



ShelfLife

STAFF NEWSLETTER OF THE METROPOLITAN LIBRARY SYSTEM

January 2011
**News from
the MLS
Shelf**

**Planning &
Library Lit**
page 2

**Ad Team &
Reading City**
page 3

Class & Comp Study
page 4

**Know Your E-Reader,
Mystery Person
& Staff Profile**
page 5

**MLS Employees &
ShelfLife Quiz**
page 6

**Birthdays and Hire
Dates**
pages 7 & 8



Capitol Hill Library's *Gingerbread Village*



We don't know who first came up with the idea of building a house out of gingerbread—maybe it was the Grimm Brothers' Gingerbread Witch—but whoever it was deserved to win the Nobel Prize in Delightfulness. Gingerbread houses have been part of the architecture of Christmas since forever, but did you get a chance during the holidays to drop by Capitol Hill Library to take a look at the Gingerbread Village **Phil Tolbert** and his staff constructed?

It was a grand piece of work and brought delight to the fortunate CH customers. Look at our photo and you'll see why. Congratulations to the gang at The Hill for making the holidays a little brighter for their community.



Planning To Make Things Easier

Planning Services Specialist, **Dana Beach**, recently announced a change in the MLS Learning Management System that makes it easier to enroll in Metro U classes. The system now accepts class level approvals, which means that steps have been eliminated from the enrollment process.

"Remember," Dana asked, "when we first released the LMS and getting enrolled in a class required you to first register for a course and then go back to the LMS after approval to enroll in the class? That isn't the case anymore. Now, thanks to this new feature, the enrollment process is easier than ever.

She explains it this way: find the class you want to attend, submit a request through the LMS, and if your supervisor approves your request, you are automatically enrolled in the class.

"I am so excited to share this information with you," he said, "because I know many people were frustrated with the previous process and we couldn't do anything about it.

"Go to http://morris/GotInfo/training/manuals/LMS_Learner_Manual.pdf to review the new LMS learner's manual. The pages with updated information about class level approval processes are 6-10. I also added some information about shortcuts that you can use to make enrolling in classes even more simple. Those can be found on pages 36-7."

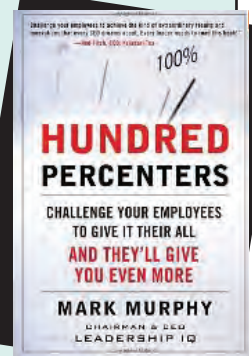
Dana doesn't anticipate that you'll have any trouble with the process, but if you do go ahead and give her a call at 606-3822.



Library Lit: Books to Help with Professional Growth

Hundred Percenters: Challenge Your Employees to Give It Their All, And They'll Give You Even More

by Mark Murphy



Murphy's theory is that old fashioned methods of leading a work staff with kindness is no longer appropriate in the 21st Century. He calls for the adoption of tough love techniques and an attitude of "I don't care if they love me as long as they give 100 % their attention, energy, and talent." He doesn't believe that happiness on the job equals motivation on the job.

Here are just a few of the big ideas in *Hundred Percenters*:

- The harder the goals you set, the better your employees will perform
- You should never use a Compliment Sandwich to deliver feedback
- Talented Terrors—people with great skills and a bad attitude—can destroy your company culture
- Before you can start motivating Hundred Percenters, you have to stop demotivating them
- You should never ask your employees if they're "satisfied"

It's a controversial concept, one surely to be rejected by many employees, but it's worth investigating.



January 2011

From the Ad Team:

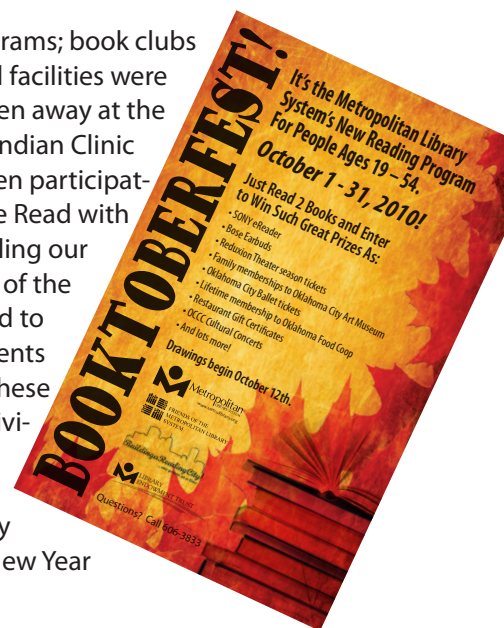
A Message from Dana Morrow, Dir. of Outreach Services

We are starting a new year of exciting possibilities for 2011. I want to first thank my incredible staff for all the creative and passionate energy they put toward serving the library community both within the library walls and out into the community.

