

## Vol 13 No 3 – February 2015

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### Quint\*Essential Update of the NN/LM

Remember the Quint\*Essential Meeting held in October 2014 in Denver, Colorado? One of the sessions, Quint\*Essential Update of the NN/LM, was sponsored by the four regions of the NN/LM (MidContinental, South Central, Pacific Southwest and Pacific Northwest). Instead of the Regional Medical Libraries updating members we wanted members to update us. Over 120 librarians discussed two key questions. NN/LM staff and librarians from the Spencer S. Eccles Health Sciences Library and the University of Washington Health Sciences Library facilitated the conversations and took notes for the first question.



Participants discuss the key questions



Participants score "Bold Ideas"

#### Critical Issues

The first question was, **"Other than financial issues, what is a critical issue facing your library?"**The

notes taken at each table were reviewed and the critical issues were categorized based on how frequently they were mentioned. The top three categories were Advocacy and Marketing (appearing in discussions 39 times), Location and Space (appearing in discussions 20 times) and Staffing (appearing in discussions 20 times). **Advocacy and Marketing:** Related to not just the administration but all the library's stake holders: staff, students and faculty. Discussants face challenges involving themselves with their audience groups as well as in the decisions that have library impact. **Location and Space:** Related to where in the building the library was located and the amount of physical space needed by the library. For some librarians space referred to moving into new facilities. With hospitals merging or being taken over, libraries of multiple facilities find themselves reflecting the new business arrangement and being merged into one location. For many, weeding print materials, replacing them with digital holdings, and reductions in staff creates unused space. This raises the question of how to best use it and other units in the organization wanting to move into this now open space. **Staffing:** Participants expressed difficulty in recruiting qualified staff—new roles are opening but librarians with the experience to assume these new roles are few. Staff is not being replaced so libraries find themselves in a difficult position of trying to prioritize services to make decisions about what to drop and what to add. Existing staff find that in addition to their current duties they must mentor new staff to get the inexperienced people up to speed. **Other categories of issues participants mentioned facing were:** organizational change, training, technology, time-priorities, and research support. Bold ideas for the RML

The second question was, **"What is a bold idea that the RML can do to help address a critical issue?"** Participants were asked to write their bold ideas on a card. Cards were circulated around the room and at the sound of the cow bell, whoever had the card was asked to score the idea. The group had fun circulating the cards for five rounds of scoring. All the cards were reviewed. Based on the number of ideas, the top three categories were Advocacy and Marketing, Research and Funding, and Training. The top score a bold idea could receive was 25. There was only one idea that received 25 points and eight ideas received 24 points. The best scoring ideas asked the NN/LM to support collaboration, leadership, and personalized service:

- Many libraries have great ideas/solutions to various problems and it would be fantastic to share them in an electronic common area.
- Help us to address ROI/evaluation/marketing value of library.
- Send out small teams, like consultants, to help libraries determine what is of value at their institution. Part of the work they do could be to use this information to create a marketing plan for each library.
- As a library school faculty member, the RML could offer a leadership institute for new librarians entering the profession. We do our best to prepare new leaders, but help from the RML would be valued.
- Create a workshop on "leadership". The group should be interdisciplinary. See the Wood Hole Model. Most importantly there should be follow up to see the impact of the workshop.
- The RML should conduct or fund a research project on turnover, burn out, and lack of librarians and the cost to healthcare organizations and to the overall health of patient populations.
- Build national communities of interest. Not everything has to have eight regional implementations.
- Establish and maintain a creative commons of the RML web site.
- Create a space on the web site for librarians to share their successful projects, programs, innovations. Include photos of librarians.

A listing of all suggestions are available on the MCR web site at [http://nmlm.gov/mcr/evaluation/bold\\_ideas.html](http://nmlm.gov/mcr/evaluation/bold_ideas.html) Use of Data  
The NN/LM MCR staff will be writing a proposal this year to continue serving the MidContinental Region. The issues and suggestions gathered at the Quint\*Essential Meeting will be analyzed to generate ideas and program that will be included in the proposal. -Claire Hamasu, Associate Director




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## Mobile App Sharing Project:

**the 2nd quarter reviews are in!**

[the 1st quarter reviews are here!](#)

Wow, we have already seen the second quarter come and go! And with it comes another set of mobile app reviews by your fellow trusty and reliable colleagues. To learn the context of this project plus last quarter's app review, you can click on the link up near the title of this article.

All app evaluations will provide you with: basic information (app name, operating system, sponsor/publisher/creator, cost, web links, etc.), who the primary user is (professional/layperson), creator's credentials, bias, currency of information, and ease of app's navigation/access, etc. We also asked the evaluators to rate the app from excellent all the way down to "don't bother wasting your money."

Take a look at the summary of the app evaluations below and perhaps it will help you select an app that is right for you or your clients.

-John Bramble, Utah/Technology Coordinator

Quick note...the app evaluations submitted by the project participants are theirs alone and are not the evaluation of the National Network of Libraries of Medicine.

### Rank – Excellent:

**Infectious Disease Compendium: A Persiflagers Guide** | iOS, Android | \$5.99 | Content Current (2014)

USER TYPE: Health Professional, Clinical Librarian

ABOUT: A hyperlinked guide to Infectious Diseases. Over 600 pages of information on antibiotics, organisms, and diseases.

