

PNLA QUARTERLY

THE OFFICIAL PUBLICATION OF THE PACIFIC NORTHWEST LIBRARY ASSOCIATION

68:2 Winter 2004

www.pnla.org

Discovery



pnla 2003/2004 officers and chairs

executive board

President

Mary DeWalt
Ada Community Library
10664 W. Victory Rd.
Boise, ID 83709
208.362.0181
mdewalt@adalib.org

First VP / Pres. Elect

Jan Zauha
The Libraries
Montana State University-
Bozeman
P.O. Box 173320
Bozeman, MT 59717-3320
(406) 994-6554
FAX (406) 994-2851
alijz@montana.edu

Past President

Daniel Masoni
Unalaska Public Library
PO Box 610
Unalaska, AK 99685
907.581.5060
FAX 907.581.5266
akunak@ci.unalaska.ak.us

Second VP / Membership

Christine Sheppard
Library Association of Alberta
80 Baker Crescent NW
Calgary, AB T2L 1R4
403.284.5818
FAX 403.282.6646
shepparc@cadvision.com

Treasurer

Kay Vyhnanek
Holland/New Library
Washington State
University
Pullman, WA 99164-5610
509.335.5517
FAX 509.335.0934
kayv@wsu.edu

Secretary

Carolynn Avery
Oregon State Library
250 Winter St. NE
Salem, OR 97310
503.378.4243, ext. 269
averyc@pioneer.net

state/provincial representatives

Alaska

Charlotte Glover
Ketchikan Public Library
629 Dock St.
Ketchikan, Ak 99901
907.225.0370
FAX 907.225.0153
charg@firstcitylibraries.org

Alberta

Myra Skaronski
Edmonton Public Library
Lessard Branch
6104-172 St.
Edmonton, Alberta T6M 1G9.
780.496.7078
mskaronski@epl.ca

British Columbia

Diana Guinn
Chief Librarian
Port Moody Public Library
100 NewPort Drive
Port Moody, BC
V3H 3E1
604-469-4580
F 604.469-4576
Diana.Guinn@cityofportmoody.com

Idaho

Montana

Norma Glock
Middle School Librarian
415 North 3rd Street
Columbus, MT 59019
(406) 322-5375
P. O. Box 871
Columbus, MT 59019
nglock@mcn.net

Oregon

Carol Reich
Hillsboro Public Library
3825 NE Azalea St.,
Hillsboro, OR 97124
503.615.6505
FAX 503.615.6501
carolr@ci.hillsboro.or.us

Washington

Patience Rogge
696 Woodland Drive
Port Townsend, WA 98368
360.385.6975
rogge@macaid.com

committees

Bibliography

(inactive)
Gloria Ostrander-Dykstra
Boise State University
910 University Drive
Boise, ID 83725
208.385.3650
gostrand@boisestate.edu

Elections

Carolynn Avery
Oregon State Library
250 Winter St. NE
Salem, OR 97310
503.378.4243, ext. 269
averyc@pioneer.net

Intellectual Freedom

TBA

Nominations

Susannah Price
Boise Public Library
7715 Capitol Blvd.
Boise, ID 83702
208.384.4026
FAX 208.384.4156
sprice@cityofboise.org

Young Reader's Choice Award

Carole Monlux
Paxson Elementary School
101 Evans
Missoula, MT 59801
406.542.4055
monlux@montana.com

Webmaster

Linda Frederiksen
Access Services Librarian
Washington State
University Vancouver
Vancouver, WA
frederik@vancouver.wsu.edu

Electronic List Manager

Lenora Oftedah
StreamNet Library
Columbia River Inter-Tribal
Fish Commission
190-729 NE Oregon St.
Portland, OR 97232-2701
503.731.1304
FAX 503.731.1260
oftl@critfc.org

PNLA Quarterly Editor Publications

Mary K. Bolin
Library, University of Idaho
Rayburn Street
Moscow ID 83844-2350
208.885.7737
mbolin@uidaho.edu

Send all Quarterly mail to:

PNLA Quarterly
Mary K. Bolin
Library, University of Idaho
Rayburn Street
Moscow ID 83844-2350

Visit PNLA's Web site at www.pnla.org

To post a message to
the PNLA list, send
your message to
pnla-l@krl.org



volume 68 number 2 (winter 2004)

Business

President's Message	2	Mary DeWalt
From the Editor	2	Mary K. Bolin
Call for Submissions	3	Editor
Submission Guidelines	3	Editor

Feature Articles

Researching <i>Polly Bemis: a Chinese-American Pioneer</i>	4	Priscilla Wegars
Book Review: <i>Polly Bemis: a Chinese-American Pioneer</i> , by Priscilla Wegars	5	Melanie Austin
Special Library in Montana Promotes Lewis and Clark Studies and Research	6	John H. Sandy
Cataloging Alaska	8	Lisa C. McDaniels, Kitty P. Benson, Nicole M. Jackelen, Sandra R. Macke, Catherine A. Miller, Corey T. O'Halloran, Julie Moore Iliff, Cathy S. Vitale
Hiring from a Distance: Bringing Cataloging Interns to Alaska	11	Julie Moore Iliff, Cathy S. Vitale, Pres Winslow, Lisa C. McDaniels
Cataloging: It's All About Connecting People With Information	15	Julie Moore Iliff
Malingering at ARLIS	16	Cathy S. Vitale

THE OFFICIAL PUBLICATION OF THE PACIFIC NORTHWEST LIBRARY ASSOCIATION

PNLA QUARTERLY

PNLA Quarterly: The Official Publication of the Pacific Northwest Library Association

Subscriptions to libraries in the PNLA region are by membership in the Association only. Yearly rates for other regions of Canada and the United States are \$30 (in the currency of the subscriber's country). Yearly overseas subscriptions are \$40. Single copies are \$10.00, available from the Pacific Northwest Library Association, c/o Editors. Membership dues include a subscription. The subscription fee represents \$20 of annual fees.

PNLA Quarterly Editor
Mary K. Bolin
Library, University of Idaho
Rayburn Street
P.O. Box 442350
Moscow ID 83844-2350
USA

The Pacific Northwest Library Association retains electronic representation and distribution right to contents. PNLA reserves the right to re-use text, photos, and artwork in subsequent editions, with notification to the submitter if possible. *PNLA Quarterly* (ISSN 0030-8188) is published quarterly: fall, winter, spring, and summer.

POSTMASTER: Please send all address changes to: Editor, PNLA Quarterly, Library, University of Idaho, Rayburn Street, P.O. Box 442350, Moscow ID 83844-2350 USA.

ALA-H.W. Wilson Library Periodical Award Winner: 1964, 1974, 1993.

The PNLA Quarterly is indexed in Library Literature and Library and Information Science Abstracts.

President's Message

MARY DEWALT



MISSION

The Pacific Northwest Library Association is an organization of people who work in, with, and for libraries. Its mission is to facilitate and encourage communication, networking, and information exchange for the development and support of libraries and librarianship in the Pacific Northwest.

The First day of the year is an auspicious day, a time to foretell the future and to take ritual precautions to preserve good luck in the coming year. A thorough housecleaning, the payment of old debts and a literal sweeping out of the old precede the New Year in many cultures.¹ The ancient Babylonians are said to have first celebrated New Years Day, but instead of January, their celebration was in March to coincide with spring crop planting.