I also want to thank each and every staff member from the Business Office, Marketing, Planning and all the libraries that assist us in making all of our projects happen. None of the programs created in Outreach could successfully happen without each person all along the way. For this co-creation, I humbly thank you.

So, what went on in 2010? We tested the waters with our new adult reading program called Booktoberfest; 1-2-3 Play with Me continues to bring parents & their children into libraries to learn the value of play in their young lives; Young Adult librarians took a cross-country trip to Albuquerque to learn more about YA literature; Winter Readfest continues to be a successful 55+ reading program; Extension Libraries had an exciting

summer of special programs; book clubs for seniors in residential facilities were begun; books were given away at the annual Oklahoma City Indian Clinic Pow Wow; 3,446 children participated in our summer Come Read with Me; we have started selling our second 10,000-printing of the newly re-designed, Read to Me Packets for new parents to four area hospitals. These are just a few of the activities that kept us busy in 2010. We look forward to an exciting 2011. Very Happy and successful New Year to you all.



Building a Reading City

When you've got a minute, drop us an email to let us know what books are currently holding your attention. It's kind of fun to find out what other library staffers are reading. Send your title(s) to dbentin@metrolibrary.org.

Lisa Wood, (OUT):
The Card Turner by Louis Sachar

Sandra Lanham, (MC): *The Tudors* by G. J. Meyer, *The Fablehaven* series by Brandon Mull, and next will be *The Atlantis Complex*, by Eoin Colfer.

Dana Morrow, (OUT): *Once Upon a Quinceanera: Coming of Age in the USA* by Julia Alvarez, *The Dirty Life: On Farming, Food, and Love* by Kristin Kimball, *The Things They Carried* by Tim O'Brien, and *The Personal History of Rachel DuPree* by Ann Weisgarber.

Emily Williams, (OUT): *The Knife of Never Letting Go* by Patrick Ness, and *Wish You Were Dead* by Todd Strasser.

Doug Bentin, (MaC): *People You Know* by George Ade, *Cometh Up as a Flower* by Rhoda Broughton, *The Haunted House* by Charles Dickens, et al





Compensation and Classification Study

The Library Commission has approved a compensation and classification study and the contract for the work has gone to The Singer Group.

The Singer Group is a Baltimore-based human resources consulting firm that has extensive experience performing compensation and classification studies for a broad range of clients in

both the public and private sectors, including library systems nationwide and in Oklahoma.

MLS Executive Director **Donna Morris** recently sent out emails describing this project. The information in those messages is recapped here for anyone who missed seeing the original emails.

Due to the fact that the Commission didn't approve the study before their November meeting, the turn around time is brief. Singer wanted to get started before the end of 2010. Meetings were set up for staff at three locations during the middle of December. If you missed the meetings there will be other opportunities to provide input including an employee hotline which will go directly to our consultants.

In addition, a project review committee comprised of employees has been selected and one of their tasks is to help facilitate information from you to the consultants and vice versa. The Committee, comprised of a cross-section of MLS staff, will

function throughout the project by providing feedback and insight to The Singer Group. They will also operate as a critical communications link with employees throughout the duration of the study. At this time, the plan is to hold four meetings with this group. The project hotline has been established for all employees to have another avenue for communicating during this project. The email address for the hotline is MLSSstudy@singergrp.com. Each e-mail will go directly to The Singer Group and will receive a direct response from a Singer Group staff member. All emails will remain entirely confidential. Please use the hotline to express any concerns or questions you may have.

Donna thinks that your input and participation are critical for the success of this project, which is important for you and the Library as a whole. All recommendations will be developed based on findings from the data collected during the project.

"I can assure you," Donna wrote, "that no one will lose current pay or lose their job as a result of this study. We anticipate having findings and recommendations to review in April, 2011 and funding permitting, those findings and recommendations will be presented to the Library Commission as part of the preliminary budget for FY2011-12."