APP CRED: Infectious Disease (Board Certified) Doctor

CONTENT CRED: Citations – References link to PubMed or primary sources, updated monthly from the literature.

NOTES: Handy app for health care professionals or clinical librarians who need immediate information on infectious diseases. Easy to use. Text is easily readable. The app is super minimal, perfect for iPad use at point of care. The app's creator offers ALL of the information contained in the app for FREE online (<http://edgydoc.com/online-version/>). Only the mobile versions are "Pay to use."



**Kidometer** | iOS | \$4.99 | Content Currency Unknown

USER TYPE: Health Professional

ABOUT: For pediatricians, this app is a reference of age-based norms 0-17 years

APP CRED: Joel Topf, MD and Burke Mamlin, MD

CONTENT CRED: Citations – Not exactly peer reviewed – but they are using medical references to document where they got the "norms" data.

NOTES: They say it is formatted for iPhone, and that it will work on an iPad "but doesn't look pretty". This is true. It doesn't look pretty on an iPad. This app is touted as "Kidometer was built by physicians, for physicians". The same Joel & Burke, who brought you Kidometer for the Palm many moons ago, have teamed up again to bring Kidometer to the iPhone



**Pocket Heart, version 2.3** | iOS, MacOS | \$9.99 | Content Updated in 2013

USER TYPE: Health Professionals (Some professionals use it for patient education so it could have motivational aspects, but not the primary purpose.) & medical students.

ABOUT: Real-time beating 3D heart app, with its elegant design, contains quizzes, clinical cases and over 30,000 words of learning material. Ideal for medical students, coronary health care professionals and patients.

APP CRED: Dr. Brain McNeill, Consultant Cardiologist; Dr. Sean Conroy

CONTENT CRED: Sources not findable by reviewer

NOTES: This is a beautiful and very informative app. There are interior and exterior views that can be rotated and quizzes that students can take. The beating heart sound can be turned off ; - ). I may look at the Pocket Brain next.



**Dexterity – Fine Motor Skills Development** | iOS | \$5.99 | Content Current (2011)

USER TYPE: Health Professionals, Occupational Therapists

ABOUT: Dexterity is a set of therapeutic hand exercises that improve fine motor skills and handwriting readiness in children and adults. The exercises take advantage of the multi-touch interface to help build strength, control, and dexterity.

APP CRED: None provided (see NOTES below for more info)

CONTENT CRED: No sources cited (see NOTES below for more info)

NOTES: I ordered this app because our occupational therapy faculty recommended its use for class. There is a report feature that can be used to e-mail a report of a patient's progress



through the exercises.

### Rank – Very Good:

**igeriatrics** | iOS, Android | \$2.99 | Content last updated 2012

USER TYPE: Health Profs

ABOUT: Combines six free apps into one application. Includes Beers Criteria, AGS Pocket Guide to Common Immunizations in the Older Adult, Geriatrics Cultural Navigator, Management of Atrial Fibrillation, GeriPsych Consult, and Prevention of Falls

APP CRED: American Geriatrics Society

CONTENT CRED: No sources cited

NOTES: The app is well organized so that following the index for the various parts will get to needed information. Providing the ability to search would make this a better product.

Medication information needs to be updated, but other information would not change much within a few years and seems valid. Although individual names are not attached to the creation of the content, several of the apps are the result of practice guideline committees and have used a levels of evidence rating. Although the website reports that previous problems with Android devices have been remedied, some problems continue.



**Lab Values Pro** | iOS | \$2.99 | Content Current (2014)

USER TYPE: Health Professionals

ABOUT: All Health Professionals can find Lab Reference Values, Medical Abbreviations, and Medical Prefixes / Suffixes.

APP CRED: Not available

CONTENT CRED: No sources cited

NOTES: Easy to use and a good reference tool for all.



**Prioritize Me** | iOS | \$1.99 | Content Current (2014)

USER TYPE: Primarily used by ER physicians for ER Triage, but it can be used to organize your daily and future tasks.

ABOUT: Task Management – Heat Map signature for prioritizing the tasks, Four Quadrant Arrangement

APP CRED: Not relevant

CONTENT CRED: Not relevant

NOTES: It motivated me to make a list of tasks and divided them into complete or not done. I can see how much I have done and need to do in the future.... feeling very well accomplished without being so pressured. My ER doctor recommended using it for daily tasks. I like to use it for my future plan such as all my work projects, career, readings, and other personal priorities. You may be able to make a list of all your professional as well as personal tasks. Now, you will be able to sleep well at night without worrying about getting things done or forgetting what needs to be done.



**Medical Microbiology Pronunciations** | iOS, Android | \$0.99 | Content updated 2014

USER TYPE: Health Professionals, Medical Students

ABOUT: Audio pronunciations of over 200 microbiology terms. Mark terms as favorite for quick access later. You can also quickly access the recently viewed items. Quick look additional information about any term with embedded Wikipedia and Google quick links.

APP CRED: Quoc Bui, software engineer, Richard Lee, MD.

CONTENT CRED: No sources cited

NOTES: Female voice is easy to understand with clear articulation. A pronunciation guide might not necessitate source citations. Convenient links to Wikipedia and Google. (However, is a wiki the BEST source to link to?) Many of the Google links listed the CDC web site near top and some to MedlinePlus. Scrolling through the entire list isn't too cumbersome, but the favorites list is useful. The recent selections list is also a nice feature. I used this app on a tablet and the vertical orientation seems better suited to a phone.



