

HINTS on Writing for Publication

by *Helen Fallon*,
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Begin with the End in Mind

Before you begin writing give some thought to the audience and purpose of your article. If it is primarily based on practice, it may be best suited to a professional journal. Practice-based journals value experience; articles describe practice and frequently have a straightforward structure telling about an event or a process. Articles can be written in an informal tone, using the first person.

If your article is based on research or a mixture of research and practice it might appeal to an academic/ peer-reviewed journal. Peer-reviewed journals have a longer lead-in time and generally longer articles than professional journals. Tone tends to be formal, but always study the style in the journal you are considering.

The LIS publications Wiki from San Jose University is a good place to identify both peer-reviewed and professional journals. Its focus is primarily North American. The Mulford Health Sciences Library at the University of Toledo provides a useful link to instructions for authors for over 6,000 journals in the health and life sciences. Identify a journal or other publishing outlet before writing the article and study the guidelines for authors. Scan a few recent issues of the journal to get a sense of the style, structure and length of articles.

Before writing the articles submit a query e-mail to the editor. This e-mail should be short and contain three elements. It

should tell what you are writing about; what your expertise in the area is and why you think readers of the journal would be interested in your article. While an editor will generally not give a firm commitment to publishing an article based on a suggestion s/he will generally indicate if interested in seeing the completed article and may give a timeframe for submission.

Work from an Outline

Most academic authors work from an outline. The outline or structure is the framework or scaffold on which you build the article. Having an outline allows you order and eliminate ideas. Writing can appear a less onerous process when you can view the structure of a 5,000 word article at a glance. Writing isn't a linear process. Scientists generally begin with the results section. You can write any section (generally not the conclusion) if you have a clear outline.

When considering a structure for a practice-based-article think who, what, when, where and how. From that develop a basic structure. This might be - title, introduction, background/context, case study (what happened?), outcomes, conclusion. Professional journals have an editor or editorial board who make decisions on content. Lead-in-time is frequently shorter than that for peer-reviewed journals. Articles may have some references or further reading. Articles in peer-reviewed journals will generally have title, keywords, abstract (informative or structured), introduction, background/context, literature review, methodology, results/analysis, discussion, conclusion and references. Study the structure of articles in the journal you are targeting. Model your article on articles that work well, bearing in mind that different structures can achieve the same results. Be aware of your audience.

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HINTS on Writing for Publication — *Helen Fallon*

Write the Article

Some writers draft their article from start to finish without editing. Most of us do a mixture of writing and editing. Writing is a craft, which needs to be honed and developed rather than an art. Don't look for perfection just write, giving yourself permission to write badly. Style and voice rarely come through clearly in early drafts. Trying to polish too early may hamper the ideas phase, the early drafts when you are chopping and changing and just trying to get ideas down on paper or a PC.

Write in short sentences, avoiding complicated sentence structure and long sentences linked by the word "and". Read aloud to get a sense of the sound of your narrative/story. If a sentence seems "clunky" or unnatural when you read it aloud, check the grammar and punctuation. If a sentence seems too long see if you can shorten it without changing meaning. It may be appropriate to divide it in two. If words are repeated and the sentence sounds unprofessional as you read it aloud, then rephrase. There needs to be a unity of thought in a sentence. This may be achieved with one main clause; generally there is only one subsidiary clause.

New paragraphs begin each time you move from one clear idea to another or changes direction. The first sentence or two usually present the topic or theme and the following sentences expand on this. There is a variety of thought on ideal length of paragraphs; again this should be influenced by the journal style. Each paragraph should relate logically to the previous paragraph, as well as to the overall theme of the article. If a paragraph contains more than one main topic divide it. It can be helpful, when editing, to write down the main topic of the paragraph in the margin or at the top of the page. Linking sentences can be added to ensure smooth transitions from paragraph to paragraph. This could be a sentence at the end of a paragraph highlighting what is to come in the next paragraph. Alternatively you could place the linking sentence at the beginning of the new paragraph.

Headings & subheadings act as signposts, breaking up text and making the structure clearer and allowing the reader see at a glance the main themes of the paper. They can also make a manuscript visually more attractive, as does the white space before and after paragraphs.

Once finished leave your manuscript aside for a week if possible, then reread before submission.

Submit the Article

You are never going to be completely happy with your article. Submit it when you are about 85% satisfied. It's likely that the editor or peer-reviewers will ask for changes. Make these as quickly as possible or if you feel a change is not viable/appropriate, explain why. Keep the preprint (pre-refereeing) and the postprint (post refereeing) of your article. Check www.sherpa.ac.uk for publishers' copyright and archiving policies. This will tell you whether you can deposit the article (preprint or postprint) in an institutional or other repository.

Finally, celebrate your success!

A list of books, articles and web resources on writing for publication can be found at

<http://www.academicwritinglibrarian.blogspot.ie/p/further-resources.html>

Write For HINT!

OALIS – Publish your research Open Access and Let it Live

OALIS (Open Access Library & Information Studies) is a new open access peer-reviewed journal covering all aspects of library and information management. The idea for the journal came about during a recent #irelibchat Twitter chat on Publishing in LIS, when several participants suggested they would like to read more Irish-based research and studies. As there seemed to be real interest in developing a new open access venue to promote and disseminate research in Irish libraries and information centres, I decided to explore the possibilities. The journal uses the Open Journal Systems platform, which is open-source software developed by the Public Knowledge Project and used by many other LIS journals.

Currently I fund the website and hosting costs for the journal myself, as encouraging and promoting open access to research is something I am very passionate about. However, I very much see the journal itself as a collaborative project and space for the benefit of the wider LIS community in Ireland and further afield. I have received endless support and assistance from the editorial board and copy-editors who agreed to come on board, and without such input, there would be no journal. In keeping with this collaborative spirit, the name for the journal, OALIS (an oronym of eolas the Irish word for information), combined various suggestions crowdsourced via Twitter.

The journal also has a very active presence on Twitter with nearly 500 followers already, and you can follow us @OALISJ. I believe leveraging social media is now key for promoting and disseminating research. It is not simply enough to publish; visibility and accessibility are crucial if you want your research to have any kind of impact in a crowded scholarly landscape. It is also a very effective way of communicating key LIS issues, ideas and research to the wider non-library community who don't read LIS journals.