The New Year, regardless of when celebrated, "has always been a time for looking back to the past, and more importantly, forward to the coming year. It's time to reflect on the changes we want, or often need, if we're to have the motivation [to] move forward. Resolutions are a reflection of the Babylonians' belief that what a person does on the first day of the New Year will have an effect throughout the entire year."²

I recently found this list of top ten New Year's Resolutions from "guide picks" on About.com³:

- 1) Spend more time with family and friends
- 2) Fit in fitness
- 3) Tame the bulge
- 4) Quit smoking
- 5) Enjoy life more
- 6) Quit drinking
- 7) Get out of debt
- 8) Learn something new
- 9) Help others
- 10) Get organized

All very noble ventures, to be sure, however, I wish to proffer a **librarian's top ten resolutions** for further consideration:

- 1) Become more vocal/proactive regarding legislative decisions affecting libraries
- 2) Join a committee (local, state, regional, national)
- 3) Attend a conference, particularly if it takes you away from your hometown...better yet, *present* at a conference/workshop – meet a "call" with a solid proposal
- 4) Connect with an area community based organization and attend meetings
- 5) Take a community education course - work related (Excel), or personal (yoga)
- 6) Become a mentor to a new staff member
- 7) Work to recruit for the field; be *the very model of a modern major general*, librarian
- 8) Create something for publication (submit to our own *Quarterly*, for example)
- 9) Start a "breakfast club" to regularly connect with colleagues from other libraries around town, or even within your own building...and finally,
- 10) Do something that scares you: a public speaking engagement; run for state/provincial association board election; submit resume for a promotional opportunity; present that "great idea" you have to your supervisor. I wish you all a happy, healthy and fruitful new year. See you in Wenatchee (well, at least those of you who have chosen resolution number 3)

¹ MacDonald, Margaret Read, ed. *The Folklore of World Holidays*. Detroit: Gale Research, 1992.

² www.how-to-keep-your-new-years-resolution.com/html/background.html. Last modified, 03 Oct, 2003.

³ <http://pittsburgh.about.com/cs/holidays/tp/resolutions.htm> Kimberly & Albrecht Powell. 2003 About, Inc.

From the Editor

MARY BOLIN

As I write this, my family and I are in a frenzy of packing and other preparations to move to Nebraska, where I've accepted the position of Chair of Technical Services at the University of Nebraska – Lincoln. My husband, Bob Bolin, has accepted the position of Social Sciences Librarian there as well. Lincoln is my hometown and we have lots of family there, and we're happy to have such a wonderful opportunity. At the same time, it isn't easy to leave the Northwest or the University of Idaho, where we've spent seventeen very happy years. I hated the idea of giving up editing the *PNLA Quarterly*, and of giving up involvement in PNLA, which is a wonderful organization. I'm happy to say that I won't have to! I'm going to remain a PNLA member and continue to edit the journal, working with UI Printing and Design and UI Campus Mail from a distance. (Quite a long distance!) I'm always happy to get an email that says "Article for PNLA Quarterly," and my UI email will continue to work, so I hope to hear from you!

Call For Submissions

All contributors are required to include a short, 100-word biography and mailing address with their submissions. Each contributor receives a complimentary copy of the issue in which his/her article appears.

Submit feature articles of 1,000-6,000 words on any topic in librarianship or a related field.

We are always looking for short, 400-500 word descriptions of great ideas in libraries. If you have a new project or innovative way of delivering service that you think others might learn from, please submit it.

Spring 2004 Issue (Deadline March 1, 2004):
Summer 2004 Issue (Deadline June 1, 2004):

There are no themes for these issues. Please submit any articles or items of interest.

Please email submissions to mbolin@uidaho.edu in rtf or doc format.

Submission Guidelines

Format

Please submit all documents as either a .doc or an .rtf

Font style

PNLA Quarterly publishes in the Verdana font, size 8.

Spacing and punctuation:

- Please use a single space after a period.
- Please use full double dashes (i.e., "--" not "- -")
- Please place punctuation within the quotation marks.
- Please omit <http://> when quoting Web site addresses

- Please place titles within text in italics (not underlined).
- Please do not capitalize nouns such as "librarian" unless the word is included in a title.

Spelling

Web site, Internet, email, ILL; please use the spelling conventions of your country.

Citation Style

Please use whatever style you wish, as long as it is used consistently.

Additional Information

Please submit a 100-word biography and postal address with article.

Researching Polly Bemis: A Chinese American Pioneer

PRISCILLA WEGARS

Abstract

Many people believe that the Pacific Northwest's most famous Chinese woman resident, Polly Bemis, was once a prostitute who was later "won in a poker game." During extensive investigations into Polly's life, to confirm or dispel the myths and legends about her, neither statement proved to be true. Research on Polly involved interviews with people who once knew her as well as visits to libraries, archives, and museums to examine a Salmon River neighbor's diaries mentioning her, to locate newspaper accounts and census records naming Polly; and to obtain photographs depicting her. My analysis of the available information about Polly Bemis has resulted in new understandings and interpretations about her life. So far, the accumulated information has generated a biography for children¹ and an article for adults,² as well as a scholarly work in progress.

Introduction

Beginning in the early 1850s large numbers of people from southern China, chiefly men, came to the United States seeking work that would allow them to support their families back home. Although their experiences in this country have become increasingly well documented, the same cannot be said for individual Chinese women, whether immigrants or native-born Americans.

Chinese women in early Idaho communities had an insecure and unenviable status. Often already discriminated against as members of an ethnic minority, the addition of gender prejudice, as then practiced by the male-dominated Chinese and Euroamerican societies, must have presented them with seemingly insurmountable challenges. As a result, some even committed suicide.

Polly Bemis, the Pacific Northwest's most famous Chinese woman resident, was one who did not succumb to these pressures. She came to Idaho Territory in 1872 and died in the state of Idaho more than sixty years later, in 1933. By simply surviving that long in what, for many Chinese women, was an extremely hostile environment, Polly Bemis assured her place in history; she is even a member of the Idaho Hall of Fame. Today, most students of Idaho history, from fourth-grader to adult, know what they falsely believe is "her story" - how she supposedly was "won in a poker game" by Charlie Bemis, the man she later married.

Polly Bemis was a unique and fascinating person. Since her death, to satisfy people wanting to know more about this Pacific Northwest pioneer, numerous authors have written newspaper and magazine articles, several book chapters, and three individual books presenting versions of her life. Unfortunately, most of these "biographical" accounts have greatly romanticized their subject, chiefly by perpetuating the major myths that have grown up around her, namely, that she was an enslaved prostitute, whom Charlie Bemis later "won in a poker game."

Today, the best-known work about Polly Bemis is probably the beautifully written and critically acclaimed book, *Thousand Pieces of Gold*, by Ruthanne Lum McCunn. A subsequent film with the same title was loosely based on it. On the book's title page and in its preface, McCunn describes her work as

. . . a biographical novel . . . [that] . . . tells the story of . . . Polly Bemis. A few fictitious characters have been added and certain events transposed for the sake of the narrative, but the essential story of Polly's life remains accurate.³

cont. on page 17

Priscilla Wegars, PhD, is the founder and volunteer curator of the University of Idaho's Asian American Comparative Collection, a repository of artifacts and documentary materials essential for the study of Asian American archaeological sites, economic contributions, and cultural history. She edited *Hidden Heritage: Historical Archaeology of the Overseas Chinese* (1993) and wrote the book *Polly Bemis: A Chinese American Pioneer* (2003) as well as the article "Polly Bemis: Lurid Life or Literary Legend?" (2003). Priscilla lectures for the Idaho Humanities Council Speakers Bureau on Polly Bemis and other topics, and has led groups up the Salmon River by jet boat to visit Polly's home and the two graves.

¹ Priscilla Wegars, *Polly Bemis: A Chinese American Pioneer* (Cambridge, ID: Backeddy Books, 2003). Although children fourth grade and above were the intended audience, readers of all ages, including adults, have enjoyed it.

² Priscilla Wegars, "Polly Bemis: Lurid Life or Literary Legend?" in *Wild Women of the Old West*, ed. Glenda Riley and Richard W. Etulain (Golden, CO: Fulcrum, 2003).

³ Ruthanne Lum McCunn, *Thousand Pieces of Gold* (1981, reprinted Boston: Beacon Press, 1988), [7].

Book Review: *Polly Bemis: A Chinese American Pioneer, by Priscilla Wegars*

MELANIE AUSTIN

Polly Bemis (born Lalu Nathoy) has become a legendary figure in Idaho history. She was sold by her family in northern China and brought to Warren, Idaho in 1872, where she eventually married Charlie Bemis. While her story has been told more times than any other Chinese-American immigrant of the 19th century, until recently it has been somewhat romanticized. In fact, the earliest book-length account of the Idaho pioneer was entitled *Polly Bemis: Idaho County's Most Romantic Character*. Written by Sister M. Alfreda Elsensohn, this rambling mélange of memoir, biography, and local legend inspired Ruthanne McCunn to write her excellent though partially fictionalized biography of Bemis, *A Thousand Pieces of Gold*. A film based on McCunn's biography appeared in 1991. All three portraits of Bemis's life perpetuated the erroneous belief that Charlie Bemis won Polly in a poker game from Hong King, Polly's owner. The film also strongly implies that King, who ran a combination gambling house and dance hall, intended to employ Polly as a prostitute. As McCunn pointed out in a recent article published in *Frontiers: A Journal of Women's Studies*, primary and secondary source materials cast doubt on both these claims.