**My Wonderful Days: Daily Journal/Diary** | iOS | \$2.99 | Content updated 2011

USER TYPE: Anyone

ABOUT: My Wonderful Days is a diary you can easily write on. Full of analog features, 2-in-1 iPhone + iPad universal app fully supporting iCloud, searching, photos and a lot more.

APP CRED: Not relevant

CONTENT CRED: Not relevant

NOTES: This is a diary app. It has the ability to lock it with a number code. You can add photos and video to the app. The app allows you to indicate your mood and you can set a reminder to journal. The moods are charted over time. It is easy to add and edit. I think this can be useful for journaling throughout the year and keep your ideas and what you did to review at year's end to see what you have accomplished and remind you what you thought about to accomplish. If you are honest about your mood it would be good to notice any patterns that may provide insight to your life and what you are doing when you are happy and not so happy.

**Rank – Fairly Good****Dara Torres Health & Fitness** | iOS | \$4.99 | Content Current (2013)

USER TYPE: Layperson

ABOUT: In this app, Dara brings to you her daily workouts to get you into shape and stay in shape whether you're young or old. With the guidance of her fitness guru, Andy O'Brien, these video workouts are instructional and actual full workouts that you can do with them.

APP CRED: Dara Torres, world class swimmer

CONTENT CRED: No sources cited

NOTES: Exercises not geared for a novice. I do like the nutrition section.

**Rank – Mildly Good:****Lippincott's NCLEX-RN** | iOS, Android | \$3.99 | Content out of date (2012)

USER TYPE: Nursing Students

ABOUT: Lippincott's Prep for NCLEX-RN Success

APP CRED: Lippincott Williams & Wilkins have been publishing texts & journals for many years and are widely recognized by nursing faculty.

CONTENT CRED: No sources cited

NOTES: I used this app on my iPad Mini. The greatest frustration that I had was that it did not provide a landscape option. I could only view it in portrait format. This may be most advantageous for the iPhone or Android small screen devices but did not make it easy to use on a tablet device. The makers of the app are using the content from their print resources, although this is not always obvious. The rationales for the correct answers are very short and do not cover why all of the other answers may be inappropriate. Since the NCLEX-RN exam is to test clinical judgment, it is important for the students to understand the reasoning of why some answers are more appropriate than others. Reviews from users are overall unfavorable and average on 2.5 stars. However, there are only 24 reviewers that have provided feedback. The app advertises a lot of questions but actually there are just a few FREE sample questions and 6 different sections to the application. The sections provide different types of study aides and formats of questions. The sections also provide questions specific to the nursing specialties. Each one of these sections or groupings has a cost to get beyond the minimum FREE sample content. The FREE sample content is not adequate to test or study for the NCLEX-RN exam. Therefore, to get the most benefit, purchasing the added content would be required. The Comprehensive section costs \$16.99. However, there are only enough questions in the comprehensive section to take two or three distinctive tests of 75 questions (the minimum number of questions on the exam is 75). I also purchased the Fast Facts Flash Cards, which I did not find helpful at all. One or Two Word phrases on the flash cards that were to represent pages and pages of content; did not seem very helpful. The concepts on the flash cards were, basically, too broad. If I had purchased the entire content, which is what would really be necessary for NCLEX-RN exam prep, I would have spent \$76.83. This is more expensive than most of the test prep books that also come with online practice tests.





**Medical Doctor: Reference Tool** | Android | \$3.99 | Content Unknown

USER TYPE: Health Professionals

ABOUT: Medical Doctor: Medical Reference Tool replaces your medical reference pocket guide and provides much more: it includes heart and lung sounds, lab value descriptions, an OB wheel, note templates, history and physical guide, pediatric information, and much more. Medical Doctor is a perfect medical reference application for physicians, medical students, nurses, physician assistants, and anyone else in the medical field. This app contains all of our other apps ("Heart Sounds", "Lab Values", "Obstetrics", and "Notes and Orders,"), as well as history & physical guide and pediatric information. It has the latest up-to-date medical information in an easy-to-use application and offers many features that are useful in the hospital, clinic, nursing home, medical school, nursing school, etc.

APP CRED: None provided

CONTENT CRED:

NOTES: App gives examples for making different patient notes. Then there is a place to make your own patient notes. Unfortunately, if you haven't password protected your device I don't think that the notes are encrypted which could possibly be a HIPPA violation waiting to happen.

**The project evaluators:**

Christina Magnifico University of Kansas Kansas City, KS	Kathy Schrag Newton Medical Center Newton, KS
Cindy Perkins Creighton University Omaha, NE	Margaret Bandy Exempla Saint Joseph Hospital Denver, CO
David Owens AT Still University Kirksville, MO	Myoung Fry Mercy Regional Medical Center Durango, CO
Emily Eresuma Primary Children's Hospital Salt Lake City, UT	Sara Robertson University of Kansas Kansas City, KS
Jean Winkler Valley View Hospital Glenwood Springs, CO	Shawn Ammon Creighton University Omaha, NE
Jenny Garcia University of Wyoming Laramie, State: WY	Valerie Meyer Chamberlain College of Nursing St. Louis, MO
Judi Bergjord Creighton University Omaha, NE	



## Peggy Cummings: Engaging Teachers and Students with the History of Medicine

*"When school librarians collaborate with classroom teachers to enrich curriculum content, they help create more authentic learning experiences."*



—Dr. C. Beth Fitzsimmons, National Commission on Libraries and Information Science  
Chairperson (2004-2008)

Douglas County High School (DCHS) in Castle Rock, Colorado recently served as host to the National Library of Medicine's (NLM) Every Necessary Care and Attention: George Washington and Medicine exhibit. The only high school west of the Mississippi to receive the 6-week exhibit, Peggy Cummings, the school's Library Media Specialist, had to make a strong case to NLM to bring the exhibit to her site.

