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NEW LIBRARY PERSONNEL

Laura K. Blessing joined the NCSU Libraries as director of Personnel Management on February 1, 2002. She is responsible for planning, developing, and delivering responsive and innovative services for library personnel and overseeing the staff in Personnel Services. She also directs leadership for the library's strategic initiatives to reward, recruit, and develop a diverse and highly skilled staff committed to providing quality library service.

Blessing comes to the library from the University of Texas at Arlington (UT–Arlington) Libraries, where she served as human resources and budget manager. In 1996 she became the personnel librarian at UT–Arlington with responsibility for recruitment, employee relations, and staff development and training. In 1999 she assumed additional responsibility for management of the library's budget. Employee recruitment was also an important focus for her. She helped to facilitate the work of a team charged with planning and implementing a library-wide reorganization and had significant involvement with diversity initiatives on the national and local levels. Before joining the UT–Arlington Libraries, Blessing was a



circulation/reserves librarian at the University of Wisconsin at Green Bay.

Blessing holds the M.L.I.S. from the University of Texas at Austin, a B.A. in psychology from New Mexico State University, and has begun graduate coursework toward an M.S. in human resource management. She is active in professional organizations. ❖



Joanna C. Duy joined the NCSU Libraries as its serials librarian on March 25, 2002. She manages the serials acquisitions program and works with other library departments on the licensing and tracking of digital resources to ensure access to serials resources.

Previously, Duy was an NCSU Libraries Fellow with a dual assignment in the Distance Learning Services (DLS) Department and the Veterinary Medical Library (VML). In DLS she developed a database of usage statistics and contact information for electronic products and vendors, served as a liaison with database and electronic-journal vendors regarding usage statistics and other services, and contributed to the development of the E-Journal Finder project at the Libraries. At VML Duy performed collection management duties, served as a member of the Agriculture and Life Sciences Subject Team, and redesigned the VML Web site.

Before working at NC State, Duy was the librarian for the Agriculture and Agri-Food Canada Greenhouse and Processing Crops Research Centre in Harrow, Ontario.

Duy received an M.L.I.S. from the University of Western Ontario, an M.S. in biology from Acadia University, and a B.S. in biology from McGill University. She received the Sam D. Neill Scholarship for academic achievement for graduate work in library and information science and the Dawson Scholarship in biology for her graduate work at Acadia University. ❖

Joseph Hester became the NCSU Libraries' academic personnel librarian on April 8, 2002. He plans and manages academic personnel services for the library's professional staff, designs and implements innovative recruitment and retention strategies, and oversees all search and nomination processes



to ensure compliance with federal and university regulations.

Hester has a broad range of experience in personnel recruitment, educational training, public relations, and communication, with more than ten years of experience in personnel management and recruitment. Most recently, he served as business administrator for Raleigh's Hudson Memorial Presbyterian Church.

Previously, Hester worked as a research assistant in the North Carolina Collection at UNC-Chapel Hill, where he provided reference service and bibliographic instruction and worked extensively with the Thomas Wolfe Collection. He also was employed at the Environmental Protection Agency Library in the Research Triangle Park as a reference and branch librarian.

Hester completed degree work in 2002 for the M.S.I.S. as well as requirements for library science from UNC-Chapel Hill. He is a recipient of the School of Information and Library Science's Margaret Ellen Kalp Scholarship. He holds an M.Div. as well as a B.A. in history and Germanic languages and literature from Duke University, where he received the Robert E. Cushman Exchange Fellowship to study at the University of Bonn. ❖

Steven P. Morris became head of the Digital Library Initiatives Department on May 20, 2002. He leads the development of the Libraries' digital products and services, including Web-based services, multimedia cataloging, search and delivery systems, and emerging teaching and learning initiatives. Morris works with other library and campus units and with faculty and students to foster new digital library solutions that best serve the needs of the academic community.

From February 2000 to the time of his appointment, Morris headed Data Services at the Libraries. He maintained a high level of expertise in spatial and numeric data resources and applications, geographic information systems (GIS), metadata standards and trends, and user-oriented digital library environments. In addition, he coordinated the design and delivery of instructional sessions and of Web-based tutorials, data documentation, and research resources for the campus.

Morris joined the Libraries in 1997 as librarian for spatial and numeric data services. In that position, he developed and managed GIS and other library spatial and numeric data resources and services. Previously, he worked as a technical services librarian at the Institute of Transportation Studies at the University of California at Berkeley.



Morris received an M.L.S. from the University of California at Berkeley and a B.A. and M.A. in geography from California State University at Chico. In addition, he completed coursework in East European studies at the University of Uppsala, Sweden, and in industrial cooperation at the Central School of Planning and Statistics in Poland. ❖

Jan H. Kemp became the associate director for Collection Management, Organization, and Preservation at the NCSU Libraries on June 3, 2002. She provides leadership for the Collection Management, Special Collections, Acquisitions, Cataloging, and Preservation departments and ensures that programs and services meet the scholarly needs of NC State. Kemp serves as primary liaison for collections issues regionally and nationally, and she represents the Libraries on cooperative collection development initiatives in the Triangle Libraries Research Network (TRLN).

Most recently, Kemp served as interim associate dean at Texas Tech University Library, where she administered the collections, technical services, and public services programs. She gained leadership experience on regional and national library committees, including several with the Association of College and Research Libraries.

Before her appointment as interim associate dean, Kemp served as head of the Acquisitions Department at Texas Tech University Library. She participated in budget allocation processes and worked with collection management staff to oversee the materials budget, ordering and receiving procedures, and accreditation reports. Previously, she was cataloger and reference librarian at the University of Texas at Austin (UT–Austin), interlibrary loan/reference librarian and serials librarian at Texas A & M University at Commerce, and senior reference librarian at the Austin Public Library.