Fortunately, Priscilla Wegars, an independent historian and historical archeologist who specializes in the history and archeology of Asians in the West, plans to set the record straight. Her picture-book biography of Polly Bemis designed for readers aged nine years and up is now available to the public; two other biographies for middle-school aged children and adults respectively are forthcoming. Published in 2003 by Backeddy Books to honor the 150-year anniversary of Polly's birth in 1853, *Polly Bemis: A Chinese American Pioneer* serves as a corrective to the earlier accounts and proves that an unembroidered life story can be captivating as well as educational. One can only wonder why aspects of Bemis's life have been skewed when the verifiable facts make for such an interesting read. Wegars' richly illustrated story of an endearing and enduring pioneer woman proves that nonfiction can be as interesting as fiction, and even more compelling because it is true. Readers of all ages will find this hardcover book a pleasure to read and a delight to behold.

Polly Bemis: A Chinese American Pioneer is informative, memorable, and poignant. It includes details from Polly's life that young people of all ages will find interesting, like her well-documented knack for catching more fish than anyone else, her love of animals, and her relationships with local children, including John Carrey to whom the book is dedicated. Illustrations of Bemis and her friends abound, including many that have not been published before. A detailed biographical note at the back of the book addresses the problems historians face when they attempt to reconstruct a life from insufficient materials. (The problem is surely compounded when the subject is from another culture.) Wegars acknowledges that the misconceptions people had about Bemis were the consequence of avid interest rather than malice or deliberate carelessness: "Polly's story continues to both fascinate and inspire succeeding generations, with the result that her life has been greatly romanticized." Wegars points out that the primary source evidence suggests that Charlie did not win Polly in a poker game and that King Hong did not put her to work as a prostitute but, in fact, acquired her to be his concubine or second wife.

The biographical note includes the following URL: <http://pollybemis.org>. This Web site includes paper action figures to cut out, as well as links to web sites with maps, answers to frequently asked questions, and study guide questions encompassing social studies, math and language arts. One of the questions asks children to find out where their own ancestors lived during the years of Polly Bemis's life, while another one asks readers to calculate how many fish Bemis might have caught during a good week.

cont. on page 22

Author: Priscilla Wegars
Title: Polly Bemis: A Chinese American Pioneer
Publication: Cambridge, Idaho: Backeddy Books
ISBN: 0971081328
Reviewed by: Melanie M. Austin, Ph.D., Washington State University, Pullman, Washington

Special Library in Montana Promotes Lewis and Clark Studies and Research

JOHN H. SANDY

The Interpretive Center



Courtesy USDA Forest Service

John H. Sandy is Professor and Head of the Rodgers Library for Science and Engineering at The University of Alabama in Tuscaloosa. Over many years, he has explored the Lewis and Clark Trail, from Missouri to Oregon, while working at libraries in Nebraska and Montana. Mr. Sandy highly recommends a visit to the Lewis and Clark National Historic Trail Interpretive Center and the Sherman Library in Great Falls, Montana. John can be reached at the University Libraries, Box 870266, The University of Alabama, Tuscaloosa, AL 35487 or by E-mail at John@Sandy.org.

Acknowledgement: The author wishes to express thanks to Jill C. Jackson, Director of Library and Education Services, at Sherman Library for providing information for this article.

Lewis and Clark needed eleven days to portage their boats and supplies a few short miles around five mighty waterfalls on the Missouri River, near present-day Great Falls, Montana, in July of 1805. Today's readers, who want to retrace the path of the Lewis and Clark Expedition, can learn about the entire journey in just a few hours, using the resources of the William P. Sherman Library and Archives at the Lewis and Clark National Historic Trail Interpretive Center in Great Falls.

Meriwether Lewis was aware of the value of a well-stocked library. Before beginning his voyage to the northern Great Plains and the Pacific Northwest in 1803, he visited the American Philosophical Society in Philadelphia. The collections of this great scholarly organization helped Lewis gain an understanding of the geography and science of the vast and unexplored region which the Corps of Discovery, as the Expedition was called, would soon travel.

The Sherman Library in Great Falls is dedicated to collecting Lewis and Clark materials. It occupies shared facilities with the Interpretive Center, a modern building opened in 1998 by the USDA Forest Service. Construction costs for the complete facility was \$6 million. The Interpretive Center and the Sherman Library sit on a high bluff above the Missouri River, and are near the location where the Corps of Discovery completed their 11-day portage around the treacherous waterfalls.

About Sherman Library

Name: The William P. Sherman Library and Archives

Address: 4201 Giant Springs Road,
P.O. 3434, Great Falls, MT 59403

Phone: 406-761-3950

Fax: 406-453-6157

E-mail: Library@LewisandClark.org

Web site: www.LewisandClark.org/lib.htm

Parent organization: Lewis and Clark Trail Heritage Foundation, Inc.

Director: Jill C. Jackson

Similar to the keelboat, which carried members of the Corps of Discovery up the Missouri River, the Sherman Library is modest in size, only a few hundred square feet in area. And like the keelboat, the Library is immensely successful in carrying out its mission. "Our patrons come from all over the world," says Jill Jackson, Director of Library and Education Services.

Many people who come to visit the Interpretive Center soon "become intrigued by some aspect of our history and spend time in the Library," says Jackson. Not surprising, the Library is busier during the summer, but patrons arrive year-round. Special events at the Interpretive Center draw large crowds, and this means extra business for the Library, too.

Lewis and Clark have attracted the interests of many prominent authors, some of whom travel to Great Falls and the Sherman Library to conduct their research. Gary Moulton, editor of *The Journals of the Lewis and Clark Expedition*, and John Logan Allen, author of *Passage Through the Garden*, have been scholars in residence in past summers. But more than scholars have found useful and outstanding resources in the Library's collections. Newspaper reporters, artists, photographers, and many others regularly visit the Library.

Service is the core of what libraries do, and the Sherman Library is no exception. The Library is open Monday through Friday, but patrons are encouraged to make appointments, since staff may not always be available. Because of the special nature of many of the items, the Library offers guidance on security and instruction on handling rare and archival materials. Help is available, too, on how to use the catalog and other finding aids.

Since the Library also plays an educational role, instruction on using Lewis and Clark materials in a school curriculum is a top priority. The Library's curricular guide, *An American Legacy: The Lewis and Clark Expedition Curriculum Guide for Middle and Junior High Schools*, is especially helpful. As part of their outreach services, special programming

on the Lewis and Clark National Historic Trail and Trail Stewardship is offered on a regular basis.

Reference service is an important activity of the Library. "Most often requests from patrons who walk in the door are for the journals and for maps," says Jackson. For the journals, Jackson recommends *The Journals of the Lewis and Clark Expedition* (University of Nebraska Press), by Gary Moulton, since the compilation is the most up-to-date and comprehensive. The book *Lewis and Clark Trail Maps, A Cartographic Reconstruction* (WSU Press), by Martin Plamondon II, answers most map inquires.

Reference at the Sherman Library can be challenging. "Most interesting was the reference work we did for Stephenie Ambrose Tubbs for an article on publicly accessible art in Montana," said Jackson. On another occasion, an outdoor magazine called and asked for information that doesn't show up in the journals or anywhere else. The writer "called to ask if the Corps of Discovery ever worked [sans clothing]." Inquiries from virtual reference patrons mostly ask about "where to find details about various aspects of the Expedition," says Jackson.

The original, handwritten journals are the central element of much Lewis and Clark study and research. But the original journals are found only in special repositories, such as the libraries of the American Philosophical Society and the Missouri Historical Society. This is not an insurmountable hurdle, since the Sherman Library has numerous early printed editions of the journals.