At May's Library Camp Ireland event, I pitched a session about publishing in LIS alongside Jane Burns, a member of the committee of An Leabharlann – a publication which has been an invaluable channel for showcasing Irish library research for years. I was particularly interested in exploring why LIS professionals read / don't read journals, and similarly why they may or may not write for publication. Some of the reasons for writing suggested by participants included reflecting, recording, sharing and learning. In spite of such advantages, the barriers - particularly a lack of time - remain tricky obstacles for many of us. However, I believe we need to start making time for research within our roles, not only to inform and improve our service delivery and practice, but also to help increase our visibility and reputation as a profession.

OALIS accepts papers all year round, with a copy deadline for September for the first issue (January 2014) to allow time for the full editorial and peer-review process. Manuscripts of specific relevance to the Irish LIS community are encouraged, however articles with a more global focus are also welcome. OALIS aims to promote the use and reporting of research by practitioners, and to communicate research developments and activity in Ireland and the UK. We also hope to provide an outlet for new or emerging researchers to share their work, through our case studies and practice reports section. Research articles should be between 3,000 and 8,000 words, excluding references. Case studies and practice reports should be between 1,500 and 5,000 words. Full details of the submission process and author guidelines/template are available on our website: <http://www.oalisjournal.com>

If you have any feedback regarding the journal, please get in touch. What are you interested in reading about? What would encourage you to submit something? Are there any other features you would like to see included? And of course, please consider submitting your work to us, as sharing and promoting *your* research is what OALIS is all about.

Michelle Dalton, Librarian, University Hospital Limerick & Managing Editor, OALIS

OALIS OPEN ACCESS LIBRARY &
INFORMATION STUDIES

Supporting Open Access to Health Knowledge Resources across Ireland: Linking with NECOBELAC

Callinan, J., Balanda, K. and Bradley, L.

NECOBELAC, the Network of Collaboration Between Europe and Latin American-Caribbean countries, aims to promote scientific writing and greater dissemination of research output utilising open access (OA) models in the area of public health. NECOBELAC employs a two level approach. The first level (T1: Train the trainer) provides training to participants who, in the second level (T2: Local training) organise local OA activities to improve scientific writing and promote open access models in their local area.

In May 2012 NECOBELAC, in collaboration with the Institute of Public Health in Ireland and Milford Care Centre, provided an open access training course in Dublin. The training day was followed by three webinars in May and June 2012 to help participants develop the OA activity in their local areas and to explore other issues: "Open access publishing – policies, advocacy and best practices"; and "Repositories: management, policies, and best practices".

Modules T1 Course, Dublin, Ireland, May, 2012

- Paola De Castro: Presentation of NECOBELAC project and NECOBELAC EU-LAC Cooperation
- Paola De Castro: Critical introduction to scientific journals and the editorial process
- Paola De Castro: The formats of scientific papers
- Bill Hubbard: Critical introduction to open access
- Laurian Williamson: Open access repositories: processes and structures including copyright
- Bill Hubbard: Open access and national adaption

Four local perspectives: funding agency, academic, health services and community sector: Patricia Clarke, Niamh Brennan, Aoife Lawton, Joanne Callinan.

Modules T1 Webinars:

Webinar 1 (18 May 2012, Course participants only):
Developing a T2 course strategy for course implementation:

Some suggestions for "local" activities that participants could undertake in their area included:

1. Local information session and workshops - your library, your organisation or local area
2. Presentations / OA training / dissemination of OA materials to: Undergraduate education classes, Specific professional groups, and Local community groups
3. Presentation of OA material into existing events - presentations, posters, exhibition stands and materials
4. Other webinars
5. Develop an online calendar of Irish and international OA activities and events

Webinar 2 (8 June 2012, Open to all):

Open access publishing – policies, advocacy and best practices

When looking at OA publishing the question arises: How is the research output open and to what degree is it accessible?

Open to read?	Accessible for processing
Open to use?	Accessible by the public
Open to reuse?	Accessible by the world

Open Access does not affect peer review, quality, copyright and plagiarism, and it does not replace publications.

Webinar 3 (22 June 2012, Open to all):

"Repositories: management, policies, and best practices"

Although there is much research activity in the field of public health, access to this research output is often limited due to the lack of publication of original research or the high cost of journal subscriptions. There is the argument that such publicly-funded research should be freely available to researchers, clinicians, policy-makers and the public. Depositing research output in institutional repositories or publishing in peer-reviewed open access journals ensures greater dissemination of information as well as ensuring access to a digital record of that research for the future.

Open access literature is freely available online with no (or limited) copyright restrictions. Over 230 Open Access journals are searchable of the Health Well website and institutional repositories such as LENUS enable researchers, policy-makers and practitioners to have free access to peer-reviewed research articles. The participants in the course, including librarians, editors and policy-makers from different healthcare organisations in Ireland agreed to carry out similar training or other activities in scientific writing and open access in their own organisations or local areas.



Presentations and webinar proceedings are available at:

<http://www.thehealthwell.info/open-access-open-data/resources-and-training>

Health Well website:

<http://www.thehealthwell.info/journals>

Dublin in April...

Snapshots from the HSLG Annual Conference by our Members

SHELLI says – ideas for reshaping information provision and support - Jean Shipman, Director of the Eccles Health Science Library, University of Utah

This presentation focussed on the reshaping of the library's services and spaces and the development of new alliances within the university's health sciences community. An extensive physical refurbishment was undertaken by recovering space from printed materials to furnish new collaborative teaching and learning spaces, provide many different types of furniture, offer new consultation spaces and exhibition spaces. Specific collaborative workspaces offering shared facilities were targeted at clinical researchers. Various student groups were also relocated to library spaces. A dedicated "Deep Dive" centre was designed to encourage collaboration among clinical teams. A new Research Information Service was established in consultation with researchers offering literature searching and training, open access and scholarly publishing support and data management planning. The Research Service developed new training programmes and projects on various aspects of information management. New community and clinical outreach programmes were also developed. New programmes were designed to promote and celebrate the University's biomedical achievements and innovations. Library staff were dedicated to support many new developments in the medical curricula. Jean summed up these developments as having created the idea of librarians as creators, educators and supports of a wide range of health related activities and integral members of research and innovation teams. People are back in the library again. *Paul Murphy, RCSI*

Socialising Communications: integrating technologies into marketing plans - Krishna De
www.KrishnaDe.com

A very interesting talk noting that the key is to start small in these matters and use what aspects of social media that will work for your organisation. It was interesting to hear someone from a business background speak about the use of social media and its different applications. *Catherine Rooney, NMBI*

Critical appraisal and evidence based practice – Dr Declan Malone, Consultant, Public Health, HSE.