Kemp received an M.L.S. from UT–Austin, an M.S. in business administration from Texas Tech University, and a B.A. in general and

comparative studies from UT–Austin. She is currently enrolled in the Ph.D. program in management at Texas Tech University. Kemp has received many scholarships and awards, including a Dean’s Scholarship from the Rawls College of Business Administration at Texas Tech University. ❖





Gregory K. Raschke became assistant head of the NCSU Libraries' Collection Management Department on July 12, 2002. He helps to manage collection development, budget

allocation, policy formulation, user needs assessment, and liaison activities. He also supervises the science and engineering collection managers.

Raschke formerly served as head of the Spahr Engineering Library at the University of Kansas, where he administered all operations, supervised staff, managed collection development for the School of Engineering, evaluated electronic resources, and served as interim bibliographer for mathematics and chemistry.

Before his appointment at the University of Kansas, Raschke worked at the Georgia Institute of Technology. He served as information consultant to the School of Industrial and Systems Engineering and the School of Electrical and Computer Engineering, and he managed the work of librarians and staff of the Technical Resources Department.

Raschke received an M.S.L.I.S. and a B.A. in history and political science from the University of Illinois at Urbana-Champaign. Raschke received the 2001 Reference Press Service Award from the American Library Association. ❖

NCSU Libraries Welcomes New Cohort of Fellows



[Left to right] Kelsey Libner, Monica Lopez, and Anna Dahlstein, the newest NCSU Libraries Fellows.

The NCSU Libraries is very pleased to announce the appointment of the 2002–2004 class of NCSU Libraries Fellows. **Anna Dahlstein** began her fellowship on August 5, 2002, **Kelsey Libner** started his on July 8, 2002, and **Monica I. Lopez** began her fellowship on August 27, 2002.

Each year, the Libraries recruits top graduates with demonstrated potential for academic library careers in science, engineering, digital librarianship, and library management. The Libraries also recognizes the importance of diversity in librarianship and makes extra efforts to recruit candidates from under-represented backgrounds. The NCSU Libraries Fellows program offers a two-year appointment that facilitates the development of expertise

in a functional area and the opportunity to contribute to an innovative initiative of strategic importance. A Fellow works approximately twenty hours each week in a home department, where he or she is a fully integrated member of the professional staff and performs entry-level librarian assignments; and twenty hours each week on a project in an area outside the home department.

Dahlstein's home department is Special Collections. For her project, she assists in the development of the Libraries' marketing programs in Scholarly Communication and External Relations and conducts research on enterprise-wide initiatives for library administration.

Dahlstein, a recipient of the Elizabeth Cary Agassiz Merit Award, earned her B.A. in government from Harvard University. She received

an M.A. in library and information studies from the University of Wisconsin–Madison (UW–Madison), where she was awarded a fellowship from the Friedman Fund.

After completing her undergraduate degree, Dahlstein worked in Buenos Aires, Argentina, for five years. Positions she held were as an English teacher, a news editor for the *Buenos Aires Herald*, and a news analyst at Esmerk Information. In addition, she authored a book on Swedish immigration to Argentina over the past two centuries and volunteered as a librarian/editor for the local Swedish Association and Church. At UW–Madison, she served as a news librarian for the University Communications department.

Libner's home department is in Digital Library Initiatives, and his project assignment is in Preservation, where he works with staff throughout the Libraries to develop appropriate guidelines and strategies for preserving digital collections.

Libner brings a rich variety of work experiences to the NCSU Libraries. During a directed field study at the University of Michigan's Digital Library Production Service, he developed and documented routines for transforming electronic texts to enable users to search across multiple collections. He also worked as a programming assistant with the School of Information's Internet Public Library, as a reference assistant at the Graduate Library, and as a teaching assistant for Psychology 345, "Introduction to Human Neuropsychology."

Libner received a B.A. in English from Yale University, and he holds two master's degrees—an M.S. in cognitive psychology from the University of Oregon and an M.S. in information from the University of Michigan. While at Michigan, he received the Joseph Rounds Scholarship and the Margaret Mann Award and coauthored "Getting Answers to Natural Language Questions on the Web," published in

the *Journal of the American Society for Information Science and Technology*.

Lopez's home department is Research and Information Services. Her project is to help implement an expanded program of curriculum-integrated instruction to support courses in textiles and engineering.

Lopez's undergraduate and graduate degrees both come from Florida institutions. She holds a B.A. in Spanish education from Florida State University and an M.A.L.I.S. from the University of South Florida. She is a recipient of the American Library Association Spectrum Scholarship, a major initiative in librarianship designed to develop a representative workforce that reflects the communities served by libraries.

Previously, Lopez worked in the University of South Florida Tampa Campus Library. As a teaching assistant, she conducted basic, advanced, and course-specific classes and created specialized user aids for library instruction. In 2001 she served as a graduate assistant in the Reference Department, staffing the reference desk and conducting bibliographic instruction. Her responsibilities also included assisting unaffiliated users through the library's fee-based service Call/USF and creating displays to promote library user awareness. In addition to library work, Lopez has experience as a student teacher of high school Spanish.

For detailed information on the NCSU Libraries' Fellows Program, see the Libraries' Web site at <http://www.lib.ncsu.edu/personnel/jobs/FellowsProgDesc.html>. ❖





Focus, a newsletter published three times a year, seeks to promote the services, activities, needs, and interests of the NCSU Libraries to the university, the Friends of the Library, and beyond.

Editor: Terrell Armistead Crow.

NCSU Libraries Homepage: <http://www.lib.ncsu.edu/>