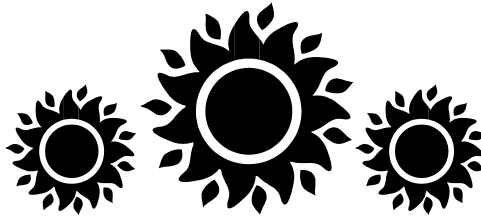




NEWS



April 2004

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15TH ANNUAL EMPLOYMENT SURVEY

This past year the School conducted its 15th annual employment survey of graduates of the Master of Library and Information Studies program at the University of Alberta. In 2002, 24 students graduated with MLIS degrees, 17 of whom are represented in this survey (71%, comparable to the 2001 graduating class at 70%, but under the 89% rate for 2000 graduates). The 2002 survey was conducted in July and August 2003, just over a year after spring convocation.

Summary

All 17 of the 2002 graduates responding to the survey reported employment in library and information studies at some time since graduation, with 16 working at the time of the survey (94%). This echoes the high overall placement rates of MLIS graduates during the past decade or so, in the range of 75% to 100%.

Employment prospects, however, appeared to be somewhat less promising than for those of graduates from the previous two years, 2001 and 2000. Fewer than half of the 2002 graduates employed held full-time permanent positions, compared to 71% of the 2001 cohort and 76% of the 2000 cohort; even in earlier years the range was from 50% to 60%. Nor did salaries grow: the median annual salary was \$41,000, the same as for the 2001 cohort.

Comparison of first and current placements shows that slightly more than half of the 2002 graduates changed jobs at least once during their first year after graduation compared with 65% of graduates in the two previous years. Almost all of the 2002 graduates obtained their first position within three

(Continued on page 6)



GET INVOLVED IN LISAA! EXECUTIVE POSITIONS OPEN

The LISAA Executive currently has openings for the positions of Vice President, Secretary-Treasurer and Communications Officer.

Being a member of the LISAA Executive is a wonderful opportunity for an enthusiastic individual to make a valuable contribution to the profession. Through LISAA you will develop network of peers and have an opportunity to demonstrate your leadership skills.

Time commitment is minimal, with up to 5 meetings a year and 2 major social events to plan for. The Vice-President position is a 3 year commitment, beginning in year one with the Vice Presidency and moving to President and Past-President. Secretary-Treasurer is a 2 year commitment with responsibility for maintaining accounts, reporting account detail to the executive and keeping minutes for LISAA meetings. Communications Officer is a two year position and has responsibility to provide content for the LISAA website at <http://www.freenet.edmonton.ab.ca/lisaa>, communicate the activities of the group to the wider community and participate in the compilation of the LISAA newsletter.

To put your name forward to participate on the LISAA executive, please contact Virginia Clevette by telephone at 450-1726 or via email at vclevette@prl.ab.ca.

SPECIAL POINTS OF INTEREST:

- LISAA's membership year runs from September 1 to August 31. Renew now for 2004-2005! Membership forms are available on the LISAA web site at <http://www.ecn.ab.ca/lisaa>, by contacting any Executive member, and via e-mail (lisaa@ecn.ab.ca).

NEW FACES AT SLIS

Meet Steve Joyce

My name is Steve Joyce, and I can tell you that it's good to be home. I'm the new postdoc here, and here is where I began my library life.

I graduated from SLIS in 1996, and throughout my program I was able to spin most of my course work to that which I was interested in – the information needs of and information access provided to lesbian, gay, and bisexual (LGB) folk. It was also here where I developed an interest in social responsibilities in librarianship. I have to give a lot of credit to Alvin Schrader for my success in the program, and for encouraging me to go on to do doctoral work. However, before undertaking a Ph.D., I worked as a reference librarian at Grant MacEwan College and as an inter-library loan specialist for the Province of Alberta. I even did a stint with Alberta Film Classification where I was part of a team that rated all the movies coming into the province. Remember the General rating given to Disney's *Hercules*? That was me. We liked to call ourselves film classification officers, but the real title at the time was [insert deep ominous tone with reverb effect here] film censor.