An excellent and comprehensive textbook summary of EBP based upon Critical Appraisal Skills Programme (CASP) at Oxford <http://www.casp-uk.net/about-casp/>. Declan highlighted incidences of major medical error or research falsification over the years including Dr Wakefield and the MMR / autism paper and examples from Bad Science www.badscience.net
Paul Murphy, RCSI

KPIs and Metrics to support advocacy and delivery—Michelle Dalton, UHL.

Michelle first talked about measuring the impact of their clinical query service. The clinical query service is quite time and labour intensive; to justify this it was important that impacts and outcomes could be measured. To this end users had been asked to fill in a single question survey asking them how the service had helped them. The response was extremely positive; over 80% of respondents said that it had influenced their decisions on patient care and almost 70% stated that it had reduced risk or errors in their practice. Such a positive response provided excellent justification for continuing to offer this service. Michelle also looked at the importance of writing up and publishing your work, an excellent way of making yourself visible. She did a good job of demystifying the publishing process, which can often appear daunting to many. Michelle noted the importance of publishing in open access journals in order to make your work available to the widest number of people possible. *Colm O'Connor, RCSI*

Supporting Clinical Audit - Dr Ian Callanan, Director of Clinical Audit, St Vincents, Dublin

An interesting think piece from a senior clinical director and surgeon outlining the strengths and weaknesses and current issues about clinical audit in Ireland. Ian suggested many opportunities for librarians to bring their skills and resources to the process. He cited the active involvement of librarians from SVH in the ongoing audit processes throughout the hospital. *Paul Murphy, RCSI*

Day 2 started with Health Services Libraries Group AGM and the morning session included an interesting paper from **Greg Sheaf**, Nursing & Midwifery Subject Librarian, TCD entitled "Trying to stop the kids using google (and get a paper out of it too)." He spoke about his experiences delivering user education to midwifery students and noted that Information Technology and library skills are part of their curriculum and that the students are examined on their knowledge of the subject. *Catherine Rooney, NMBI*

Another strand running through the Conference was the role Health Science Librarians play in the community. **Joanne Callinan** described the impact of a Bibliotherapy Service in a Bereavement Counselling setting, and **Grace Hillis** talked about a local book club to promote literacy for adults with intellectual disabilities. **Laura Rooney Ferris** painted a picture of the librarian as the library, so to speak, when she connected her library services with her organisations strategies and metaphors of the life and death cycles. Taking metaphors to a mythical level, in a lighthearted lightening presentation, **Mary Dunne** reminded us all of our magical commitment to our profession—the **Librarians Promise** is printed in full in this newsletter! *Breffni Smith, RCSI*

Boston in May...

MLA Conference Review by Aoife Lawton, HSE

It wasn't my first time to the city. I had been there previously for a week-end en route back from a holiday in Costa Rica with my best friend.. but that's another story.. and one not particularly suitable for HINT. My previous visit was a world apart from this one. It was over a decade earlier so times, the city and I had changed. For starters I was here on business (in the main) so that meant decent accommodation, none of your B & B in a dodgy Irish youth hostel, thank-you very much. The recommended residence of the conference was the Sheraton Hotel so that's where I lay my luggage.

I had three main reasons for attending this conference: 1) to deliver a joint presentation on the SHeLLI report & 2) to deliver a presentation on Lenus and 3) to find out how the US health science librarians are doing. Aside from this my approach to the conference was to attend as much as I possibly could. In hindsight this wasn't a great idea because I suffered from jet lag for the first 2-3 days. I arrived on Thursday in the afternoon and had a 12 hour day the next day attending a CE course on "how to design effective online training". The course was top of the range, and exactly the type of hands on training that appeals to me. I met up with some friends who travelled from Buffalo on Saturday and went to the Science Museum.

Anyone who attended the SHeLLI presentation at the HSLG annual conference this year will understand why. The sea turtles appeared to be following me even to Boston! Having been awake since about 5am Sunday morning getting up to attend the first-timers 7am breakfast was as the American's say "a piece of cake". This was a highlight for me. The breakfast itself was good – healthy or hearty – a mix for everyone's taste but more importantly it was an opportunity to meet people – I met my mentor there. I also met someone from the Board of Directors – there was one at every table. One of the speeches was by retired president Lucrecia McClure who made her way to the podium via Zimmerframe. Her words will always resonate with me. She said that "the 'thinking librarian' is the best asset of any library". She also said "money talks but people count".

I'm going to outline some highlights of the conference here, starting with the stand out speakers: First up Dr. Richard Besser, former advisor on communicable diseases and ABC News Chief Health and Medical editor. I was so hooked that I bought his book and got a signed copy afterwards "Tell me the truth Doctor". Dr. Besser's advice to librarians was to "be right, be first and be credible". He also said we have a big role in "translating science into plain English". Doctors need to know the difference between good information and bad information and librarians can help them with this and we are a credible, authoritative source. Next up was the Janet Doe lecture delivered by a somewhat emotional Joanne Marshall. Joanne's message was about evidence-based librarianship as a movement, not just in health but right across all sections of librarianship. The last stand out speaker for me was Laurie Garrett who presented on the last day of the conference. She talked about Global Health and the importance of science to advance healthcare globally. Among other things she was one of the scriptwriters for the film "Contagion". She talked about how for

example, young people today pull off an article from the internet but may have no understanding of the socio-dynamic of science and medicine at that time, for example when this was the dominant view for e.g. causes of cardiovascular disease. Librarians maintain that context and that is what we are good at. She talked about Global health and the context of science in finance and politics with relevance to HIV/AIDS and pandemics which fit in well with the "One Health" theme of the conference. She talked about how global health priorities are based on available funding not anything else.



Laurie Garrett

Aside from the speakers, the plenary sessions were jam packed with information and opportunities to ask questions, the conference was a Texas style 'BIG' although I'm told the American Library Association is the Conference to beat all conferences in terms of size at least. Size aside, the conference brought together four groups – Medical Library Association, International Congress on Medical Librarianship, Animal Health Information Specialists and Clinical Librarians. This added to enriched content and a variety of topics to choose from. It was impossible to see all of the posters as they were taken down and changed daily.

The technology at the conference was 'awesome'. I've been to a few conferences outside of the library world but this was the first one to have its own app. There was free wifi in the convention centre and the App could be customized so that I could see at a glance which session I planned to attend next and where it was. This was truly an opportunity to go 'paper free', there was no need to flick through a bulky conference booklet to find out what was up next. There was also one session with a live twitter feed working in parallel to all of the speakers and projected onto a big screen. This may have been off-putting for some people but it seemed to work very well and was uber interactive.