The Sherman Library is proud to own a very special edition of the journals. The possession is two sets of the first edition of the *Original Journals of the Lewis and Clark Expedition, 1804-1806* by Reuben Gold Thwaites, published between 1904 and 1907. One set is a limited, numbered edition printed on handmade paper.

Comprehensive research on Lewis and Clark requires more than the journals. The Sherman Library can also satisfy the demand for reference materials on many related subjects. A rich archival collection consists of authors' papers, historical material on the National Historic Trail, and the archives of the Lewis and Clark Trail Heritage Foundation. Many unpublished manuscripts of articles and theses are also available for more in-depth studies. The growing collection consists of more than 1,000 books, a small serials collection, and numerous maps and posters. Photographs and slides number more than 7,000.

Even while the Library has many special materials, some not easily replaceable, patrons are allowed access to books and serials in the stacks. However, staff retrieve items from the shelves, not the patrons. Due to the wide variety of

formats available, the Library has lots of special shelving, such as map and poster trays, vertical file cabinets, and special archival boxes.

All collections in the Sherman Library are well organized. Materials are cataloged and processed by a library professional. The arrangement is by Library of Congress classification for books and by accession number for archival materials. Patrons, onsite and at remote locations, may logon to the online catalog (www.lewisandclark.org/library.phtml) to find needed materials.

Those who visit the Sherman Library will find more than collections. Many works (mostly prints) of the artist, John Clymer, are prominently on display. One such work, *Visitors at Fort Clatsop, Winter 1806* is an original. Other artists featured include Bob Scriver, Frank R. Davenport, and Robert F. Morgan.

Community support is key to the Sherman Library's success. The largest gift to date, \$200,000, came as a donation to the USDA Forest Service from William P. Sherman for the expressed purpose of creating a library at the Interpretive Center in Great Falls. In addition, many collections have been donated by private individuals. The Library is actively working on a development program, according to Jackson.

Partnerships with other organizations are a normal way to do business for the Sherman Library. Indeed much of its success depends on inter-institutional cooperation. The Library works closely with Lewis and Clark College in Oregon and the Jefferson Library at Monticello, Virginia. Another excellent relationship exists with the American Philosophical Library in Philadelphia. "We share resources and reference," said Jackson. Jackson is also considering major joint projects, such as digitization, with other libraries.

The future looks bright for Sherman Library. The Library has outgrown its space and will soon move to another larger area in the Interpretive Center. Technology updates are planned, instruction and outreach programs continue to grow and prosper, and collections are getting stronger. Perhaps best of all, with the addition of a full-time Director of Library and Education Services, the Library is starting to reach its full potential.

Dedicated, special libraries fulfill a unique role in America's cultural landscape. At Great Falls, Montana, the Sherman Library accomplishes what few other libraries can do, even with the huge resources they have from well-endowed parent institutions. It is a treasure in the "Treasure State" but more importantly, it is a huge resource for the nation and the many students and scholars who pursue study and research about Lewis and Clark and their mighty Expedition through uncharted territories.■

Favorite Lewis and Clark Books for General Readers in the Library's Collection	
<p>Ambrose, Stephen E, and Sam Abell (photographer). <i>Lewis & Clark: Voyage of Discovery</i>. Washington, D.C.: National Geographic Society, 1998.</p> <p>Ambrose, Stephen E. <i>Undaunted Courage: Meriwether Lewis, Thomas Jefferson, and the Opening of the American West</i>. New York: Simon & Schuster, 1996.</p> <p>Appleman, Roy E. <i>Lewis & Clark's Transcontinental Exploration 1804-1806</i>. Washington, D.C.: U.S. National Park Service, 1975.</p>	<p>DeVoto, Bernard, ed. <i>The Journals of Lewis and Clark</i>. Boston: Houghton, Mifflin; Cambridge: Riverside Press, 1953.</p> <p>Fanselow, Julie. <i>Traveling the Lewis and Clark Trail</i>, 2d ed. Helena, Mont.: Falcon Publishing Company, 2000.</p> <p>Jones, Landon Y. <i>The Essential Lewis and Clark</i>. New York: Ecco Press, 2000.</p> <p>Schmidt, Thomas and Jeremy Schmidt. <i>Saga of Lewis and Clark: Into the Uncharted West</i>. New York: DK Publishing, 1999.</p>

CATALOGING ALASKA

LISA C. MCDANIELS,
KITTY P. BENSON,
NICOLE M. JACKELLEN,
SANDRA R. MACKE,
CATHERINE A. MILLER,
COREY T. O'HALLORAN,
JULIE MOORE ILIFF,
AND CATHY S. VITALE

Kitty Benson is a contract cataloger at ARLIS, as well as the school librarian at Iditarod Elementary School in Wasilla, Alaska. She earned her MLS from the University of North Carolina at Chapel Hill in 1992. Her goal is to produce good quality catalog records. Kitty's favorite thing about Alaska is the natural beauty. She can be reached at Kbenson@Matsuk12.us.

Julie Moore Iliff serves as cataloger at ARLIS. She is a 1989 MLS graduate of the University of South Florida. Julie aspires to spread the joy of cataloging far and wide. Her favorite thing about Alaska is the "beautiful snow-covered mountains rising into the bright blue sky." Julie can be reached at julie@arlis.org.

Nicole Jackelen, Cataloger intern, received her MLIS from the University of Wisconsin-Milwaukee in December 2002. Nicole is particularly interested in special libraries. The color and flavor of Alaska politics is one of her favorite aspects of life in the 49th state. She can be reached at campion73@hotmail.com.

Sandra Macke is a cataloger intern at ARLIS. She received her MLIS from the Information School, University of Washington in 2003. She has recently discovered a joy for catalog authority work. She loves taking road trips down the Kenai Peninsula and can be reached at smac75@yahoo.com.

Lisa McDaniels, cataloger intern at ARLIS, received her MLS from Florida State University in 1998. As a one-time reference librarian she enjoys promoting cataloging a public service. Her favorite thing about Anchorage is the proximity to both wilderness and independent bookstores. She can be reached at lisacmcdaniels@earthlink.net.

Catherine Miller, cataloger intern at ARLIS, is a 2003 graduate of the University of Arizona School of Information and Library Science. She is interested in special libraries and science libraries. Catherine enjoys dodging moose on the streets of Anchorage. She can be reached at swl@email.arizona.edu.

Corey O'Halloran, cataloger intern at ARLIS, was born in Ontario, Canada. He earned his MLIS from Dominican University in December, 2002. His future goals include becoming a full-time cataloger in an academic library and to work towards contributing to the development of the AACR2R. While in Alaska, Corey enjoys walks along the coastal trail and the spectacle of the northern lights. He can be reached at: fidais@yahoo.com.

Cathy Vitale is budget coordinator, reference librarian, and Bureau of Land Management representative on the ARLIS management team. She received her MLS from the University of Hawaii in 198X. Cathy can be reached at cathy@arlis.org.

Many early-career cataloging librarians read help wanted ads like this one with dismay. Armed with an MLS and perhaps no more than the single cataloging course offered by their library school, these job seekers face an "experience gap"—a problem that continues to be widely discussed in library circles, both on the cataloging listserv, AUTOCAT, and in a number of recent studies.

Library practitioners and library educators generally agree on the existence of core cataloging competencies and the importance of cataloging education, at least for entry-level academic librarians (Turvey and Letarte 2002; Letarte et al. 2002). Library school graduates seeking cataloging positions, however, are being squeezed by the decrease in the number of required cataloging courses in ALA-accredited masters programs (Spillane 1999; Velluci 1997). Simultaneously, apprenticeship-like cataloging positions that were once fairly prevalent at university libraries are disappearing.

While the debate continues over whether library schools should teach the practical skills of cataloging (Fallis and Fricke 1999), employers are questioning the affordability of hiring trainees. As a result, aspiring catalogers are scrambling to gain the experience now necessary to clear the requirements bar for entry-level positions.