Cummings, who has been with DCHS for eleven years, was no stranger to planning exhibits and programming. She worked closely with the school's social studies teaching staff to bring the Gilder Lehrman Looking at Lincoln: Political Cartoons from the Civil War Era exhibit to the library, and she has hosted an annual two-day event, "Remembering Our Veterans" – in conjunction with the Douglas County public library archival staff. Cummings interest in hosting the George Washington exhibit was peaked with a listserv posting announcement, noting that resources like this can serve as a bridge between the classroom and the library. "There were so many facets to George Washington that were not as well-known as they should be. This would provide a way to work with different academic departments."



**Peggy Cummings, Library Media Specialist**

The exhibit explores the health and safety issues Washington faced in his personal, political, and military life. Medical practices during George Washington's life (1732-1799) relied heavily on home remedies, herbal treatments, and hypothesis. Washington and his wife Martha had their share of illness; George survived anthrax, pneumonia, skin cancer, and continual episodes of malaria. Martha contracted measles and suffered from gall bladder disease. Washington oversaw the medical care of his family, plantation staff, slaves, and troops at a time when medicine was just beginning to embrace evidence-based or scientific practice.



**Six-panel exhibit with Washington cut-out for selfies and groupies.**

Cummings saw great potential to include just about everyone in the school, and had two years to make it happen – the earliest the exhibit could be booked as it traveled across the country to various sites. She didn't waste a minute, working to get support from administration, faculty, and staff; hunting down supplementary materials – including a George Washington cutout; and, planning the budget. Engaging faculty was a continual effort – from talking about the exhibit at meetings, to sparking interest with frequent, short e-reminders. Cummings put together resources for the teachers to tie the exhibit into their class curriculum, for example comparing the modern day Ebola epidemic to Smallpox. She also involved the district's school nurses – providing space for their monthly meeting and hosting an exhibit reception catered by the DCHS culinary students.



One of many interactive history learning stations.

Teachers were motivated by Cummings enthusiasm and many took on the challenge to integrate the rich history of the exhibit into their curriculum. They developed "Essential Questions" for various academic areas:

**Art:** How can you summarize historical events into a contemporary design looking piece?

**Family and Consumer Sciences:** What Colonial foods are still available today and how can we incorporate these into a contemporary baked good menu?

**Language Arts:** Does poetry influence culture or culture influence poetry? What is close reading of non-fiction text and how can I use this technique for all of my class readings?

**Music:** How can I adapt colonial piano music into a score for a string sextet?

**SNN Basic, Mild, Moderate (Special needs students):** How can I incorporate a piece of information in the display into my research and final report?

**Social Studies:** How did Americans influence the French Revolution, and the French influence the American Revolution? What primary source resources did the founding fathers use and how were these incorporated into the Declaration of Independence, Bill of Rights, and the U.S. Constitution?

**World Languages:** How did Spain's colonization of the new world differ between North and South America at the time of the American Revolution? What influence did the French and Indian War have on Washington, and later, what role did the French play in the Revolutionary War?



Students, library staff, and volunteers created signage to mimic the streets Washington might have walked.



Culinary students researched colonial cooking and prepared refreshments for the opening.

### Peggy's Tips for Exhibit Success

- Have the backing of who's in charge.
- Have authority, there are a lot of nitty-gritty decisions you need to make.
- Plan ahead.
- Publicize ahead.
- Learn as you go.
- Ask for help and cooperation.
- Pace yourself, you will be working a lot of extra hours.
- Smile and enjoy.

### Peggy's Supplemental Exhibit Resources:

Colonial Williamsburg Foundation – <http://www.history.org/>

Gilder Lehrman Institute of American History – <https://www.gilderlehrman.org/>

Mount Vernon Museum – [www.mountvernon.org](http://www.mountvernon.org)

Teaching with Primary Sources Western Region – <http://www.msudenver.edu/tps/>



## National Library of Medicine's Exhibition Program

Explore the exhibitions and educational resources about the social and cultural history of medicine. There are a number of traveling exhibits and a wealth of online materials, including lesson plans and online activities, that can be used to support K-12 health and science curriculum.