The presentations went well I hope. Kate Kelly and I gave the story of SHeLLI to the US audience which was an important platform for the dissemination of the research. It's always fairly nerve wracking but worth the effort. The feedback was good, in that I took it as a good thing that questions and comments were asked at both presentations. In terms of how US librarians are doing – well they are in the middle of a big technology shift – much like ourselves, they are digitizing and mobilizing services, they are embedding librarians in hospital teams. Some are on the wards and they others re-inventing their spaces. However they are an ageing workforce particularly in the hospital group and there is a bottleneck effect for librarians in their 30's and 40's who have no career path. This is leading to those librarians moving out of the library profession which is a cause for concern. Overall I found them to be a positive force with a very professional attitude and outlook. I've come back with food for thought, gained some new contacts and I've shared findings of SHeLLI and Lenus – job done.

Stockholm in June...

EAHIL Conference Review by Paul Murphy, RCSI

Paul Murphy, RCSI, Delegate, Facilitator and Member International Programme Committee IPC

It is difficult to capture the essence of a workshop that is truly a series of interactive sessions with no presentations, no CPD, no posters, no exhibitions and no standard outputs. The entire event was designed to be a completely immersive and participative experience – and it was, which makes it difficult to capture the value for a non-participant. It was also very enjoyable.

We choose various workshop techniques and formats for the various sessions : the various Café formats and Fish Bowls proved the most popular: <http://www.ilo.org/public/english/support/lib/knowledgesharing/meetings.htm>

The IPC was taking a chance in designing such an open free form event for an international audience. It was notable that the format proved most attractive to a younger cohort of delegates from northern European countries.

Workshops ranged from 50 to 70 participants at a time and, once people warmed up after the first morning, each session was abuzz with ideas, debates and contributions. There were very few sessions where there was a consensus, there were some interesting debates and many ideas were captured ephemerally in the form of flip charts and post its. That was the main downside overall – there was no way to accurately capture the proceedings with the resources available and there will be little on the permanent record.

There was an introductory Keynote speaker, Jonathan Eldredge, University of New Mexico, USA who posed many questions about trends in information, technology and behaviours in education and clinical settings. Are you skeptical of predictions about “trends” affecting libraries? Many such trends never materialize. Other trends, oftentimes barely appreciated in advance, later become significant. How do we determine which trends to take seriously? By the time something is a trend –eg- mobiles relacing desktops, it has already happened. Are you in control of it? Can you be?

<http://eahil2013.kib.ki.se/?q=node/44>

Workshop Programme Selection

1. Success factors with new tools and methods of teaching

The University of the Future will provide an environment and experiences which allow students to build up their knowledge themselves. New Tools and methods to meet the demands and needs among learners with different backgrounds are continually evolving. How can we as librarians adjust and adapt to this? In this workshop, through various types of interactive discussions we will identify success factors in the teaching/learning situation. By doing this, hopefully we will be inspired and take away tips - based on the participants actual teaching experiences - to evolve our own teaching to meet the future.

2. Research support and scientific communication

This workshop is designed to stimulate a group discussion on how library and information specialists can best engage with researchers, what support services are on offer and what issues arise in various settings including basic biomedical research, clinical research, public health institutions, and commercial organizations. Some questions considered in the workshop:

- What are the current best practices in research support?
- How can we contribute to improving research performance outputs?
- Do we know enough about researcher information needs and use?
- What are the skills and competences to be developed by library based research support specialists?.
- What are the emerging research communication channels used by researchers?
- How can we support new ways of scientific communication?

3. Policies, strategies, impact and quality

What is the value of health library and information services and how do we prove it. Besides discussions about challenges, we also discuss opportunities, share our experiences, the do's and the don'ts. We invite you to bring your policy plans, posters, user surveys results, all the stuff you discuss with your manager or the director of your institute. This material will be the input for our discussions, sharing and learning.

4. Support work in the electronic environment in the future

In this session you will brainstorm on how to support library staff, students, clinicians and researchers. Together we will try to define the electronic environment now and tomorrow and look at different tasks. We will also share experiences on the use of e-books and best practice for choice of physical devices, formats and acquisition methods like PDA, licensing, and freely available material.

Changing Roles of Health Librarians

Brettle A and Urquhart C (2012) Changing roles and contexts for health library and information professionals. London: Facet Publishing. Review by Niamh Lucey Head of Library & Information Services, St Vincent's University Hospital.

There could hardly be a topic more timely, more pertinent and more unsettling than the changing role of the health information professional in these uncertain times. Developments in information and communications technology are advancing at an ever increasing pace and the physical space that we were keepers of has become a virtual space through which we must navigate ourselves, and guide others. At the same time the value of health information is growing and the skills of the expert searcher and information analyst are needed more than ever. And of course this period of greatest change comes during a time of the greatest threat to our profession, certainly within the Irish context, as the never-ending recession takes its toll on our budgets and our staff numbers.

You will have read elsewhere in this newsletter about how the HSLG is actively engaging in the evolution of the health science librarian's role through the efforts of the SHELLI Working Group, which is currently producing a series of action plans to develop and promote our services and skills and, ultimately, prove to the powers that be that "we're worth it". Brettle and Urquhart's recent publication *Changing roles and contexts for health library and information professionals* (Facet Publishing, 2012) explores these themes further, bringing a valuable perspective on this worldwide challenge to our profession.

The editors are both well-established academics and are equally well published in the field of library and information science. Alison Brettle has written on evidence-based practice and information literacy, among others subjects, and is current editor of the journal *Evidence Based Library and Information Practice*. Christine Urquhart has written many articles on subjects such as information behaviour and the value and impact of information, and she formerly ran the distance Health Information Management programmes at Abersytwyth University. Similarly, the contributing authors to the chapters come largely from academia and are based in UK, USA and across Europe (Ireland is noticeably absent), although there is some representation from practising library and information specialists.

The book is divided into two parts. The first part focuses on the changing contexts in which health library and information professionals work: the changing information needs of users and resultant changing roles of librarians to meet these needs (think clinical librarian, teaching librarian); the changing ways in

in which information is generated and used; the development of clinical information systems; and the influence of national government health policies and the promotion of evidence-based practice. These are broad topics, each of which could be the subject of its own book, and there is no space here other than for a concise overview of each of each subject. Mostly this first part of the book is written from a UK/NHS perspective, although Suzanne Bakker gives a neat overview of the European context. It is a fairly onerous task to put a coherent flow to the diverse themes arising from these chapters, but in this the editors have succeeded admirably and the central message arriving from this section is that we must all accept and embrace change as the one constant in our professional lives.