After a few months rating films, I flew off to The University of Western Ontario (UWO) where I began my doctoral studies. The title of my dissertation is *The Discursive Construction of Lesbian, Gay, and Bisexual Identity: How Symbolic Violence and Informational Capital Mediate the Coming Out Process*. Yikes! With a title like that, how could I not be ready for academia? Actually my interest was in how LGB youth, in the process of coming out and constructing their identities, are influenced by information. During my time at UWO, I also worked as a teaching assistant for innumerable courses (well, 14 to be exact) mostly technology based, and I taught foundations (501), basic reference (503), and a course called Managing Internet Information Services. I suppose the focus of teaching very quantitative topics helped balance out a purely qualitative dissertation.

I was fortunate enough to win a SSHRC Postdoctoral Fellowship, which I hope to use to extend my doctoral research. Where my focus in my doctoral work was on the coming out process of LGB youth, my present focus is on the discursive maintenance of LGB identity throughout the lifespan. I am also teaching Intellectual Freedom and Social Responsibility in Librarianship, another area of great interest to me. If you happen to see me in the halls, just say hi – I'm the tall guy with beard and glasses (and sometimes crazy hair).

Dr. Dangzhi Zhao, SLIS Visiting Professor

The School of Library and Information Studies is pleased to announce the appointment of Dr. Dangzhi Zhao as a Visiting Professor commencing May 1, 2004.

Dr. Zhao is currently a visiting assistant professor at the School of Information Studies at Florida State University. Dr. Zhao received her PhD in Library and Information Studies from Florida State University in 2003. With a minor in Computer Science, she pursued her research interest in indexing and analysis on the Web. The resulting dissertation, titled *A comparative citation analysis study of Web-based and print journal-based scholarly communication*, explores the design of a Problem Solving Environment for scholarly communication research.

Dr. Zhao's bachelor's and master's degrees are from Beijing University where she also held a professorial position prior to embarking on her PhD program in North America.

Her areas of research interest include organization of information, information retrieval, and the design and implementation of information systems. Her teaching expertise is reflective of her research interests; she has experience teaching information retrieval, database management, interface design and electronic information sources and services.

Faculty and students look forward to welcoming Dangzhi to the University of Alberta.

"The title of my dissertation is *The Discursive Construction of Lesbian, Gay and Bisexual Identity: How Symbolic Violence and Informational Capital Mediate the Coming Out Process*. Yikes! With a title like that, how could I not be ready for academia?"



PD DAY 2004: NEW VENUE, NEW FORMAT, BIG SUCCESS!

The annual student-organized Professional Development Day was held on February 6th this year. For the first time, it was moved from Lister Hall to the University Extension Centre. Advantages included heated underground parking, reasonable rates and restriction on caterers. This flexibility allowed for another change. Traditionally, LISAA has sponsored a Welcome to the Profession reception at the end of the day, while the student association, LISSA, sponsored a speakers' lunch. This year LISAA and LISSA co-sponsored a lunch to which all participants were invited. The evaluation feedback was very positive. Everyone approved of the inclusiveness of the new format and really enjoyed the opportunity to network with future and present colleagues over a delicious lunch.

The theme for this year's PD Day was *Honouring Diversity in Our Library Community*. There were two excellent keynote speakers. We were honoured to have Dr. Ian Wilson, National Archivist, join us from Library and Archives Canada in Ottawa. He spoke eloquently of the commitment he and Roch Carrier have to making their newly amalgamated institution meet the needs of all Canadians. The second keynote speaker was Wendy Sinclair-Sparvier, a public librarian from Regina who chairs the Library Services for Saskatchewan Aboriginal People Committee. Wendy gave us examples of the exciting programming her library branch is doing in an inner-city neighbourhood serving a large aboriginal population. As well, she described the commitment the Saskatchewan government has made that every resident of Saskatchewan, even those living on reserves, should have free access to all public libraries in the province. Other aspects of diversity were address by a panel comprising a representative from the CNIB Digital Library, Corrections Canada, Specialized Support and Disability Services at U of A, and the Multicultural Librarian from Edmonton Public Library.