New catalogers are struggling to find their first professional positions, and libraries are experiencing strained budgets and regional shortages of trained catalogers. These circumstances converged in Anchorage, Alaska, at the Alaska Resources Library and Information Services (ARLIS), a special library formed by and operating through a partnership of federal and state agencies and the University of Alaska Anchorage. ARLIS (www.arlis.org) is managed by a team of six librarians, who collectively represent the more than half dozen partnership agencies. Its collection focuses on natural and cultural resources relating to Alaska and the Arctic, and includes many one-of-a-kind items.

By early 2003, ARLIS had accumulated a large and ever-growing backlog, including many materials requiring original cataloging, but employed only one part-time cataloger. When the partnership agencies initially merged, they had brought with them their individual collections and backlogs, as well as items for which only minimal or incompatible catalog records had been created. Over time, the collections had been melded into one, but the backlog still remained. Another factor contributing to its size is the very nature of the ARLIS collection: it is full of gray literature, arguably some of the most difficult materials to catalog. A typical example of gray literature is a technical report that was not published by a commercial publisher; it is often difficult to determine the title, authorship, publisher, and publication date—all key elements of a cataloging record. At least 40 percent of ARLIS' collection, and a preponderance of the backlog, consists of gray literature. These documents often use complex scientific or technical language. Moreover, they are sometimes in languages other than English (most commonly in Russian), and generally speaking they deal with topics and places specific to Alaska and the Arctic.

The staff at ARLIS felt an additional sense of urgency to clear the backlog because some of the documents dealt with potentially very hot topics in the political arena, making their accessibility a high priority for the founding agencies and other patrons of the library. For instance, the ARLIS management team knew that the Susitna Hydroelectric Dam Project and the Arctic Gas Pipeline were likely agenda items at state and national legislative levels. Hundreds of studies useful to researchers and policymakers, ranging from possible effects on wildlife to cost/benefit analyses, were accessible on the floor of ARLIS but many were not yet in the catalog or had cataloging that was piecemeal and inconsistent in terms of the access points and seriality of the items. In spring 2003, ARLIS received a federal appropriation of \$497,000 to begin to tackle this project. Some of the money was designated for copy cataloging and some for digitization, both of which were outsourced. This article will focus on the portion of the project devoted to original cataloging, in which

cont.

six cataloging interns from across the country were hired and trained to take on a mountain of gray literature.

As it happened, Congress did not pass the federal budget until very late in the term, so ARLIS had only six months to spend the money. As special project funding, there was no guarantee that the library would get an additional appropriation in the next fiscal year. It needed to hire six full-time, competent catalogers quickly, finding them and getting them to Anchorage in a matter of weeks. Given that Alaska has no library school and a very small pool of trained catalogers in-state, this was no small feat.

Fortunately, ARLIS had several important non-monetary assets that helped make it happen. First, the library's half-time cataloger, Julie Moore Iliff, has been a cataloger and supervisor in academic and special libraries for 15 years. Second, the ARLIS reference staff is intimately familiar with the geography of Alaska and with the context of the materials being cataloged. Thus, the new catalogers would have the benefit of a capable teacher and the support of librarians with decades of combined experience in working with Alaska-related documents. Second, the organizational structure of ARLIS offers a great deal of hiring flexibility. Cathy Vitale, management team librarian and agency representative for the Bureau of Land Management (BLM), knew that BLM had in place an established Assistance Agreement with the Environmental Careers Organization (ECO), and that in the past ECO had enabled BLM to quickly hire competent interns for all kinds of work. (For more on the hiring process and ECO [www.eco.org], a national non-profit with more than 30 years of experience coordinating paid internships for early-career environmental professionals, see the accompanying article, "Hiring from a Distance: Bringing Cataloging Interns to Alaska".) For ARLIS, the BLM/ECO arrangement resulted in its being able to hire half a dozen well-qualified interns just six weeks after seeking applicants.

Why We Came

Everyone who comes to Alaska has a story about what drew him or her to this state, and the ECO/ARLIS interns are no exception.

Nicole Jackelen, a December 2002 graduate of the University of Wisconsin-Milwaukee, remembers when she first saw the ARLIS/ECO internship advertised on the American Library Association website. "It was a Sunday afternoon and as I read through the job description I grew more excited. It seemed to encompass everything I was looking for. It was a cataloging position under the supervision of a master cataloger, working with government documents, in a special library setting, and it was in Alaska. In short, it was a wonderful

opportunity to learn essential skills and cataloging programs, safe in the knowledge that I would not wreak havoc on OCLC. I also had lived in Alaska on previous occasions, so it was a place I knew I had enjoyed and could consider moving to on a permanent or semi-permanent basis."

Jackelen already had some cataloging experience on her resume, but still "felt a certain amount of trepidation in finding a cataloging position in the 'real world.' I wasn't able to take the advanced cataloging course offered at my school, so after much discussion with both my advisor and the cataloging professor, I chose instead to do a semester fieldwork project.

The fieldwork was a real eye-opener. I realized how little I knew about cataloging, regardless or perhaps because of my previous cataloging experience. I had learned to catalog in a ruleless, albeit organized world, and even the introductory course in cataloging passed over the finer points of AACR2R and MARC, focusing instead on theory. So I found myself gleaning the rules bit by bit and learning about fields in my retrospective conversion project. The project went well enough, and I learned a great deal in a short amount of time, but I still had so many questions and I was terrified of serials cataloging."

Corey O'Halloran, originally from Ontario, Canada, came to Anchorage four months after completing his MLS at Dominican University, near Chicago. Keenly aware of the "experience gap" felt by most new MLS graduates seeking cataloging positions, he saw the internship as a means to attain some of that experience. Besides the opportunity to deepen his knowledge and use of various cataloging tools, O'Halloran valued the chance to develop "the ability to think independently when solving tough bibliographic

problems and thinking methodically through eight descriptive areas when cataloging all library material formats"

Kitty Benson, born and raised in Fairbanks, Alaska, received her MLS from the University of North Carolina at Chapel Hill in 1992. She has been the school librarian at Iditarod Elementary School in Anchorage's nearby Wasilla ever since. Benson relished the opportunity to overcome the isolation that comes with being a solo librarian. She has mostly relied upon listservs and the occasional cataloging workshop to keep in touch with other librarians and to update her skills. "Even more important than the tools is the opportunity to work closely with other catalogers. We can discuss, consult, and make decisions on cataloging. It is heaven!"

Lisa McDaniels drove all the way from Florida to take advantage of what she refers to as "a cross between a sabbatical and an apprenticeship. After working on a public library reference desk for three years, I had the opportunity to work in technical services overseeing the cataloging and processing operations for the next two years. I had the benefit of some excellent continuing education but, as the sole

cont.

“Wanted: 2–3 years professional library experience, demonstrated knowledge of AACR2R, LC subject headings and classification, authority control and a major online bibliographic utility. Supervisory experience, second master’s degree and reading knowledge of a foreign language preferred.”

Cataloging Alaska - cont.

cataloger for the library system, I yearned for the kind of frequent feedback than you cannot realistically expect from workshops and AUTOCAT. This internship appeared to be the perfect remedy—an intensive, short-term project, working under the close supervision of an excellent cataloger. The offer of a very decent wage and a summer in Alaska didn't hurt either!"

Cathy Miller made the trek from Tucson, Arizona, for somewhat similar reasons. "I entered library school with the goal of becoming a cataloger, but soon discovered the "Catch-22"—that my school expected cataloging to be learned via an internship, and that most internship sponsors expected the student to arrive armed with all the knowledge and skills (learned in the classroom) necessary to fulfill the role of staff cataloger. Relocating to Alaska on short notice (and working on a final paper en route) was a minor inconvenience compared to the opportunity to work under the guidance of an experienced cataloger."

Sandy Macke attended her MLIS graduation ceremony at the University of Washington on a Friday and left for Alaska a day later. "While I had received a solid grounding in cataloging, I knew I still needed to gain experience. The internship attracted me because it presented itself as a journeyman-type experience. We would still receive guidance and coaching, but the work would be our own. Also, ARLIS presented a great working environment: powerful tools, mentors, and the Alaska wilderness at our fingertips."