The second part of the book I found most engaging. Focusing on the roles of health science librarians and information professionals, this section contains 19 case studies of library professionals working in a wide variety of environments. The case studies are clustered around four general functions: the librarian as information provider and educator; the librarian who analyses information and manages knowledge; the librarian within research and evidence-based practice; and the librarian as decision-maker. Some of these roles – the clinical librarian, the library manager, the faculty liaison librarian – will be familiar in the Irish workplace. Others – the librarian embedded in a research team, the Evidence specialist, the Head of Library PR – are less familiar but very illuminating. This section is less UK focused, more international, than the earlier part and offers a fascinating glimpse into the diverse roles available to our profession and I found it most informative and enjoyable.

This book does not provide any magic solutions to the desperate circumstances many of us find ourselves in. Is it telling that there are no contributions from Irish librarians and information professionals in this book? Are we so bogged down in trying to keep our heads above water that we just don't have time to document what we are doing? And yet, establishing a body of evidence that demonstrates the value of the Irish health librarian is key to our survival. The SHELLI Working Group (and yes, I must reveal my membership here) will be providing the toolkits for us to do just that, and I would suggest a reading of this book is also highly recommended in gaining insight into, and inspiration from, the changes, challenges and opportunities that our profession faces.

National Clinical Guideline Development

Call for Expressions of Interest from Clinical Librarians

The **National Clinical Effectiveness Committee (NCEC)** would like invite expressions of interest from individual librarians to support the work of the NCEC. Individuals should be working in an academic medical, clinical or hospital library setting and be in a position to provide occasional support to groups who are in the process of submitting clinical guidelines to the NCEC for approval. The NCEC acknowledges the valuable contribution that Clinical Librarians are currently making in supporting guideline development and evidence based practice. As a result, the NCEC would like to highlight this support to guideline development groups by inviting librarians to contribute to the process of national clinical guideline development.

Librarians are invited to express their interest for any or all of the following activities to support the work of the NCEC through participation in the work of clinical guideline development groups:

- Provide initial literature searches on the selected topic
- Provide advice on search strategies currently used by a group
- Provide training on Advanced Database Search Techniques if required
- Provide updated literature searches towards the end of the guideline submission process

Background

The National Clinical Effectiveness Committee (NCEC) was established as part of the Patient Safety First Initiative in September 2010. The NCECs mission is to provide a framework for national endorsement of clinical guidelines and audit to optimise patient and service user care. The NCEC has a remit to establish and implement processes for the prioritisation and quality assurance of clinical guidelines and clinical audit to recommend to the Minister for Health for endorsement, and subsequently, to become part of a suite of National Clinical Guidelines and National Clinical Audit.

The oversight of the National Framework for Clinical Effectiveness is provided by the National Clinical Effectiveness Committee (NCEC). The NCEC is a partnership between key stakeholders in patient safety and its Terms of Reference are to:

- Apply criteria for the prioritisation of clinical guidelines and audit for the Irish health system
- Apply criteria for quality assurance of clinical guidelines and audit for the Irish health system
- Disseminate a template on how a clinical guideline and audit should be structured, how audit will be linked to the clinical guideline and how and with what methodology it should be pursued
- Recommend clinical guidelines and national audit, which have been quality assured against these criteria, for Ministerial endorsement within the Irish health system
- Facilitate with other agencies the dissemination of endorsed clinical guidelines and audit outcomes to front-line staff and to the public in an appropriate format
- Report periodically on the implementation of endorsed clinical guidelines.

Information on the NCEC and resources including endorsed National Clinical Guidelines are available on the Patient Safety First website at www.patientsafetyfirst.ie

Contact

The HSLG will collate a list of interested librarians to be made available to the NCEC.

Please contact the HSLG Committee to register your interest:

Chair: Brian Galvin (bgalvin@hrb.ie) or Breffni Smith (breffnismith@rcsi.ie)

Information on the HSLG is available at www.hslg.ie

A Day in the Life... of Anne M O'Byrne



Who are you?

I'm Anne M O'Byrne, Head Librarian with the Rotunda Hospital, in Dublin. I am a qualified Librarian with over twenty plus year's service in Health Science Librarianship. I have been Librarian in the Rotunda for seven years approximately but my former working environment was Dental Librarian in the Dublin Dental School and University Hospital.

Where are you from?

I'm originally from Tipperary (Munster). I have however lived in Dublin for as long a period of time, so I consider myself as an honorary Dubliner at this stage. My marriage to a Dubliner supports this claim! Still you never forget your roots and I will always be a Munster Rugby supporter.

Why did you become a Librarian ?

I will like to say that this was a Master Plan but I confess it was not! During colleague years I undertook part time work with Dublin City Council as a Summer Relief Library Assistant. It gave me a flavour for the service and I liked all the communication side of working with the public etc. When they advertised for permanent positions I was successful in getting a position and received very valuable training as a Library Assistant. I moved to Health Sciences within three years and have not looked back.

Where do you work?

I'm responsible for the operation and development of Library & Information Services in the Rotunda Hospital, Dublin. The Rotunda is the oldest Maternity Hospital in Europe and has an unbroken record of service to women and babies since its foundation in 1745 (at its present address since 1757). Our core disciplines are Obstetrics & Gynaecology, Paediatrics, Anaesthesia, Midwifery & Nursing, Support Services and Administration.

Tell us about the work you do...

As Head Librarian and Manager I work within a variety of multi-disciplinary teams delivering services to the staff of the Rotunda Hospital. Team work is very important in the Rotunda and this is reflected in the work of Department Heads Committee, Library Users Committee, Accreditation Groups and Audit Committees. I contribute also so specific groups such as the Website Development Group, IT and Communications Group and Information Management. I work actively with Research Strategy Development Group and have responsibility for the OLAS Research Database and its linkage with the LENUS Database (HSE). These groups meet in a scheduled manner throughout core work months. As Head Librarian I'm responsible for the daily delivery of LIS services to users, for policy development and Collection Development. I am a key Budget Holder with responsibility for the equitable use of Budget funds for all disciplines and contract negotiation with all service providers. Value for money initiatives are key to contract renewal and delivery. Clinical Staff training and development is a key part of our Communication & Marketing Strategy. I am responsible also for the training and development of Library staff reporting to me, providing access to the PPDS Programme and training opportunities.