And, **Roy Ballou**, Employment and HRIS Manager, reminded everyone via email, "The position description questionnaire (pdq) form should be filled

out and returned to your supervisor by **January 5**. It should be filled out on the clock so please make schedule arrangements with your supervisor to fill out your form."

If you have any questions or would like more information about this project, please feel free to contact Donna or any member of the Project Review Committee.

Members of the Project Review Committee are:

Debbie Robertus, Assistant Manager, Belle Isle
Cheryll Jones, Associate Librarian, Southern Oaks
Russell Pierce, Maintenance Tech II, Maintenance
Emily Williams, Young Adult Coordinator, Outreach
Francie Pendelton, Administrative Assistant, Director's office
Brittany Barber, ILL Technician, ILL
Buddy Johnson, Librarian, Downtown
Chris Carroll, Dev Coordinator, Trusts, DVS
Stuart Williamson, Researcher, Planning
Pam Buchanan, IT Tech I, IT
Candy Turner, Pub Computer Spec, MWC
Shanelle Jackson, Circ Clerk, Village
Angie Paeltz, Extension Spec, Luther
Kim Rickey, MSL Asst, MSL



January 2011

Getting to Know You

Did you get an Amazon.com Kindle for Christmas? Did you know that it already may be spying on you? You know that antenna it has that lets you instantly download new books? Did you know that the same

antenna makes it possible for the device to transmit information back to the manufacturer?

"They know how fast you read because you have to click to turn the page," says Cindy Cohn, legal director at the nonprofit Electronic Frontier Foundation. "It knows if you skip to the end to read how it turns out."

Okay, so what? Who cares if they know you cheat when you read mysteries? Cindy Cohn says you should care because if the company keeps the information on file, it could be subpoenaed because Kindles, iPads and other e-readers have geo-location abilities; using GPS or data from Wi-Fi and cell phone towers, it

wouldn't be difficult for the devices to track their own locations in the physical world.

Our Christmas gift to you is something new to be paranoid about. The information in this story came from a National Public Radio report. Check it out here: <http://www.npr.org/2010/12/15/132058735/is-your-e-book-reading-up-on-you>



STAFF PROFILE

Fingerprints

Tracey Thompson, Asst. Mgr. of LO, Midwest City Library, has been with MLS for six months. She is married, has three children, and three cats. Tracey is currently reading the Leviathan series by Scott Westerfeld—her first foray into Steam Punk—and says she is enjoying it. Quilting and gaming are her other hobbies.

On a trip to London she visited the British Library and Reading Room in the British Museum, where she

was surprised to learn they use the Dewey Decimal System.

She is a Facebook-er and Tweet-er.

Tracey says, "It's an exciting time to work in libraries. How people access information and even the nature of information has changed rapidly in the last 10 to 20 years."

"I would like to thank everyone for my warm welcome to life as a full-time MLS staff member," Tracey said, and she looks forward to working with all MLS staff.



• MYSTERY PERSON •

Here are the clues to this month's mystery person.

Fave Music:	Classical, Buddha Bar, Smooth Jazz
Fave Book(s):	Robt. Parker, Zora N. Hurston, D. Chopra, Dalai Lama
Fave Movie(s):	<i>Top Gun</i> , <i>Silverado</i> , <i>Star Trek</i> , <i>Thomas Crown Affair</i>
Fave Sports:	OSU & NFL Football, Thunder Basketball, NASCAR
Fave Vacation:	Hawaii and Savannah, GA
Fave TV Show:	<i>JAG</i> , <i>NCIS</i> , <i>CSA</i> , <i>Closer</i> , <i>Mad Men</i> , <i>Star Trek</i>
Fave Food:	Lobster, Dungeness Crab, Scotch Eggs,
Fave Season:	Spring
Fave Hobby:	Reading, storytelling, traveling, Broadway Shows
Family:	2 daughters, Stormy & Staci
Fave Pet:	3 cats
Facebook, Text, Twitter?	Facebook
PC or MAC:	PC

What profession would you be in if you were not working in the library? Museum Curator & Art Gallery owner

Do you have a 'Bucket List' and what's at the top of it?
Travel to Japan and India

Answer on page 6



HELLO TO

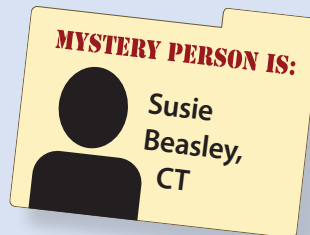
Heidi Bookout..... Page, SO
 Quincy Bean Page, DN
 Adrienne Nolan Circ Clerk, DN