National Archivist Dr. Ian Wilson, flanked by PD Day Committee co-chairs Alison Faid (l) and Margaret Decorby (r)

Student presentations are always a highlight of Professional Development Day. This year, we heard from two second-year SLIS students, Michelle Sinotte and Heather Dolman, as well as a 2003 graduate, Wendy Gronnestad, who is the first-ever intern at Edmonton Public Library.

Besides receiving grants from the Graduate Student Association and the University Conference Fund, Professional Development Day was, as usual, well supported by the library community. There were two coffee breaks and a continental breakfast sponsored by local library organizations, and a selection of generous door prizes from local publishers and bookstores. In all, approximately 120 librarians, archivists and library students attended. Evaluations were uniformly positive. Photos from the event and the text of Dr. Wilson's speech can be seen at the PD Day website <http://www.ualberta.ca/~lissa1/pdday.htm>. Next year's PD Day is scheduled for February 4th, 2005. Plan to be there!

PARTNERS' DAY 2003-04 A HIT

LISAA contributed to another successful year of the Partners in Education program by organizing its closing reception in January. The program, organized by MLIS students at the University of Alberta, partners students with experienced library and information professionals for a day. The students get the opportunity to find out about a possible career path of interest and experience the day-to-day operations and issues surrounding the field.

Local library organizations contribute to the program by sponsoring the wind-down reception for all of the students and professionals involved. This year LISAA took the role of organizing the reception. It was held on January 23rd at the Timms Centre for the Arts. Students, faculty and library professionals had another chance to reunite with their partners and meet old and new acquaintances in the field. Many people were thanked for putting the program together: the students on the Partners in Education Committee, the library organizations in Edmonton that helped sponsor the reception, and the professionals in the community who volunteered their time. The continued cooperation among these three groups made this year's program and reception another success.



WHERE ARE THEY NOW?

LISAA is looking for stories about fellow LISAA members and U of A SLIS grads.

Since graduating from SLIS, do you have a story to tell? Want to let your fellow SLIS Alumni know how you're doing & where you're at? Know of a grad who is working at an interesting or international job? The LISAA Executive would like to update fellow LISAA members on your career and/or personal news by highlighting your stories. Drop us a line at lisaa@ecn.ca.

Karna Antoniw, MLIS 2002

Presently, I am in my second year in Monterrey, Mexico. I have thoroughly enjoyed my first year as an international school librarian. I especially enjoy learning about the Mexican culture & expanding their knowledge about Canada & Canadian literature. Working in Mexico has been a challenging yet fulfilling experience – one I will treasure always.



Karna Antoniw

Naomi Castle, MLIS 2001

“While managing the Sociology Information Centre at the University of Alberta, I came across an advertisement on CLA for a Library Internship at the North Atlantic Treaty Organization (NATO) in Belgium. Since it was only for 6 months I thought I would apply – what a great way to gain Library experience, and travel! Within three weeks I was offered the position, arranged my leave from the University and acquired my work visa. Armed with a detailed map of Brussels, I said good-bye to my family and began my adventure.

And an adventure it was. I was in Brussels, Belgium from October 2002 to April 2003. The Library experience itself was worth the trip. I was amazed at the amount of differences there were. The idea of Reference for example, was very different than I have experienced in Canada. When I explained what I had learned about reference questions: approaching people to see if they wanted assistance, and providing information sheets to assist people with resources, my colleagues asked, “If we did all that, when would we get any work done?” I also learned to adapt to the many cultures that existed within NATO; the way military interacts with civilians, cultural differences in interactions between men and women, as well as language barriers that arose (mainly due to my incompetence in anything other than English).