Development and provision of LIS services to rotational staff and undergraduate medical students from RCSI and TCD and contribution to their induction programmes and HR staff Induction programmes.

What is the first thing you do in your day?

Unless I'm attending a scheduled meeting or giving training departmentally I will naturally check my e-mails and deal with matters arising that require an urgent response. I check my diary for the day and liaise with my colleague in this context. Work issues for the day are discussed as a team. A medicinal coffee is essential to a productive working environment! though it is not always scheduled as I would like it. Sometimes not at all!

What tasks occupy most of your day?

Scheduled meetings, training with staff, supporting colleague in her operational activities and dealing with referred staff issues. " People" affect the working day but we wouldn't have it any other way!

What was your best idea or achievement in your Library?

I would say the development of full service from a part time service and extension of services not only to senior clinical staff but to all users equitably. The second was the selection of my colleague through open competition. It was a good day for the Rotunda and for me professionally and personally.

What are you good at?

I like marketing the library as a service and facility. I've been told I'm good at it but doubt can set in.

What do you enjoy about your work?

The variety! No two days are the same. Rotational staff changes ensure that we are not static and working with all categories of staff in supporting their Information literacy and self development is very rewarding.

Do you have any unfulfilled goals?

May be running out of time for these! Don't broadcast this! I think to have more individual free time for hobbies and pursuits (though I usually assign these mentally for my retirement!).

Where do you see Irish Librarianship?

Development of the clinical Librarian posts in Health with autonomy and recognition for their skills as part of the care team. Recognition for Librarians in general for their inherent information skills and general inclusive natures.

What is the last thing you do every day?

I usually do lock up and security. I open the "24 Hour Reading Room" and make it available for out of hours use. This is a well respected service and utilised by Midwifery and Clinical staff on night duty.

What book are you reading at present?

Lovely new Kindle with many downloads, courtesy of Proquest! Sorry no particular one holding my attention, though I have started the "Life of Pi"....

What Pearls of Wisdom would you pass on to us?

I know what I wouldn't do again! Ring me: this is not for public consumption!

Midlands PAL: a tale of library cooperation

PAL (Pathways to Learning) is a regional scheme where all participating institutions offer free reciprocal access to their hard-copy resources. Other facilities can also be offered and schemes may evolve over time to include website links for example. The scheme offers a referral service to all libraries in the scheme, and is ideal for adult learners in a locality. There are currently three PALs - Music PAL, Cork PAL, and Midlands PAL which was launched on 6th June 2013.

The process

When I initially learned about Cork PAL, I felt a Midlands PAL might be a good project under the HSLG Action Plan Goal on Collaboration and Sharing Resources. I contacted and met with a number of librarians in the region including the members of the library council, and the UCC PAL Coordinator, as the aim was to make the project as inclusive as possible. By late 2012 there were firm expressions of intent from Athlone Institute of Technology, HSE Midlands libraries, and five county libraries, namely Longford, Roscommon, Westmeath, Offaly and Laois.

At the initial setup meeting it was agreed that this was a positive programme and that the costs per library and anticipated staffing time would be quite low, based on the statistics from existing PALs. A further advantage was that the publicity and training material templates of the existing PAL schemes would be available and could be modified to suit us. Midlands PAL could be also added to the current PAL website. It was agreed to proceed. A formal proposal was sent to PALIT in January 2013 and this was accepted.

Mary Reynolds (County Librarian, Longford) became the Midlands PAL committee chair and I became the coordinator. There followed more meeting of the Midlands PAL committee and we had a training day for all library staff in June 2013. At this training day staff became more familiar with the concept, all libraries gave a presentation on their special collections and we also finalized the templates for our publicity materials. We also had a meeting in April 2013, just before the launch.

Publicity materials, training materials, staff training, and the website were finalized well in advance of the launch. The launch by Minister Phil Hogan took place on June 6th 2013 in the Aidan Heavey Public Library in Athlone and it provided a further opportunity for midlands library staff to meet and network. It was an enjoyable event that seemed to go well. Ahead of us now is the opportunity for further exploration of the possibilities that increased library cooperation and communication in the Midlands may bring. We plan to have at least one meeting or training day or event per year. Watch this space!!

Some observations

Throughout the setup process librarians and the PAL committee shared materials and attended meetings and as coordinator I took on new liaison roles and organised training days. There was also a very active subsection on the committee, namely Nicola Fay (Librarian, HSE Midlands), and Mary Reynolds (Librarian, Co. Longford), and their support was most helpful at all stages. I suppose that any new scheme takes time to become embedded; however there was always a contact or usually a representative from the other libraries at meetings. This increased cooperation and networking with other midland libraries would I feel have made this project worthwhile on its own, and hopefully we can continue to build on the networking and cooperative contacts over the coming years.

PLUSES and MINUSES

A big plus was the pre-existing website, also all the support from Midlands libraries, the Library Council, Cork PAL and the possibility to use the existing PAL templates for printing and publicity. Paula O'Dornan and the Westmeath County library staff took over all the launch preparation at Athlone Public Library and that was also most helpful.

A negative factor to our planning was the uncertainty which resulted from the abolition of the Library Council and the resulting need to migrate the PAL website. Happily CONUL has agreed to maintain administration of the PALs together with the PALIT team (drawn from existing PALS), and it is, I imagine, now possible for more PALs to be created.

Finally I would like to encourage any health librarian who might feel an interest in contacting colleagues in their region and exploring options for setting up a regional library cooperative venture to seriously consider it. I am happy to give any feedback or mentoring that might be of help. *Michael Doherty, AIT*

SHeLLI Update — Anne Murphy

Haring Around: the Shelli Turtles Get Busy

New research is revealing that Arrau turtles, a large Amazonian species, use a strategy of co-swimming to lead hatchlings to safe feeding grounds. As with Arrau turtles, so with the Shelli Working Group: with 30 or so recommendations to implement, Shelli is an ambitious project and its Turtles are co-swimming these particular hatchlings to safe waters where they can thrive.