PROMOTION

Tracey Thompson..... From Librarian to
 Asst. Mgr. of LO, MC
 Michael Lee..... From Page to
 Circ Clerk, ED

GOODBYE TO

Rebecca Neitzel..... Circ Clerk, ED
 Vivian Stevenson Page, BI
 Jean Longo Librarian, RE
 Ajax Delvecki..... Assoc. Lib., DN
 Jamar Rahming Mgr. of LO I, DC



Heidi Bookout



Quincy Bean



Adrienne Nolan

CONGRATULATIONS

Downtown Library staff sends a congratulatory shout out to page **Emily Reynolds**—no, make that **Emily Hatheway**—who married Danny Hatheway last October. “I forgot to mention it earlier,” said DN librarian **Sheldon Beach**, “but I thought I’d bring it up because we want to offer a belated congratulations in the next ShelfLife to her and her new husband.”

As Shakespeare wrote, “May a flock of blessings light upon thy back.”

The ShelfLife Quiz: Hey, How About a Day Off

Almost everyone likes holidays, right? The parties, the parades, the presents, the arrests for public disorderly conduct. The memories are making you smile right now—don’t deny it.

Most of us know about the big holidays, the ones that actually represent something, but how aware are you of the lesser holidays? After the descriptions below, the names of three holidays in January are listed—but only one of them is legit and the other two are phony. Can you pick the right one?

1. January 3. This is a day for getting rid of a special holiday food that no one really likes.
 - a. Throw Out Leftover Black-Eyed Peas Day
 - b. Fruitcake Toss Day
 - c. No More Cranberry Sauce Before Thanksgiving Day
2. January 4. A day for something useless.
 - a. In-Laws Day
 - b. Garbage Day
 - c. Trivia Day

3. January 7. A day for redundancy.
 - a. Old Rock Day
 - b. Hard Work Day
 - c. Brilliant Editor Day
4. January 10. A day to celebrate those who are close to you.
 - a. Hard Working Colleagues Day
 - b. Peculiar People Day
 - c. I Love My Boss Day
5. January 13. A questionable day.
 - a. International Skeptics Day
 - b. National What? Day
 - c. Don’t Believe a Word You Hear Today Day
6. January 21. A day to celebrate a little slice of nature.
 - a. National Mosquito Day
 - b. National Night Day
 - c. Squirrel Appreciation Day

7. January 25. A day for people who think they live in Wonderland.
 - a. Impossible Things Day
 - b. Opposite Day
 - c. Queen of Hearts Day
aka Off With Their Heads Day
8. January 28. A day for the musically inclined
 - a. National Mouth Harp Day
 - b. National Kazoo Day
 - c. National Saw and Hammer Day

Answers on page 8



January Bulletin Board



January Birthdays



LAURIE MACK-CLARK	1/2
ASHLEY MEYER	1/3
JERRY NANCE	1/3
RANDY WAYLAND	1/4
JENNIFER FANN	1/5
URSULA WARD	1/5
MICHAEL LEE	1/6
JULIA MCCONNELL	1/6
RENA GIBSON	1/6
DENISE LUKES	1/7
SALLY PHILLIPS	1/7
CAROL MOODY	1/8
WANDA LITTLE	1/9
LILY WANG	1/10
PAT WHISENHUNT	1/10
PETE ROBERSON	1/12
STEVEN JENKINS	1/14
ANNE MOTLEY	1/15
JUSTIN HERWIG	1/15
BEVERLY PHILLIPS	1/18
TODD OLBERDING	1/18
GLENN WEBB	1/19
JOE POE	1/19
JOYCE JACKSON	1/19
RONNA DAVIS	1/19
RANDALL MYSTER	1/20
DANA BEACH	1/21
JOHN HILBERT	1/21
ABIGAIL GRIFFIN	1/23
JESSICA MINTER	1/24
JOSH LEWIS	1/24
LAURA WINTERS	1/24
NGOC NGUYEN	1/24
JOANN WALKUP	1/25
JOAN KENDALL	1/26
ROBYN ICKS	1/29
SUSAN MONROE	1/30
TANAZ DERAKHSHAN	1/30
LLOYD LOVELY	1/31
SANDRA EFFINGER	1/31