-Dana Abbey, Colorado/Health Information Literacy Coordinator



## A Big Thing Now: Member Involvement

The people in our NN/LM member institutions may very well be our richest resource! The MidContinental Region uses the gifts of those people every year in support of our goals and mission. In 2014 more than 60 people participated and contributed their time and talent to MCR activities. "How so?" you may ask and the answer is "in many ways!" Here's a list, although not comprehensive, of contributions made by our Network members in the past:

- **Present or teach:**
  - 14 members presented at "Breezing Along with the RML" this year.
  - Several members presented on what they learned at conferences.
  - Members have exhibited for the National Library of Medicine at conferences after certification by their state coordinator.
- **Working groups, Boards, and Task Forces:**
  - Every year the MCR relies on guidance from the Regional Advisory Board composed of Network members and other professionals in the region. The interactions between MCR staff and the board are recognized as a rich experience for both.
  - Task Forces for NN/LM National initiatives. One MCR member served on a task force for community college outreach. The other National Initiatives are focused on MedlinePlus Connect, ClinicalTrials.gov and K-12 education.
  - Some have served in working groups with coordinators, such as the Hospital Internet Access Barriers working group.
- **Collaborations and Consultations:**
  - One member provided her knowledge on licensing of e-resources for a coordinator preparing a webinar.
  - One year six librarians collaborated with the state coordinators in testing the MCR's emergency preparedness in a drill.
  - Two members, who participated in the MCR game "Mission I'm Possible" are helping to manage the new game for 2014-2015 "Librarians in the Wonderful Land of Oz."
  - Members have collaborated with staff in MCR sponsored research projects.
- **Write:**
  - Publish articles in the *Plains to Peaks Post* newsletter. We had five talented contributors in 2014 including two articles on history of medicine collections; along with articles on PubMed updates, supporting systematic reviews, and library advocacy in a hospital setting.
  - Several Network members have co-authored articles with staff.

The MCR is not done with the recruitment of members for activities/projects for the 2014-15 contract year. If you are seeking a service project, to earn AHIP points, or to just be active in your profession, involvement in MCR activities may be just what you need! How you become involved is limited only by your imagination, interest, and experience. You may have seen something in the list above or you may have other ideas. We'd love to hear from you.

Do you like to teach? Do you consider yourself a savvy writer and would you like to expound on a topic in an article? Do you have a desire to share your knowledge about some facet of medical librarianship? Do you think highly enough of National Library of Medicine resources that you'd like to demonstrate them to attendees at a health/medical related conference?

### The NN/LM MCR needs you!

"I'm interested in being involved in a MCR project, but whom do I contact?" The answer is to communicate

your interest to your state coordinator. You'll find that contact information [here](#).

-Jim Honour, Wyoming/Member Services Coordinator



## Whooo Says...



*Dear Whooo,*

*I recently accepted the position of Library Director in a mid-sized health system. I am very fortunate because my predecessor was skilled at recognizing and taking advantage of opportunities for librarians to be involved in system wide committee work and various system initiatives.*

*My major concern right now is that several of the library staff members and librarians are expecting to retire within the next few months. I really want to hire replacements who will be able to work at a high level with other librarians/staff as well as members of other departments, committees, etc. Of course I want any new personnel to do excellent work, but I think I have a chance to solidify a highly functional team as well. Do you have any ideas for me?*

*Sincerely,*

*MidContinental Mary*

Dear Mary,

Thank you for writing in and asking a terrific question! Being able to combine excellent job performance and teamwork is the primary goal of any manager. Asking your question before you are involved in the actual hiring process gives you the opportunity to decide exactly what you are looking for, and to prepare for the candidate search and hiring process.



I think your question has an interesting parallel in choosing and maintaining a fantasy football team. I played fantasy football this year for the first time, and found developing my team gave me an entirely different perspective on football, and some interesting insights into team building.

In fantasy football the goal is to score the most points and win fantasy football games. Points are scored with the performance of individual players. In your health system, success is defined as making a positive contribution to the goals and mission of the system. Now is a perfect time for you to do an assessment of your environment.

- Refresh your memory on what the goals and mission of your institution are.
- Review the mission and goals of your library/libraries.
- Examine the programs and activities that are in place in your library/libraries.
- Ask your partners and users about how librarian participation is valued throughout the system.
- Ask your partners and users if they want new or different services from the librarians.
- Take a look at new information/evidence/knowledge trends in health sciences libraries and in healthcare. You may be able to use this opportunity to update existing services or work toward implementation of new ones.
- Review the existing job descriptions of the current staff to see if they are up to date and accurate.

Players in fantasy football are selected in a draft system. Engineering a successful draft for your team requires researching the available players thoroughly. You need to know if the player is a super star, is consistent on a weekly basis or is not particularly effective. You also need to know if the player is prone to suspensions or follows the rules and is a strong team player. Another question is if the player can be relied upon to fulfill the requirements of his position, or is he "creative" in his approach to play.

These qualities can all be translated into working in a library. After you have updated the necessary job descriptions and advertised for open positions, you can review the qualifications of the responding applicants to identify qualities that will work well in your system.

- Do you want a “super star” or a solid, steady performer? Will a “super star” get along with others in your department or will he or she be intolerant or impatient with others? Do you need a “super star” to bring validity to what you need to accomplish with your users?
- If you are in an interview situation, how does the applicant relate to the other employees in the library?
- Does the applicant show evidence of sticking strictly to the rules or are they able to evaluate situations and respond creatively to reach an appropriate solution?
- Do you see evidence that the applicant shows good awareness of others, and is able to work successfully with many different types of people?
- Does the applicant value continuous learning so he/she will be able to adapt to the changing world of technology and new types of programs?

You can find the answers to these and many other pertinent questions by carefully reviewing the applicant’s paperwork and doing a thorough interview.