The Beach

The SHELLI Working Group was set up under the aegis of the HSLG to pursue the recommendations of *The Report on the Status of Health Librarianship and libraries in Ireland (SHELLI)*, which was published and launched in January 2012. Terms of reference were adopted by the HSLG Committee in summer 2012 and the Working Group held its first meeting on 4th September, first under the chairmanship of Brian Galvin, and from November, that of Anne Murphy. The SHELLI Report has 30 recommendations grouped under three strategic aims: identify champions and promote visibility; build a body of evidence; and staff and service development. It identifies 5 responsible bodies: HSLG, health libraries, health librarians, HIQA and the DoHC.

The WG is tasked with implementing the report and the first stage was to prioritise the recommendations, consider what was achievable, what was not achievable, review timeframes and define the desired outcomes. This first stage established the framework for the WG’s remit. It was completed in February 2013 and went before the HSLG Committee for ratification in Spring 2013. The recommendations of the Working Group have been approved by the HSLG Committee at its meeting in March 2013. Additionally, the HSLG Committee has agreed that, for the purposes of the implementation of the recommendations of the SHELLI report, the SHELLI Working Group (SWG) are to assume responsibility for any role designated to the HSLG.

The table below summarises the outcome of the Working Group review. It is a less complex picture, with short and medium term recommendations and three responsible bodies, a change that brings the recommendations within the power of the HSLG and health librarians to bring to effect.

Getting in the Swim

A packed HSLG Conference in Dublin heard the latest about the status of the project from Aoife Lawton and this writer in April. Shelli has reached an international audience too: Aoife Lawton and Kate Kelly brought Shelli to an international audience of health librarians in a well-received paper at the Medical Library Association / One Health Conference 2013 in Boston in May. And the original team, Janet Harrison and Claire Creaser of Loughborough University, have published on the research project in the latest issue of the Health Information and Libraries Journal. Closer to home the WG agreed that minutes of all SHELLI Working Group meetings would be made available on the general HSLG email list.

	Establish a Body of Evidence			Identify champions and promote visibility			Staff and Service Development		
	Short term	Medium Term	Long Term	Short term	Medium Term	Long Term	Short term	Medium Term	Long Term
Librarians				●●●● ○				●●	
Libraries	●●● ○	⊙		●			◆◆	●●○	●
HSLG	●●●	●●●+⊙		●●			◆	●○+	●
HIQA			■						
DoHC		⊙	■						
	● New			○ Not to be pursued by the SHeLLI WG			◆ HSLG Conference 2012 W/shops		

SHeLLI Update

Cracking the Shelli Recommendations

Those little Arrau hatchlings vocalise together, egg to egg, before emerging in unison. Likewise, the Turtles are working on the three themes in parallel: three themes, one team. First, theme B received attention at a half-day meeting in June in which eight top level tasks were identified for Identifying champions and promoting visibility:

- Develop an advocacy toolkit for health librarians/information specialists to use.
- Develop a promotional toolkit for health librarians/information specialists to use. This toolkit to include a marketing template to assist with the development of a marketing plan.
- Produce a “penguin stand” for the HSLG to use at conferences and promotional events.
- Produce a tool for developing quality websites/webpages to assist health librarians/information specialist.
- Identify and attend relevant non-library conferences to promote health libraries/information services.
- Develop a list of competences for health librarians/information specialists.
- Promote the use of the HSLG website to health librarians/information specialists.
- Initiate a relationship with the Department of Health.

Each of these hatchling tasks has been taken on by a subteam and we will next meet about Theme B on 5th September.

An insight into how each task is provided here by Aoife Lawton who describes what is involved:

“I am working on two areas within Theme B. They are competencies for health science librarians and advocacy. Having clear and an agreed set of competencies are extremely important for the future of the profession. This is part of being a recognised professional within the health system. Together with Jane Burns we will be looking at competencies from other international counterparts including CILIP, the MLA and Health Libraries Australia and bringing an analysis of this back to the group.

In terms of advocacy Jean McMahon and I will be putting together a toolkit with practical examples of what librarians and information specialists can do to advocate for themselves and their profession within their organisation and further afield. Advocacy has never been more important than now and we hope to empower librarians to take forward our profession and be counted in the health system.” Building the Evidence has its day in the clear water at a full day workshop in July to put a project plan in place brainstorm the implementation of the recommendations of Subgroup A: Establish a Body of Evidence. Staff and Service Development, Theme C, will hear the turtle song in the Autumn. **Anne Murphy, Chair, SHeLLI Working Group.**

HSLG Committee Update

The Committee is delighted to announce that Brian Galvin has taken up the role of Chairperson, and we would like to thank him for his dedication to our work. As CPD Officer Anne Madden continues to organise very useful training days, including The Researching Librarian by Mike Clarke in TCD earlier in the year. Anne Murphy has taken on the role of Treasurer and chairs the SHeLLI Working Group. We are always looking for new members so please contact one of the committee members if you are interested in joining. Our committee is active and dynamic and our work varies from organising conferences, training events, newsletters, implementing our Strategic Plan, and representing health science librarians in Ireland.

News

Margaret Irons has launched a very useful new website devoted to Library jobs: <http://libraryjobs.ie>. It covers both traditional and non-traditional library jobs, at home and abroad. It gives a good overview of what is currently being offered, job descriptions and Grade and salary levels. You can follow on Twitter, get email alerts and it's on LinkedIn and Facebook.

Michelle Dalton has a paper in the new issue of JIL out this month: Developing an evidence-based practice healthcare lens for the SCONUL Seven Pillars of Information Literacy model <http://ojs.lboro.ac.uk/ojs/index.php/JIL/article/view/PRA-V7-11-2013-3>

Please send news items for HINT to Niamh.O'Sullivan@ibts.ie

Mindfulness, wellbeing and bibliotherapy...

Many librarians are creating Wellbeing Collections in their libraries to support students and staff in their institutions, as well as promoting the relatively new concept of Bibliotherapy. But sometimes librarians themselves can be under pressure, juggling family life and their work day in a context that can feel restrictive and challenging. If you are curious about Mindfulness but don't have time to look it up, here are some simple ideas to bring Calm into your own daily life.



1. Breathing – Take a moment, whenever you think of it, to notice your breathing, without changing it. Just notice it, whether it is shallow or deep, fast or slow, irregular or if you are holding your breath. Begin to notice how your breathing is when you are relaxed, and when you are under pressure. There's no right way to breathe, so you can't get it wrong. Pause for a moment to appreciate your lungs and the work they do to send oxygen around your body.