Training the Interns

Julie Moore Iliff, the "master cataloger" at ARLIS, confesses to putting the interns through "Cataloging Boot Camp" during their first week. The interns arrived at various times and possessed a wide variety of schooling, library experience, and strengths and weaknesses. Julie had to raise their cataloging skills to an acceptable level quickly so they could begin producing full-level OCLC records as soon as possible. One of the first objectives of the boot camp was for the interns to learn to use AACR2R, MARC21, the Library of Congress classification system, Cataloger's Desktop, OCLC CATME, MARC Report (MARC quality control software), DRA (Anchorage's local integrated library system), and the ARLIS cataloging manual.

"By the end of that first week," Iliff remembers, "all of them had a completely overwhelmed and dazed look on their faces that said, 'I cannot possibly learn all of this and I certainly cannot possibly take in one more ounce of cataloging information!' But with time, practice and the chance to ask questions along the way, they have all succeeded in becoming top-notch catalogers. I can imagine any one of them cataloging at any of the most prestigious institutions with the best cataloging departments in the country, including the Library of Congress."

Other aspects of training are ongoing, like the weekly meetings during which Iliff teaches and brings in other specialists to give mini-workshops on special topics such as how to catalog video recordings, microfiche, series, electronic resources, and serials; how to use LC classification; dealing with reproductions; transliterating; understanding the history of the natural gas pipeline proposals in Alaska and an overview of the 1989 *Exxon Valdez* oil spill in Prince William Sound. Interns have an opportunity to raise cataloging issues they have encountered and to present especially tricky items to the group for discussion.

Iliff has been instrumental in bringing continuing education opportunities relating to high-quality cataloging to

Alaska. With the financial support of the ARLIS management team, the interns have participated in several of these workshops, including OCLC workshops on MARC bibliographic format and MARC authority format, as well as online workshops sponsored by the Bibliographical Center for Research on MARC bibliographic format and OCLC CatME. In November 2003, Iliff received a grant to bring Paige Andrew, maps cataloger at Penn State University, to Anchorage to conduct a two-day workshop on map cataloging that ARLIS interns will also attend. The interns got a glimpse of other Anchorage libraries and some of their treasures of Alaskan history and culture during field trips to the library at the Anchorage Museum of History and Art, the Alaska Heritage Library and Museum, and the Technical Services Department at the University of Alaska Anchorage/Alaska Pacific University Consortium Library.

Training has gone both ways, according to Iliff. "There is nothing like teaching a group of bright, motivated interns who want to become the very best catalogers they can be to push yourself to learn even more. These interns have given me renewed enthusiasm for this work that I love. I am thrilled to see the new generation of catalogers coming up with such excitement about cataloging and with an understanding of how crucial cataloging is to librarianship."

Cataloging on an Island

So much of what is needed in any library work is the camaraderie—talking problems over with people of similar skills who can help in the decision-making process. Deborah Fritz, Executive Director of The MARC of Quality, Inc., came to Alaska to conduct cataloging training in November 2002. As a result of that experience, she wrote to Iliff that cataloging in Alaska is comparable to cataloging on an island. Iliff read Fritz's explanation of the analogy at the 2003 Alaska Library Association Conference workshop "Why Catalogers are Crucial to Librarianship:"

In the library world of today, it is important to make Alaskan OPACs no longer islands unto themselves, but part of the worldwide community of library databases. For this to happen, catalogers are crucial. In order for records to be shared across databases, there must be consistency between those records. Without that consistency, we end up with databases that will not 'play well' together, riddled with unnecessary duplication of records, inconsistent search terms, and other messy problems that frustrate the end users. To achieve consistency between records, the same rules and standards must be applied to the making of those records. Only catalogers trained in the internationally accepted cataloging rules (AACR) and coding standards (MARC) have the skills (and patience) required to provide the consistency that will allow records to be shared effectively.

"Alaska has a cataloging crisis," according to Iliff. "Even when ARLIS gets a substantial amount of money to devote to cataloging there is no one in the state to hire to do the work. Catalogers once roamed this vast frozen earth but they have gone the way of the woolly mammoth in Alaska." She has been seeking the company and camaraderie of other Alaskan catalogers since she moved here more than three years ago. Unfortunately, Alaska's underfunded libraries can rarely support an MLS on staff who is wholly dedicated to cataloging, so full-time catalogers in Alaska are an endangered species.

"Given this scenario," Iliff laments, "it's no wonder that there is little understanding of complex cataloging issues such as authority control among library decision makers in Alaska." Authority control provides a reference structure (e.g., see,

cont. on page 21

The main article on the Alaska Resources Library & Information Services (ARLIS) cataloging internship program, "Cataloging Alaska," describes how the library received a substantial federal appropriation to reduce a large backlog of materials needing original or upgraded cataloging, and how the intern program succeeded in providing outstanding training for new catalogers and enhancing the accessibility of the collection. One of the biggest challenges facing Cathy Vitale, ARLIS management team librarian, was to bring six competent catalogers to Anchorage by early June 2003. This article will describe how she and Julie Moore Iliff, the ARLIS staff cataloger, coordinated the hiring process with Pres Winslow, Internship Program Coordinator at the Environmental Careers Organization (ECO) regional office in Seattle, and were able to bring high-quality candidates to Anchorage in a matter of weeks.

Due to the shortage of qualified catalogers available to hire in Alaska and the short-term nature of the project, a key decision for Vitale was to utilize ECO as the hiring agency for the interns. Vitale knew from her experience as the agency representative for the Bureau of Land Management (BLM) on the ARLIS management team that ECO had proven to be a reliable provider of interns for BLM in the past, although ECO more commonly hired environmental educators and GIS technicians, not catalogers. She was also aware of ECO's reputation for a quick turnaround and that this route would eliminate many of the delays typically involved with more traditional, bureaucratic hiring avenues. Timing was crucial to getting the interns on board, up to speed, and generating the kind of output necessary to satisfy grant requirements.

ARLIS set high standards for the incoming catalogers. The minimum requirements posted in the ECO job announcement allowed for students currently enrolled in MLS programs as long as they had completed at least one cataloging course and had a strong interest in cataloging as a career. The preferred qualifications included completion of the MLS/MLIS within the past three years with in-depth cataloging training; a science background; and a working knowledge of Russian, Japanese, or French were listed as useful. The inclusion of the professional degree as a preference put this internship in a category that might be commonly referred to as a "residency" or "post-graduate internship." The message was clear – that ARLIS was looking for applicants who were ready to catalog!

The Review Process

Given the requirements of timeliness and quality, the stage was set for the candidate review process to begin. According to Iliff, "we were very fortunate to work with Pres Winslow, who provided ARLIS with the 'cream of the crop' applicants. Probably any of the candidates that made it through Pres' sifting process would have been good. Then it became our job at ARLIS to decide on the very best matches."

Iliff continues, "being on the hiring committee for these catalogers gave me a front row seat to what really goes on behind the scenes of the hiring process. There are some things that I learned from this process – things to do – and things not to do, with lots of surprises in between." While this story is about hiring catalogers, much of it will apply to other library jobs as well. It is all a big sifting process to find the best match for the job. It is also about time – finding the best match for the job as efficiently as possible. Our hiring process took us through 1) the examination of the papers (cover letter and resume), 2) the telephone interview, 3) the cataloging test, and 4) calling references.

The Paper Chase

As Winslow vetted the candidates for ARLIS, Vitale and Iliff began their own sifting process. This process began with reading cover letters and resumes. Iliff recalls, "we kept the job requirements close by and

cont.

Hiring from a Distance: Bringing Cataloging Interns to Alaska

**JULIE MOORE ILIFF,
CATHY S. VITALE,
PRES WINSLOW,
AND
LISA C. MCDANIELS**

Julie Moore Iliff is the Cataloger at ARLIS – Alaska Resources Library and Information Services in Anchorage, Alaska. She can be reached at julie@arlis.org.

Lisa McDaniels, previously a career development professional, is currently a cataloger intern at ARLIS. She can be reached at lisacmcdaniels@earthlink.net.

Cathy Vitale is Budget Coordinator, Reference Librarian, and the Bureau of Land Management representative on the ARLIS management team. She can be reached at cathy@arlis.org.

Pres Winslow is Internship Program Coordinator for the Seattle Regional Office of the Environmental Careers Organization. He can be reached at pwinslow@eco.org.