One of the intricacies of fantasy football is deciding which of the 17 players on your roster will play each week. Your roster will tell you which team each of your players will be facing in the current week. It is your job to find out things like each player’s effectiveness and consistency this season, the basic playing philosophy of the player’s team and the opposing team – are the teams passing teams or do they prefer to run the ball, what play formations does each team prefer and which player positions are selected for the various play formations. You also need to investigate how effectively each team is playing against the type of team they are facing.

These questions are pertinent when hiring personnel for your library. How do the applicant’s skills, experience and personality match with your environment? Is the philosophy of the candidate compatible with the philosophy of your institution? These questions are absolutely crucial in hiring new employees. The applicant may be an exceptional worker, but if he/she is not a match with the prevailing environment they will have difficulty being successful and effective.

As the personnel in your department changes with retirements and new hires, you should expect some changes in the atmosphere and culture in your library/libraries. This is natural and not to be feared; it is just one of the factors you must keep in mind when navigating the process.

A big difference between fantasy football and “real life” is how you must deal with your “players”. In fantasy football, you can easily bench a player or trade him for someone more desirable. In staffing your library, you don’t have the same option. Sometimes there is room for reassignment, but usually this is not the case. Working with an inadequate employee or in the worst case, terminating an employee is expensive, difficult, and unpleasant. It is a situation to be avoided if at all possible. Therefore, it is vital that you take the hiring process seriously, and do your best to make sure your stated needs are clear, accurate, and relevant. Also make sure you are thorough in evaluating each candidate and selecting the one that best matches your needs and culture.

Thanks again for this question, Mary. It is an important one. Please let me know how your team develops. I know that you will be able to make good choices and find the perfect people for your library.

Sincerely,

*Whooo*



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## Regional Advisory Board: Final 2014 Meeting

Whether they knew it or not, the Regional Advisory Board was part of an NN/LM MCR experiment this year. All our board meetings were held online instead of having a full day face-to-face meeting. We were hoping that it would alleviate trying to figure out how to fill out a full day’s agenda, save time and money, but still

result in useful ideas. We used Adobe Connect and were able to do the normal activities that are included in face-to-face meetings such as breakout sessions, full group summaries, and informative presentations. The staff agrees that this is an efficient way to interact with the board. We asked our board members what they thought of using desktop videoconferencing as the way to conduct meetings. Although not all board members have responded, the majority agreed that the meetings were productive.

At the final meeting of the current board the agenda focused on emergency preparedness. Jim Honour, Wyoming and Member Services Coordinator described current efforts to encourage members to write a continuity of service plan. He asked for recommendations on how to increase the number of members who have continuity of service plans. About 30% of hospital libraries and 50% of academic and other libraries have a plan in place. The board recommended that when we hold training sessions that we follow it up with consultations for those who would like assistance in writing their plans. Betsy Kelly, Assessment and Evaluation Coordinator, briefly described the Network Member Questionnaire results, conclusions and the action plan from the MCR staff.

“What does the National Library of Medicine bring to mind?” This was the question Regional Advisory Board members were assigned to ask three people. Advisory board members work in academic and hospital settings with colleagues in nursing, libraries, and research. They heard back that to some NLM is seen as a funding institution for bioinformatics. Others were familiar with PubMed but not MedlinePlus or the genomic databases. Raising the question gave board members the opportunity to describe additional NLM resources. One of the board members brought up the question at a meeting attended by people from all over the world. She was conversing with a representative from France and discovered that he had done an internship at NIH and was very interested in what NLM was currently doing. You never know where a simple question will lead the conversation. You might try this question with colleagues at your institution as a lead in to the services you provide.

The NN/LM MCR appreciates the ideas and time that the Regional Advisory Board contributed.

-Claire Hamasu, Associate Director



## Online Office Visits/Consults with Your RML Staff

The NN/LM MCR staff is offering a new way for you to connect with us. Come to one of our online offices for pretty much anything: maybe you would like a fresh pair of eyes on a problem you are trying to solve, a consult on a project, one-on-one training, or maybe come for a simple no host coffee break with your favorite RML staff member.



We have created online offices (mine is pretty cool...just saying) where you can come and meet with us to talk about pretty much anything under the sun or on something in our work expertise (or hobby) area.

We know what you're thinking...you have always been able to connect with MCR staff just by picking up the phone or by shooting off an email, but can a phone or an email share a live view of a webpage, download a document right there and then, or allow you to see how messy John's office is? NO! We didn't

think so! Go check out our [staff web page](#) and see the many expertise areas of our staff plus when our office hours are throughout the week.

Some examples of what we can help with...

**Claire** says she can help you with: making the most of the services and resources available from the NN/LM MCR, focus groups by the book or what corners can be shaved and still get results, and if you're a solo librarian and want to speak to someone who understands librarian-ese, or maybe you have a wild idea (or not so wild idea) and want a second opinion.

**Dana** would really like to help with: developing community partnerships, issues surrounding health information literacy, supporting public health efforts, and how to get your MLA Consumer Health Information

Specialization certification.

**Jim** can help you with: everything DOCLINE-EFTS-LINKOUT-Loansome Doc, online instruction, NLM Databases (especially consumer health/education), and emergency preparedness.

**Barb** knows a lot about: identifying library value unique to your institution, developing better business skills, how to conduct marketing and promotion efforts, finding the return on investment for your library, issues surrounding patient safety and diagnostic error, NLM resources, and issues around health information literacy. And if you have similar hobbies such as: knitting, stained glass, and reading books stop by for a visit.

