

SRI International Library, Menlo Park, Lisa Beffa.

Stoel Rives LLP, Information Services, San Francisco,
Georgine O'Connor.

U.S. Court of Appeals, 9th Circuit Library, San Francisco,
Cheryl Blare.

Windrush School Library, El Cerrito, Jill Detweiler Clemens.

INDIVIDUALS

Claudia Cohen, Student, San Leandro

Ari Kleiman, Student, San Francisco

Beverly McLeod, Student, San Jose

Susan Michael, Student, Alameda

Patricia Perry, Student, Lafayette

Barbara Scheifler, Retired, Berkeley

The BayNet Newsletter is published three times a year. The newsletter is free to BayNet members. Submissions from members are welcome. All article submissions must receive approval from the editor and are subject to editing. Articles previously published usually will not be accepted for publication. Submitting authors retain all rights to their articles and know that the full contents of the BayNet newsletter will be published online at the BayNet website.

To submit an article please contact the Editor:

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