Aside from the Library experience, there are always the personal experiences that make these types of opportunities worth while. I had to arrive in a country where I knew very little of their official languages. Locating a place to stay, finding my way to work and hooking up a phone, were immense challenges, when most of my communication was done via gesturing and flipping through a French-English dictionary. Traveling, of course, is the other benefit. It still amazes me that I could leave work at 5pm, and be in Paris for supper by 8pm.

A little while after returning to work in the Information Centre, I was informed that the cuts to the Arts Department resulted in the dissolving of the Information Center – and therefore my position was obsolete. Fortunately, the Centre of Health Evidence in the Department of Medicine was hiring at that time, and I am now work there as an Information Specialist. I am enjoying my new position where I am learning something new everyday, and I am happy to say all of my communications are in English!”

(Continued on page 5)



Shannon Dineen, MLIS 2002

I spent one year with the school library vendor, Sagebrush Corporation, in Edmonton, as Project Coordinator, working with libraries converting their databases to Sagebrush's centralized ILS product, Accent. During that time I completed a Certificate of Achievement in Project Management at Grant MacEwan. Was a very busy year. I then secured a position as Training & Special Projects Coordinator here at Kelowna Software, vendors of the ILS product, L4U. I develop and deliver training to librarians/library techs/educators/district technicians using L4U in their school libraries. I also manage customer conversions to L4U, as well as internal projects. For example, we are releasing L4U 2004 on Jan. 21, and I was project manager on the full regression and critical path testing of our new software. I recently joined the Canadian Coalition for School Libraries, as a representative of Kelowna Software. As my classmates would recall I am a BC native and am very happy to be home!



Edmonton Public Library Intern Librarian – Wendy Grønnestad

I decided to go to library school after working at the U of A Music Library. During my time at SLIS, I worked both in the Music Library and in Circulation at the Rutherford Library. I was completely focused on an academic library career, and had not really considered any other possibilities. But then...I went to ALC in Jasper and met several public librarians, including a few from the Edmonton Public Library (EPL). After speaking with them, I started to think about working in a public library. A few months later, I found myself the very first EPL Intern!

For the first four months of my internship, I concentrated on working the desks at my home base, the Centre for Reading & the Arts in the Stanley A. Milner library downtown. My fine arts background came in handy answering reference questions at both the Reading & the Arts desk and the Audio-Visual desk, and I steadily improved my reader's advisory skills as well. I also spent two mornings a week at the reference desk upstairs, answering all sorts of questions from stock quotes to automotive repair to health concerns. One of the focuses of the internship is service to teens, so a colleague and I went to several secondary schools to promote the Young Reader's Choice Award books. I started my research toward a teen service plan.

In November, I started my travels around the system as substitute librarian. EPL has newly instituted a locum program, where librarians go to other branches (especially to those without librarians) to work on projects, mostly one to two weeks in duration. I have replaced librarians at the Londonderry, Mill Woods and Whitemud Crossing branches, and will also be going to Jasper Place. At the branches, I have been working on desk (including a children's service desk!) to fill in for the librarians away on locums, but I have also had projects of my own to work on, such as developing a teen survey, preparing booklists, weeding, and selecting items for purchase. I also presented a couple of training sessions on NoveList.

When I returned to the Centre for Reading & the Arts in February, I started a Teen Advisory Board, presenting a couple of programs for teens, and completing the teen service plan. It has been and continues to be a busy year, and I feel that I have had a wonderful variety of experiences that have prepared me for almost any kind of library work. I am especially grateful for the opportunities for mentorship and networking, and specifically for the chance to work with Judy Moore, manager at the Centre for Reading & the Arts, who is at all times inspiring and encouraging.



Wendy Grønnestad

EMPLOYMENT SURVEY, CONT'D.