Hiring from a Distance: Bringing Cataloging Interns to Alaska - cont.

ranked the candidates by the criteria set out in the job requirements." Based on this phase of the candidate selection process, she offers the following suggestions to all library job applicants, not just catalogers:

Put your name on each piece of paper.

Most people do not seem to realize that their papers get taken completely apart and photocopied for each member of the hiring committee. If you send a fax, be sure to indicate how many pages to expect. There are many opportunities for papers to get out of order or lost. Remember, you are library workers. You especially should know that if materials are unlabelled, they are at risk for getting lost.

Read the job ad carefully! Tailor your application to this specific job.

Since screeners are evaluating candidates' qualifications in relation to the specifications in the job description, it is to your advantage to customize your resume and cover letter so that you present yourself as being an excellent fit for the position. There is a concept in marketing that distinguishes "features" from "benefits." Features are passive characteristics about the product (i.e., you). Benefits are statements about how particular features will add value to a particular employment situation.

The biggest single mistake that job seekers make in their written materials is simply providing a laundry list of features, without any references as to whether and how those features are relevant to the target job. This puts the burden on the screener or hiring manager to study your resume and cover letter, looking for the relevant elements in your education and experience. Don't be afraid of insulting the employer by connecting the dots. Screeners and hiring managers are busy people. Take responsibility for making the case that you are a great match for this particular opportunity.

Do not write your resume in the third person or some other awkward style.

You want to be remembered, but not for writing in a disconcerting style. Find a friend or colleague with good writing skills to review your resume and your cover letter.

Provide enough information – pretty is nice, but we want information.

Whoever said that a resume should all be on one page was not hiring catalogers. We often needed more information than one page could contain. One of the most effective devices was a chart that named library and computer skills and rated the proficiency and experience of the applicant. This was precisely the kind of information we needed for rating.

Include positive personal information that will help your papers stand out in the crowd.

Reading pages and pages of cover letters and resumes can get dull very quickly. One candidate included his expert ability to play the French horn under his skill set. This bit of information kept the person in mind even though it had nothing to do with whether or not he could catalog. This is an exception to the previous advice about only including relevant information. Why risk making this exception? Because employers hire flesh and blood human beings, with personalities and senses of humor, to be their co-workers. They don't hire resumes and cover letters.

Don't be afraid to say very clearly why you want the job and how it fits in with your job plans.

Wanting our job makes you attractive. The clearer the picture we have of who you are, the easier it is for us to imagine you in our job. If what you say is very contrary to what we have to offer, you may be better off not getting the job. Talking about why you want the job may seem contradictory to the advice to focus on what you can do for the employer. The key here is to communicate why getting this job would be a great career move for you. This reassures the employer that you will stay for a while (i.e., will be worth their training investment), and that you will be happy and productive in the position.

The Telephone Interview

We interviewed ten candidates at ARLIS via telephone. We interviewed eight candidates on the first day, and two on the second day. This meant that one interview took place during lunch with us alternating between asking questions and munching! (By the way, that person was offered the job!) It is documented that 93% of communication is non-verbal, so a telephone interview is not the ideal form for an interview, but we are in Alaska after all. It is challenging to try to get to know each other on the phone without the information normally gleaned from facial expressions and other body language. Things to keep in mind about interviews (telephone or otherwise):

Careful preparation is a great investment.

A job interview has questions, but it is not an oral quiz. It is a device used by employers for having a conversation with candidates that reveals whether or not they are the best overall fit for the target job. Candidates can prepare by going back to their original analysis of the job and deciding what probing questions they would ask if they were the hiring manager. Make a list of these questions and recruit a friend to conduct a mock interview with you. Before the mock interview prepare your talking points, including the "accomplishment stories" that you want to weave into your answers.

Feedback from your friend may be helpful, but the key benefit from a mock interview is that you become more fluent in articulating your qualifications. It doesn't matter that your mock interview questions are different from the actual interview questions. The practice itself will make you far more poised and self-confident. Interviewing is a learned behavior, and practice will enhance performance. To prepare for phone interviews, be sure to do the mock interview by phone.

Honesty is the best policy.

Dishonesty and elusiveness are two characteristics that will kill any chance of moving on to the next stage in the hiring process. For Iliff, "any hint that candidates are not being honest with me, especially if they are exaggerating their experience or expertise, leaves such applications in the dust as far as I'm concerned."

There is a constant balance that must be struck: the interviewer is trying to draw an accurate picture of each candidate as quickly and efficiently as possible, while trying to entice them with what a great workplace we have to offer; interviewees at the same time are painting pictures in their minds of the workplace, each trying to show that the very best applicant in the pool is speaking. We are both seeking the truth of whether or not this is a good match. A bad match

Hiring from a Distance: Bringing Cataloging Interns to Alaska - cont.

is not only bad for the institution (rest assured that the institution will survive as it hires a new person), but it can also be very detrimental to the person's career, self-esteem, mental health, amongst other things – it can have devastating lifelong effects.

The interviewers want you to succeed!

If you have gotten this far, it means that the interviewers are already looking at you favorably from your paperwork. The interviewers have already invested considerable time in you.

Nerves: try to keep them in check.

There is a lot on the line for the interviewers to choose the best candidates so keep in mind that the interviewers may be just as nervous as the applicant. But, in most cases, try to picture things as they really are, just two nice women sitting around a speakerphone, having a conversation with you ... often over snacks or lunch.

"Nerves seemed to get to some of the applicants in the form of shaking voices, heavy sighing, laughing hysterically at jokes, interrupting the interviewer, and talking incessantly in continuous loops," recalls Iliff. "Now, granted, perhaps the person normally talks incessantly in continuous loops, which is also a good thing to know from the interviewer's point-of-view. This would fall under the will-this-person-drive-me-crazy category." If you don't usually talk this way, however, you want the interviewer to hear your normal voice. Adequate planning and preparation can alleviate some of the stress of the interview; beyond that, you may want to practice some relaxation techniques. Bottom line: the candidates who seemed more at ease tended to do better on the interviews.

Do not argue with the interviewer and avoid critical remarks...of anyone!

Remember that interviewers are people, too. There seems to be a fine line between putting forth a positive, confident image of yourself and coming across as if you know how to do everything better than the interviewer. Be very careful of your criticisms in an interview. If you are going to criticize OCLC, know that your interviewer might live, work, and breathe OCLC. Negative remarks about former professors, employers, co-workers, or anyone for that matter, are not only risky (yes, they might be the interviewer's best pal) the comments often end up backfiring, revealing more about you (and your inability to get along with others) than about the object of your criticism.

Be aware of the "nebulous zone," where intangible aspects come into play.

The interviewer is trying to answer questions such as:

Will the applicant fit in with our organization?

Will the applicant be able to tolerate Alaska/blend into the local community?

Can I stand working with this person?

Do I have a good feeling about this person?

The interviewer will, of course, never actually ask these questions directly but will nevertheless be creating an impression of the candidate throughout the interview, whether consciously or not. Often, this image is developed by scrutinizing the candidate's personal appearance, style, and body language; during a phone interview, however, the interviewer must rely solely on the candidate's voice.

Establish what to do if you are not reached by phone.

We take the phone system for granted. Twice in our process, interviews were delayed by surprising phone outages. It must have been even more nerve-wracking for the applicants than it was for the interviewers. Make sure you have a back-up communication plan.

The Cataloging Test

A necessary step for snagging a cataloging-related job at ARLIS is good performance on the mandatory cataloging test, to avoid hiring anyone who merely sounds perfect on paper and in the interview but lacks the knowledge or aptitude to actually do the work of cataloging. This is not meant to intimidate the candidate; it is simply another part of developing a profile of the applicant that is as accurate and complete as possible.

The cataloging test consisted of three parts: choosing the best record of several that could all pass for a matching record, creating an original record, and finding errors in records. Surprisingly, some people who did extremely well on the first two sections had trouble finding the errors. This skill may not necessarily be taught in library school, but the time spent looking for and correcting errors is a huge part of being a cataloger.