**John** will talk your ears off, if you let him, on: gaming in adult learning, NN/LM resources and services, NLM databases, web site design and online communication tools use/implementation, desktop computing tools (e.g. MS Office products, Web 2.0 apps), and mobile (Apple Products) Devices and app management/use. John also has hobbies he likes to talk about, like: welding metal together in interesting ways, cooking for others, whitewater rafting, alpine skiing, and digging in garden.

Contact me if you have any comments or questions about any of the above.

-John Bramble, Utah/Technology Coordinator

### Library Advocacy Office Hours

Barb Jones, Library Advocacy Coordinator will be holding official "office hours" on Tuesday afternoons from 2-4 CT, 1-3 MT in Adobe Connect. Barb's office hours will be used to provide some structured Advocacy programming and also to offer time for consultation or an open forum for discussion of current issues or problems.



In March, Barb and Darrel Schmick will be hosting a book discussion group on the book "It's All Politics: Winning in a World Where Hard Work and Talent Aren't Enough" by Kathleen Kelly Reardon. Watch for further announcements! You won't want to miss the discussions on how to be a successful political force in your institution.

To join Advocacy office hours, log into <https://webmeeting.nih.gov/barb>



## Welcome to New Members in Contract Year 2014-2015

Welcome to these new Network Affiliate Members who have joined the NN/LM since May 1, 2015.

Member Library	State
Lamar Community College Library	Colorado
Central Health Center	Nebraska
Front Range Community College, Boulder County Campus Library	Colorado
John Burroughs School – Howard A. Stamper Library	Missouri
Central Community College Library – Grand Island	Nebraska
Lexington Public Library	Nebraska
High Plains Library District	Colorado
Rich Hill R-IV School District Library	Missouri
Rich Hill Memorial Library	Missouri
Bosworth R-V School Library	Missouri



Olympus Jr. High School Library	Utah
Park County Public Library	Wyoming
Everest College Library	Colorado



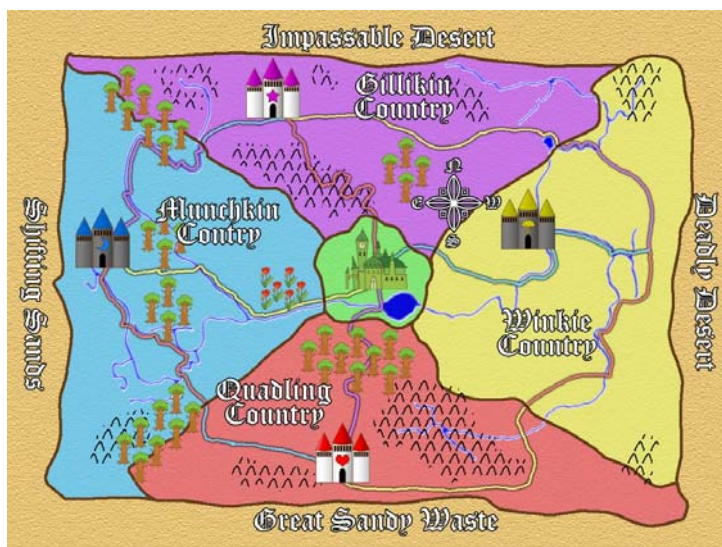
## Online Interactive Professional Development Experience in Full Swing!

Hello Network members!

The Librarians in the Wonderful Land of Oz online interactive professional development experience (a.k.a game) is ready for more players. Right now, 26 players from all over the U.S. have registered to play with over 10 finding the time to earn points.

There is still time to play and win plus learn valuable skills, and free MLA CE credits.

Register at this link – [https://nmlm.gov/mcr/education/register.html?schedule\\_id=3095](https://nmlm.gov/mcr/education/register.html?schedule_id=3095)



Librarians in the Wonderful Land of Oz – Map of Oz

Here are descriptions of the challenges yanked right from the game to give you a better idea of the gameplay!

### **Toto, I dont think we are in Kansas anymore: Walk `n Talk Like a CFO (3 MLA CE Hours)**



One of the O.Z.P.I.N.H.E.A. Diggs Librarians, Miss Cuttenclip, has been asked to travel to Gillikin Country and the Magic Isle where members of the Rural Gillikin Country Library Consortium are having their quarterly business meeting hosted at the Magic Isle General Hospital Library. The Magic Isle is an islet containing powerful and dangerous magical energies which is located in the remote corner of Gillikin Country. At these consortium meetings, they oftentimes will invite an expert speaker to provide some training on helping the librarians develop and maintain their library program. Miss Cuttenclip fits this bill perfectly. As with many health sciences libraries in other parts of the Land of Oz, being able to express the value of her library program to non-librarians is critical.

As Miss Cuttenclip is in the elevator on her way to present her class, she overhears a man and woman in purple striped power suits, obviously high ranking financial officers for the hospital, talking about how the library costs a lot of money and that the hospital should spend their dollars someplace else.

This sent a cold chill down Miss Cuttenclip's spine and she thought to herself, "I hope I'm not too late."

For this challenge, you will be learning how to prepare a response that addresses the fact that a library costs a lot of money but justify it in a way that is understood by financial administrators: return on investments (ROI), cost benefit analyses (CB/A), and the retail value of library services.