(Continued from page 1)

months of graduation, similar to earlier years, and only 5 graduates in 2002 (25%) indicated at the time of the survey that they were still seeking more satisfactory employment.

This level of job satisfaction was similar to the experience of graduates of the two previous years but in marked contrast to that of 1999 graduates, of whom half were still looking for better positions. The most common ways in which the 2002 graduates learned about their positions were word-of-mouth, the SLIS job board, and various listservs.

The most frequent employers of the 2002 graduates echoed 2001 patterns, with special libraries supplying one-third of placements. Also similar to the previous cohort, two-thirds of the 2002 graduates found employment in Alberta, with most staying in Edmonton and a few in Calgary. Emigration patterns were similar to previous years as well, with 19% of 2002 graduates going to the U.S. for work; in 2001 it was 14%.

Most of the 2002 graduates gained library or archival work experience either before or during their MLIS program, generally similar to the experience of previous cohorts, with almost all working during the program even if they had prior experience.

Placement

All 17 of the 2002 graduates represented in the survey were employed in library and information services at some time since graduation. With one graduate unemployed at the time of the survey, the placement rate for 2002 graduates was 94%, similar to graduates in the three previous years (86% to 100%).

At survey time, 13 out of 16 (81%) of the 2002 graduates in the survey reported full-time positions, comparable to 90% of the 2001 cohort and 93% of the 2000 cohort. However, only 7 out of 16 graduates (44%) held permanent placements, a rate substantially lower than for 2001 graduates (71%) and 2000 graduates (76%), and even for graduates in earlier years when rates hovered around 50% to 60%. Three of the 2002 graduates were working part time when the survey was conducted.

Nine of the 17 graduates (53%) had worked in a temporary position at some point since graduation: 6 had each held one temporary position, 1 had two, and 2 had three. Among graduates from 2001, 43% had worked in a temporary position at some point, among 2000 graduates it was 52%, and among 1999 graduates it was 60%.

Six of the 2002 graduates (37%) held full-time temporary placements at the time of the survey, ranging in duration from 6 weeks to 4 years; other periods reported were 4 months, 7 months, and 2 years (two people). Among 2001 graduates, only 19% had full-time temporary placements and among 2000 graduates it was 17%; however, among 1999 graduates, 32% were still in such positions at the time of their survey.

Employment Sector

Special libraries (including government) were the most frequent employers of 2002 graduates (37%), followed by research groups (19%). Among 2001 graduates, special libraries had been the most frequent employers (33%), while public libraries ranked second (28%) and academic libraries third (24%). Among 2000 graduates, public and regional libraries ranked first (39%), with special libraries second (21%) and academic libraries a distant third (14%). Among 1999 graduates, special and academic libraries supplied one-third each of the placements, while public and regional libraries accounted for 20%.

Current job titles and positions reported by the 2002 graduates were diverse: Librarian (2), Corporate Librarian, Library Coordinator, Reference Librarian, Research Librarian, Research/Reference Librarian, Adult Reference Librarian, Public Services Librarian, Adult Reference Librarian, Library and Research Coordinator, Training and Special Projects Coordinator, Liaison Librarian, Collections and Web Librarian, Metadata Librarian / Cataloguer, Digital Librarian, Intern, and Library Technician.

Primary job assignments were reference/information services (5), administration/management (1),

(Continued on page 7)



Current Placement Status	Number	Percentage
FT perm	7	44%
FT temp	6	37%
PT	3	19%
TOTAL	16	100%

Current Placement Setting	Number	Percentage
Special	6	37%
Research groups	3	19%
Public	2	13%
School	2	13%
Post-secondary	1	6%
Public-college	1	6%
Vendor	1	6%
TOTAL	16	100%

cataloguing (1), government documents (1), indexing/abstracting (1), information literacy instruction (1), web manager (1), new product development and project management (1), and records management (1). Three respondents indicated multiple task assignments.