Employee's January Date-of-Hire



CAROL PROVINCE	1/6/1975
KATRINA PRINCE	1/6/1985
NANCY LYTTLE	1/22/1985
SYLVIA LAWSON	1/24/1989
ERIC KING	1/9/1990
JIM NIMMO	1/18/1993
MARIE NICHOLS	1/5/1994
GREG BENNETT	1/21/1997
DENISE LUKES	1/5/1998
TIM FISHER	1/26/1998
BUDDY JOHNSON	1/26/1998
LISA WALKER	1/26/1998
VICKIE DIXON	1/26/1998
KATHY FRITSCH	1/27/1998
CHRISTINE R. BASSETT	1/25/1999
TIM HANNA	1/16/2001
JENNIFER ADKISSON	1/7/2002
SHARON BISH	1/7/2002
LAURA MCMURTRY	1/23/2002
KELLEY HOFFMAN	1/21/2003
LLOYD LOVELY	1/12/2004
PATRICK WILLIAMS	1/20/2004
KIM MACARTY	1/1/2005
BETH STEELMAN	1/18/2005
JONATHAN WILLIS	1/4/2006
NITA NORMORE	1/4/2006
LYNDA TONEY BAHR	1/4/2006
MARK VANCE	1/30/2006
ANNA TODD	1/31/2006
MATTHEW COTTER	1/2/2007
PAIGE NIFONG	1/12/2007
NATHAN CLYMER	1/29/2007
GERALDINE ADAMS	1/2/2008
TORY GRAY	1/11/2008
DEBORAH AUSTIN-MUNDEN	1/14/2008
ADA MADISON	1/28/2008
KIMBERLY CLARK	1/12/2009
DEBBIE MCPHERSON	1/26/2009
JAMAR RAHMING	1/26/2009
LACI BOWERS	1/29/2009
MICHAEL LEE	1/29/2009
SIOBHAN MORAVA	1/11/2010
MELISSA WALKUP	1/11/2010



January 2011

February Bulletin Board



February Birthdays



KAELI DUNN	2/1
LEE MATA	2/6
CARA KOSZARA	2/6
DEBBIE MCPHERSON	2/7
ANN MEEKS	2/9
CAROL ROBERTS	2/9
KAREN LITTERAL	2/9
DEE MCDANIEL	2/10
KRISTINE CHARTER	2/10
RUTH HARDER	2/11
KRISTIN HILL	2/17
CAROL HUNTER	2/18
DAVID MORAND	2/18
ERIC KING	2/18
KATHRYN SHEESLEY	2/19
DANIEL FIELDS	2/20
KATHLEEN LAUGERMAN	2/20
JULIANNA LINK	2/23
JERRY O'HARE	2/24
BUDDY JOHNSON	2/24
JANET SCROGGINS	2/26

Answers to ShelfLife Quiz

Answers:

- 1 - B 5 - A
2 - C 6 - C
3 - A 7 - B
4 - B 8 - B



Employee's February Date-of-Hire



RICHARD E. REA	2/16/1982
DENESA C. BENNETT	2/28/1986
LINDA J. JAMESON	2/26/1990
SARAH J. KELLUM	2/14/1994
SUSAN M. MONROE	2/12/1996
DARLENE S. BROWERS	2/12/1996
ROY S. BALLOU	2/8/1999
GEORGE M. MARSHALL	2/15/1999
SHAHIN S. ASGHARI	2/16/1999
SUSAN K. BECKETT	2/7/2000
TERI L. REDENBAUGH	2/16/2001
CAROL S. HUNTER	2/19/2001
CHERYLL RENEE JONES	2/3/2003
GLORIA J. TURNER	2/2/2004
TAMERAT ATLABACHEW	2/2/2004
CHRISTOPHER CARROLL	2/17/2004
LAWANA MORGAN	2/23/2004
JAMES B. GORDON	2/2/2005
RIKKI D. MARTIN	2/5/2007
DAVID WAYNE RUSHING	2/4/2008
DAN W. HOLMAN	2/11/2008
GLORIA B. DELEON	2/23/2009
VANDA DEE COLE	2/1/2010
ANGELA THORNTON	2/8/2010
SHAYLA ARIELLE LAW	2/8/2010
KAREN ELAINE CASEY	2/8/2010
PATRICIA A. WIDHALM	2/23/2010