By the end of this challenge, you will have demonstrated your understanding of how to effectively express the value of your library using concepts found in ROI, CB/A, and Retail Value calculations.

You will be able to confidently respond to the question "What is your library's worth?".

There are three parts to your challenge. Complete them all and you will have found your library's value.

### **Houses Falling From the Sky? Never Will Happen To Me: Emergency Preparation Planning – (5 MLA CE Hours)**

The Munchkins are great supporters of higher education and really love the College of Art and Athletic Perfection. The college has a vast library with blue walls, blue stained glass windows, blue carpet, blue furniture, blue shelving and of course blue books. Although the students avoid attending lessons, they still love to journey to the library and read books! As in many countries in Oz, Munchkin Country has quite a history of stuff going haywire.



One time the staff at the College of Art and Athletic Perfection Library had a picnic at the Deadly Poppy Field and they all fell asleep for a long time, thanks to the spicy scent of the poppies. The library had to be shut down until enough staff could wake up and return to their duties.

There was another time a dragon-headed "fearfish" named Quiberon living in Lake Orizon plopped out onto the shore of the lake and started breathing fire. Quiberon managed to skitter far enough up the beach to start a fire at the College of Art and Athletic Perfection Library. The library was closed for several weeks due to fire damage. Students and faculty had to find other resources until the library opened again a month later.

Then, in one epic year of disasters and mayhem, the Munchkin River flooded drowning entire villages. The entire main floor of the library's collection was ruined by the water that seeped in.

Regrettably, the Munchkins were not prepared to respond to any of these disasters. Well, those Munchkins decided it was time to act and develop an emergency plan for any disaster that would strike the library to maintain their continuity of service. Despite the favorite color of Munchkin Country, we don't want you to be blue because your library isn't prepared for a disaster.

In this three chapter challenge, you will learn that having a role in an emergency is not only a great way to mitigate its impact on your stakeholders but also to advocate for your library.

### **Where's Glinda, the Good Witch of the South?**



One day, on a rare day when you were not as crazy busy as you normally are, you had a moment to think... "Gosh, I seem to see the same people coming to the library day after day. There must be more people in my community who need library services." Then you remembered a recent meeting with Glinda, the most powerful sorceress of Oz and ruler of the Quadling Country. When you think back, you cannot recall ever seeing her use or show interest in library services. That starts you thinking about why the library doesn't seem to be important to Glinda. And you, skilled in finding answers to others' questions, have a question of your own.

You know that Glinda is everywhere (except the library) but you might have inadvertently overlooked her (or him) while you were busy helping others! In fact, there is likely more than one Glinda in Quadling Country.

In this three chapter challenge, you MUST find and talk to at least two people who could be Glinda so they can help you understand how the environment in which you all work might be affecting access to the information services you provide.

This challenge requires you to ask yourself four questions. Then ask each Glinda the same four questions. You will use the answers to better understand the information environment in Quadling Country and then use that understanding to ensure your library programs are meeting Glinda's and all the citizens' needs.

Take this challenge to learn about using SWOT analysis, a standard business tool, for assessing your environment.

### Emerald City Communicator



All yellow brick roads in the Land of Oz lead to the Emerald City. With the Emerald City being the seat of political power in the Land of Oz, good communication practices are critical for the peoples of the four countries and residents of Emerald City. The flow of information describing the challenges being faced and successes being reaped all go towards a happy and health citizenry across the land. As in all aspect of life, this is the ideal NOT reality, especially when you have characters with the word "wicked" in their name, right? Too bad all witches can't be good witches.

#### In the Emerald City players will find:

- Forums where they can learn about game news, ask questions, suggest game enhancements, make comments, and whatever else you have one your mind.
- The Emerald City Chatterbox where there are special chat-based events covering topics of interest of players.
- Non-MLA CE gameplay areas that can earn players Wildcard Points. For instance, there is the "Share your favorite quotes. (Why? For point of course)" Many player have shared their favorite quotes. Some of my favorites are:

"Google can bring you back 100,000 answers. A librarian can bring you back the right one." – Neil Gaiman

"The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn." – Alvin Toffler

"The only thing that you absolutely have to know, is the location of the library" – Albert Einstein

"Do what you can, where you are, with what you have." – Theodore Roosevelt

"I know it sounds calculating, but if you're not cute, you might as well be clever." – David Sedaris

"If you are going through hell, KEEP GOING!" – Winston Churchill

"When I was a boy and I would see scary things in the news, my mother would say to me, 'Look for the helpers. You will always find people who are helping.'" – Fred Rogers

-John Bramble, Utah/Technology Coordinator



## What Flavor Lifesaver are you?

As a health sciences librarian, your work buoys the diagnosis and treatment of many people in many different ways. What activities do you do that contribute to the safety of the patients treated in your hospital? Which of the following lifesavers apply to you?

- Orange – You are on the team that develops protocols for the various units in your hospital.
- Lime – You have worked with your nursing staff and your hospital has achieved Magnet status.
- Pineapple – You often work with the Quality Improvement team.
- Cherry – You attend the M & M meetings.
- Grape – You are a clinical librarian.

There are several other lifesaver flavors, and many other library-related activities that contribute to the safety of hospital patients. Can you think of others that you are involved with? What flavor are YOU?

Share your contributions with your colleagues! Contact Barb Jones (jonesbarb @health.missouri.edu or 573-884-5042) and tell your story.



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