Location

Similar to the work locations of 2001 graduates, Alberta provided almost two-thirds of the current placements for 2002 graduates (10 out of 16); this was higher than the pattern in 2000 at 48% and in 1999 at 58%. Three graduates in 2002 (19%) went to the United States for work, similar to the 2001 graduates (14%), 2000 graduates (17%), and 1999 graduates (20%). Another graduate went to Mexico. Other work locations reported by 2002 graduates were British Columbia (1) and Saskatchewan (1).

Most of the Alberta placements were in Edmonton (6 out of 10 graduates or 60%), while for 2001 it was 71%, for 2000 it was 86%, and for 1999 it was 79%. Three of the 2002 placements were in Calgary.

Salaries

Annual salaries reported by 2002 graduates with full-time permanent positions in Canada ranged from \$34,000 to \$51,500, with a median of \$41,000 and a mean of \$41,900. Among the 2001 graduates with similar positions in Canada, the median salary was \$41,000 and the mean was \$39,350, suggesting little if any gain for 2002 graduates. For 2001 graduates, in contrast, remuneration increased by \$3,000 over the median salary from the year before.

The median salary reported by 2002 graduates with full-time permanent positions in the United States was \$36,000 US, the same as among 2001 graduates; 2001 graduates earned \$1,000 more than the year before.

Five graduates in 2002 holding full-time temporary positions in Canada reported earnings of \$3,300 to \$5,500 per month (median and mean \$4,200 per month), a \$1,000 increase over 2001 graduates, a \$1,030 increase over 2000 graduates, and a \$1,850 increase over 1999 graduates. Part-time positions paid between \$18.00 and \$23.00 per hour; among 2001 graduates the range was \$16.00 to \$23.00 per hour.

Job Searching

Some 29% of 2002 graduates found their first position before graduation (5 out of 17), and 88% within three months of graduation. This was very similar to the 2001 graduates, 30% of whom had found their first position before graduation and 80% within three months of graduation. However, far more 2000 graduates had positions before graduating (76%), while 90% had found their first position within three months of graduation; 1999 graduates were similar to 2000 graduates, with 77% having found their first position before graduation and 81% within three months of graduation.

Survey data also show that 9 of the 17 graduates represented in the 2002 survey (53%) changed jobs at least once during their first year after graduation. This was somewhat similar to the experience of graduates in 2001 (65%) and in the two years prior.

“Annual salaries reported by 2002 graduates with full-time permanent positions ranged from \$34,000 to \$51,500, with a median of \$41,000 and a mean of \$41,900.”

Position obtained	First Position		Current Position*	
	Number	Percentage	Number	Percentage
Before entering program	3	17%	—	—
Before graduation	2	12%	2	29%
Within 3 months of graduation	10	59%	1	14%
3 to 6 months after graduation	1	6%	—	—
More than 6 months after graduation	1	6%	4	57%
TOTAL	17	100%	7	100%

* if different from first

One-quarter of the 2002 graduates found their positions through word-of-mouth (5 mentions) that in-
(Continued on page 8)

EMPLOYMENT SURVEY, CONT'D.

(Continued from page 7)

cluded friends, relatives, and co-workers from previous jobs. Other information sources included: the SLIS job board at the University of Alberta (3 mentions); listservs (3 mentions); the FLA jobline (2 mentions); and job postings (2 mentions).



Source of Job Information	Number of Sources (1st & current positions)	Percentage
Word-of-mouth	5	24%
SLIS job board	3	14%
Listserv	3	14%
FLA jobline Web site	2	9%
Job posting	2	9%
ALA conference	1	5%
Conference networking	1	5%
Internal information	1	5%
JEROME-L listserv	1	5%
Library association Web site	1	5%
Unsolicited letter	1	5%
TOTAL	21	100%

Among 2001 graduates, the FLA jobline was the most frequent source of information (6 mentions), followed by word-of-mouth (4 mentions), the U of A SLIS job board (3 mentions), newspaper advertisements (3 mentions), and the JEROME-L listserv (2 mentions). Among 2000 graduates, three-quarters mentioned word-of-mouth, the SLIS job board, the FLA job line, JEROME-L, and the ALA annual conference job fair. Graduates from 1999 mentioned word-of-mouth and the U of A SLIS job board as their most frequent sources of information.