2. Hearing – Pause for a moment and listen to the sounds around you. Librarians are often made aware of how sounds can disturb their readers. In your own life, notice how you feel when you pause to listen to the sounds around you. Are you irritated or calm? Do you listen to music? Do you like silence? Is there a window open beside you? Can you hear birds sing, or a breeze, or the hum of traffic, or the sirens of ambulances, or the chatter of students in a corridor? Can you hear your own breathing? Again just notice it, without trying to change how you are right now.

3. Seeing – For a moment, right now, close your eyes and think about one person that you care about or who cares about you. In your mind's eye, see them smiling at you. Now think about your favourite colour, and have a look around you to see if you can find that colour anywhere. Are you wearing it? Is it in the decor of the room? Is anyone else wearing it? Notice the colours people around you wear. The next time you see flowers or plants, have a closer look at the design and pattern on the petals and leaves. Whenever you have time, look up at the sky and notice the shapes of the clouds, or the stars in the night sky.

4. Your Feet – As you read this, put your two feet flat on the ground. Take a breath and imagine the breath going all the way down to your feet. Think about your ankle joints and all the tiny muscles and bones in your feet, and how they coordinate themselves to get you wherever you are going. When no one is looking, stand up on your tippy toes to flex your feet and then gently rest back down on your heels. Putting your heels down helps to ground you. If you get a chance sometime, walk barefoot on grass and feel the blades of grass under your feet. Right now, notice if your shoes are comfortable.

5. Your Mind – What does your mind look like or feel like? Is it busy or tired, frantic or at ease? If your mind is hectic and you want to begin clearing it – give it some space. Clear out it's contents by writing a brief list of the things that are occupying it or worrying you. Don't bother trying to find the solutions yet, keep it simple – just list the questions or issues for now. If you want to clear your head and control a "habit of worrying" try the Mind Chair. Pick a chair in your home that you don't usually sit in. When your mind is occupied and over-analysing things that worry you, sit in the chair and allow yourself to think and worry about all these things. When you notice you have started thinking about something new, stand up and go back to what you were doing before you sat in your Mind Chair. As much as is practically possible, whenever you notice that you are going over the same worries again in your mind, go back and sit in your Mind Chair and allow yourself the space to think and worry. The trick is to stop trying to stop yourself from worrying, but to begin putting a boundary around it. This can be a way of building a new habit of Contained Worry which can replace previous habits of overwhelming and distracting worry. If you notice yourself becoming overwhelmed by worry or stress, do whatever you need to do to calm yourself in that moment. We all need different things to calm us, so become a detective, and figure out what settles you in moments of stress, and do those things more often.

6. Talk – If you are in the middle of a stressful time in your life, reach out and talk to someone you can trust. Notice who you trust and don't trust, and follow your gut feeling to find someone who is trustworthy. It may be your partner, a friend, a family member, a colleague, someone you meet in a queue, a counsellor, a manager, your GP. Notice if you feel better or worse after talking to them, and if you feel worse, find someone else.

7. Take Action – Sometimes we worry about others and we can feel stressed if we're not sure how to help them. If you are concerned about someone who is distressed, tell them you have noticed a change in them and that you are concerned about them. Ask them how can you help them right now. Listen to their worries without trying to solve them straight away. Don't worry about not being the best person for them to talk to, you ARE the person they are talking to right now, so there is valuable trust and caring between you. If you are concerned about someone and you don't feel equipped to support them, contact a support service like your local counselling service or Pieta House or the Samaritans for advice. If someone you care about is seriously distressed or even suicidal, you may need to make an appointment for them to see a professional, and you may need to bring them to the appointment. If you need this kind of support for yourself at any time in your life, reach out for it, and allow someone else to be there for you. ∞ *Breffni Smith, RCSI*

Optional Reading

Wherever You Go, There You Are : Mindfulness Meditation for Everyday Life—Jon Kabat-Zinn.

How to Meditate : a Practical Guide to Making Friends with Your Mind—Pema Chodron.

Peace Is Every Step: The Path of Mindfulness in Everyday Life—Thich Nhat Hanh.

Events Selection

HLG UK Conference update on 2014 conference available at <http://hlgupdates.blogspot.ie/>

MLA Annual Meeting and Exhibition "Building Our Information Future," May 16–21, 2014, in Chicago, IL.

EAHIL "Divided we fall, United we inform" 14th EAHIL 2014 Conference 11-13 June, Rome, Italy.

IMCW International Symposium on Information Management in a Changing World, Limerick, 4-6 September 2013

Favourite Fives

www.littlefreelibrary.org/
www.ala.org/advocacy/advleg/advocacyuniversity/toolkit
www.miragebookmark.ch/most-interesting-libraries.htm
www.designinglibraries.org.uk/
www.guardian.co.uk/science/series/badscience

Please send favourites to Niamh.O'Sullivan@ibts.ie

HINT Competition. Enter the HINT draw for a €50 book token!

Competition Question

Which of these former US Presidents worked as a librarian?

Bill Clinton, Franklin Roosevelt, J Edgar Hoover?

Send entries to breffnismith@rcsi.ie Last Winner was Tom Martin.

This is your HINT!

If you would like the opportunity to publish a conference report, review a book, share a Day in Your Life, highlight a project you are working on in your library, or open a discussion on a Health Science Library topic.... Here's your chance! Contact the Editorial Team at the HSLG.

HINT is the newsletter of the **Health Sciences Libraries Group** of the Library Association of Ireland.

It is compiled & produced by the HINT Editorial Team.

If you are interested in becoming a regular contributor or joining the Editorial Team, you'd be very welcome!

Suggestions for content are always welcome so please send your ideas and submissions to:

breffnismith@rcsi.ie or Niamh.O'Sullivan@ibts.ie

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A Librarian's Promise

On this day, and ever after... I promise:

To decode, decrypt and decipher each query until it actually makes sense; To search, until my eyes go squinty, and my clicky finger is raw; To use Google as a means rather than an end; And, as only my profession can do, venture past page one of results.

I undertake:

To find the knowledge, and release it from whence it came;
To classify it, so that order is brought to chaos; And, to arrange it, so that its beauty reveals itself upon the page.

I shall be patient:

With students who wish me to write their assignments;
With academics who take me for granted; And, with everyone who sees me merely as stamper, shelver and guardian of silence.

To those in symbiosis, I will give thanks;

I shall no longer: Hide my gifts beneath the bushel, so that clients may understand my value; And, though I may dress like a super hero's alter ego; I shall henceforth reveal my true identity as champion of discovery and truth; May my indispensable talents be no longer secret to those beyond the Profession;

I forsake the Shhh...

Mary Dunne SRS