“Five graduates in 2002 (29%) indicated they were still seeking more satisfactory employment; among 2001 graduates it was 25% and among 2000 graduates it was 14%. These patterns are in marked contrast with graduates in prior years...”

Future Prospects

All survey respondents were asked about job satisfaction with their current work situation. Five graduates in 2002 (29%) indicated they were still seeking more satisfactory employment; among 2001 graduates it was 25% and among 2000 graduates it was 14%. These patterns are in marked contrast with graduates in prior years: 48% of 1999 graduates and 43% of 1998 graduates reported to be still looking for better positions at the time of the annual survey. Among the 2002 graduates, three were seeking full-time permanent positions, one a part-time position, and another either arrangement. Preferences were for academic libraries, public libraries, or special libraries, and one graduate indicated a medical/nursing library.

Library Work Experience

Fourteen of the 17 graduates in 2002 (82%) obtained library or archival experience either before or during their MLIS program. This was generally similar to the work experience of graduates in the three previous years: 86% in 2001, 97% in 2000, and 90% in 1999.

Library Work Experience*	Number	Percentage
Either before or during MLIS - Before (9 out of 17 or 53%) - During (15 out of 17 or 88%)	14	82%
Neither	2	13%
No response	2	12%
TOTAL	17	100%

* excludes for-credit field placements and practicums

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NORTHERN EXPOSURE A WARM EXPERIENCE

This past January 22 through 27 I attended the 7th “Northern Exposure to Leadership Institute” held at the beautiful and remote Emerald Lake Lodge in Yoho National Park, British Columbia.

Northern Exposure to Leadership, or NEL, is a 5 day leadership institute “by and for Canada’s future library leaders.” It is held approximately every 18 months and is expertly organized by NEL’s Executive Director, the University of Alberta’s Ernie Ingles, Associate Vice-President (Learning Services) and NEL facilitators Karen Adams, Pat Cavill, Donna Brockmeyer and Trevor Hamans. The mission of NEL is to “assist professional librarians to develop, strengthen, and exercise their leadership skills” through individual and personal learning experiences. A major focus of NEL is to support personal risk-taking while encouraging participants to create innovative solutions.

The 2004 NEL had 25 participants from all over Canada, and 1 participant from Washington state – we Canadians figured that since she was so close to the border that she could be an honorary Canadian for the duration of the Institute! The participants represented all regions of Canada as well as the usual library sectors – public, academic and special. It was a well-rounded group and it was excellent to get to know this fantastic group of librarians.

NEL’s program concepts are based on experiential learning activities, both individual and group. The real strength of the program lies in its supportive mentors and the like-minded peer group that is created by this 5-day intensive shared experience. The activities are extremely creative, fun and at times, moving. Time is set aside for self-exploration as well as ‘gelling’ as a group, and also for the opportunity to speak with NEL mentors one-on-one.

Attending NEL was an extremely worthwhile experience that I will treasure always. I highly recommend attending this unique leadership institute. Nominations to attend NEL can come from employers, library associations, library schools and the corporate information sector. Nominees must have received their library degree within the past 7 years, and must have a minimum of 2 years professional library experience. If you or someone you know fits this description, be on the look out for the announcement for the 8th Northern Exposure to Leadership.

For more information please see <http://www.ls.ualberta.ca/neli/index.html>.

*Debbie Feisst
Communications Officer*



ALA HONOURS PAT CAVILL, BLS 1970

The American Library Association recently announced that Pat Cavill of Calgary is the recipient of the first Ken Haycock Award for Promoting Librarianship. Donated by Dr. Kenneth Haycock, the award honours an individual for contributing significantly to the public recognition and appreciation of librarianship through professional performance, teaching and/or writing. ALA created the award to honour Dr. Haycock, former Director of the School of Library, Archival and Information Studies at UBC, in 2003.

In the library community, Pat Cavill’s name is synonymous with advocacy. From the beginning of her career in 1970, she has worked tirelessly to identify the requirement for libraries and librarians to be valued and visible. She chaired the team that organized the Library Advocacy Now! Program; and has been a positive role model for the profession. Real inroads into changing the stereotype of librarians were made with the publication of LAA’s “Hot Picks@your library” Calendar in 2003. She is the chief facilitator at Northern Exposure to Leadership is also a strong advocate herself, particularly for school libraries.

The award will be presented at the ALA Conference in Orlando, Florida in June, 2004.

Congratulations, Pat!



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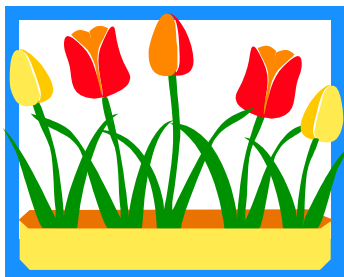
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EMPLOYMENT SURVEY, CONT'D.

(Continued from page 8)

Also similar to previous years was the very high proportion of 2002 graduates who working during their MLIS program, 88%, compared with 86% in 2001, 94% in 2000, and 83% in 1999.

Demographics

Of the 17 graduates represented in the survey, 16 were females and 1 was male, 94% and 6% respectively, a ratio somewhat similar to the full 2002 graduating class of 24 students consisting of 88% females and 12% males; among the 30 graduates in 2001, 93% were females and 7% males.

The average age for the graduating class of 2002 was 34 years at graduation, comparable to the norm over the last decade or so which has ranged between 29 and 34 years of age.

Academic patterns for degrees earned prior to the MLIS for 2002 graduates represented in the survey were as follows: 11 held the BA, 1 the BSc, 1 the BEd, 1 the MA, and 1 the MBA.

Thanks to all who responded to the annual survey and trusted us with personal data, particularly salary and wage information, for this aggregate analysis that preserves individual privacy.

*Alvin M. Schrader
December 2003*

ANNUAL PEEL PRIZE ESTABLISHED

The Bruce Peel Prize in Library and Information Studies was endowed by donations from friends and family of the late Bruce Peel, who was Head Librarian for the University of Alberta from 1955 to 1982, and for whom the University's Special Collections Library is named.

In 1964 he served on a committee considering the establishment of a prairie library school, and was instrumental in the decision to locate the School of Library Science at the University of Alberta. He served on the School's Admissions committee for a number of years and was always considered a good friend to the School.

Bruce Peel devoted his life to producing, collecting, housing, organizing and describing the printed word. He will be remembered for his *Bibliography of the Prairie Provinces* - the 'Peel Biography'. He was awarded many honours for his life of service to libraries and library associations, including the Marie Tremaine Medal for outstanding service to bibliography in Canada, and CLA's Outstanding Service to Librarianship Award. The School nominated him for the Honorary Doctorate conferred on him by the University of Alberta in June, 1991.

The prize will be awarded yearly to a current student in the Master of Library and Information Studies program who demonstrates academic excellence and professional promise in *History of the Book* or *Archives Administration*.

SLIS SPECIAL AWARDS 2004

At the February 6, 2004 Professional Development Day, the following students were acknowledged and congratulated as winners of the following 2003-04 awards:

Brenda Raynard	Bruce Peel Prize in Historical or Archival Studies (inaugural)
Bess Sadler	Bertram LIS 501 Prize
Donna Riehl	Brundin LIS 503 Prize
Sharon Thompson	David and Rhea Jenkinson Prize in Young Adult Literature
Reegan Breu	Library Association of Alberta Prize
Alison Faid	Library Association of Alberta Prize