A substantial number of technical difficulties beset the cataloging test takers. Previously we offered the test to applicants who actually came to ARLIS to take the test or were working catalogers with access to standard tools. It is important to make the test simple for the librarians to retrieve and answer. Faxing it back and forth has worked well in the past with librarians but many of the intern candidates did not have ready access to a fax machine. Despite attempts at simplifying electronic delivery of the test, it sometimes failed; patience and trouble-shooting were required on both sides. We also found that some candidates did not have access to the Library of Congress classification schedules needed for the test.

Reference Interviews

For the sake of consistency and fairness to the candidates, we decided to have one hiring team member do all of the reference interviews and to use the same list of questions for each of the references. Based on our experience, we offer these suggestions for getting the most out of your professional references:

Prepare your references to answer questions about your job performance.

Tell them that you are applying for a job and need their recommendation. Tell them why you are excited about this particular job. Give them an idea of the time frame in which someone may be calling. Find out if they will be out of town or unavailable.

Find out if your references will be allowed to speak freely.

Some institutions have a policy of referring all reference inquiries to the human resources department, due to concerns about liability. We would not hold that against an applicant but you should have more than one reference that knows you well enough and will be permitted to talk openly about your qualifications.

cont.

Hiring from a Distance: Bringing Cataloging Interns to Alaska - cont.

The interviewer is looking for red flags.

If a reference can't support you for the job they should tell you this and refuse to be a reference. We always include questions that allow references to distinguish weaknesses that may limit your effectiveness in the job. If I were asked, "Are there any performance issues that would limit the candidates effectiveness in the job they are seeking," I would say, "No, I would hire them myself if I had a vacancy". Any qualifying words diminish the appeal of the job seeker.

Offer email as well as a phone number.

While it is easier to tell from a phone call how good the applicant is, it is sometimes impossible to reach people, especially when they live several time zones away from Alaska.

Evaluating All the Pieces and Making the Final Selections

To summarize, we had several factors to consider in evaluating each candidate and ultimately make our final selections:

1. The paper work (resume, cover letter)
2. The telephone interview
3. The cataloging test
4. The reference interviews

In each of the four aspects of the interview process we rated candidates numerically, trying to be as emotionally detached and objective as possible. Once we completed the interview process we totaled each candidate's scores on the four parts and then ranked the candidates. Before the cataloging tests, some applicants appeared to be the perfect candidate on paper and did very well in the telephone interview. There were a number of candidates who were equally plausible candidates at that point. The cataloging test turned out to be the determining factor for the five applicants who made the final cut. While we took all of the pieces into consideration, the five finalists had the five highest scores on the cataloging test.

There were only a few of the candidates who looked great on paper, did well with the telephone interview, performed well on the cataloging test, and had good references, and those were the people we hired. In the end, we were very fortunate - we all chose very well, both the successful candidates and the interviewers! ■

Bozeman Public Library Receives Prestigious National Award for Library Service

The Bozeman, Montana Public Library is one of three libraries receiving this year's National Award for Library Service announced by the Institute of Museum and Library Services, Washington, DC. This award is the country's highest honor for extraordinary community service. Each of the institutions will receive \$10,000 and will be honored at a ceremony in Washington, DC.

"I'm thrilled that that Bozeman Public Library has received a distinguished award from such a prominent institution," said Alice M. Meister, director of the library. "It validates that hard work of our staff and volunteers. We are grateful for the recognition and the \$10,000 grant. We will put it to good use."

Senator Max Baucus nominated the library for this award. Both Senator Baucus and Senator Conrad Burns have shown strong support for the new Bozeman Public Library. Senator Burns secured funding for the now complete site development for the new library on East Main Street in downtown Bozeman. The new library is scheduled to open in fall 2005.

"Given our community's phenomenal demand for library services and materials, the new library will be built when it is most needed," said library director Alice Meister.

In announcing the award, Dr. Robert S. Martin, Director of the Institute of Museum and Library Services said, "From the Bozeman Public Library's grant center to computer and Internet classes; from kids' book discussion groups to the annual community-wide Dr. Martin Luther King, Jr. celebration, the staff and volunteers have made the library and active, living part of the community."

"Our patrons will never know they didn't find what they didn't know we had." This is one of my favorite cataloging quotations, and it came from Marilyn McCroskey, Professor, Head of Cataloging, Southwest Missouri State University, Springfield, MO. McCroskey e-mailed this in response to a request on AUTOCAT (the electronic list for catalogers). I used this quotation as a talking point in the 2003 Alaska Library Association Conference program: "Why Catalogers Are Crucial to Librarianship." I like this quotation so much that it's hanging on my office wall, because it gets at the heart of the importance of what we do as catalogers. Sometimes, it's good to get out from under the details of our work and have a reminder of the big picture. During economic downturns, such as now, library budgets end up getting slashed, often resulting in technical services staff on the chopping block. While targeting technical services staff may seem like an easy answer to budget woes (because the image to the public is not immediately altered), it is also an extremely shortsighted answer (because the public will ultimately become affected). Of some comfort, I have observed that when technical services positions are cut during lean times we are often assured the jobs will be reinstated later. Unfortunately, "later" rarely arrives. Library managers get accustomed to "making do" without key technical services positions, often forgetting what it is that they are missing.

Getting back to the McCroskey quotation, what does it mean? Catalogers are, first and foremost, librarians ... and the bottom line for *all* librarians is connecting people with information. Catalogers provide access to that information. Since the advent of the Internet, our jobs as catalogers have become more complex as we face an abyss of virtual backlogs. Additionally, cataloging such Internet works has often been likened to "trying to nail jelly to the wall." Nonetheless, we catalogers are the architects, construction workers, and maintenance workers of the information infrastructure that we call our library catalogs. In today's world of virtual information, our role of maintaining a sound online information infrastructure is vital, since many of our "patrons" never enter the brick-and-mortar library buildings to obtain face-to-face assistance.

If the information infrastructure is compromised, will you be able to find materials in your catalog? Sure, you'll be able to find a portion of what you're looking for, but not all of it. The rest will be hidden due to cataloging problems, including systems indexing and displaying problems. It is entirely possible for precious resources to become completely "lost" due to faulty access points or other cataloging issues.

So how is the information infrastructure of *your* catalog holding up? Is your information infrastructure rock solid with full-level MARC records, including quality authority control work, upholding the international cataloging standards? Or is your information infrastructure gingerly hanging together under the façade of a catalog barely capable of material identification? If it is the latter, sure, the public image might still be intact, but image is not everything. What is the catalog worth, if it does not meet the basic principles? If the catalog fails, where does that leave the rest of the library staff, as well as other users, who depend upon the catalog for accurate information? ■

Cataloging: It's All About Connecting People With Information

JULIE MOORE ILIFF

Julie Moore Iliff is the 2002 & 2003 Chair, Alaska Library Association Cataloging Roundtable; Cataloger at Alaska Resources Library and Information Services (ARLIS). She can be reached at: julie@mylibrarian.com

Malingering at ARLIS

CATHY S. VITALE

ARLIS is a special library formed by a partnership of federal and state agencies and the University of Alaska Anchorage. It was formed when 7 special libraries merged in 1997. A number of large technical services projects and an inventory project undertaken to deal with the cataloging issues have revealed a number of persistent social problems that are no doubt present in other libraries across the country. The scale of the merge has allowed us to see these problems more clearly than a long established library would be able to.

The problem we have detected in ARLIS is malingering. Malingering is, in essence, reaping the benefits of work by appearing to be working while doing as little as possible. Perhaps you think this is not happening in your library. Just for a moment consider that except for some research libraries most of us have large circulating collections. I am sure you would agree that, fundamentally, a book's job is to circulate. In ARLIS we have found individual books afflicted with spinelessness and anorexia. These books flop over because they lack the stiffness of character to stand upright and proud on the shelves and then, squeezed by more upstanding neighbors, ooze to the back of the shelves to positions where they enjoy the same warmth and fair housing provided to their hard working counterparts but with no informational benefit to the library's patrons. I know you are shocked by this. I believe the problem is especially intractable in special library situations such as ours where many books are very thin and spineless.

In addition we have found a whole population of books living off the grid. These individuals seem to suffer from malattachment syndrome. Perhaps they are clever enough to beep when unsuspecting librarians attempted to link their barcodes. They look ready for circulation but by keeping themselves anonymous they avoid ever circulating. One can only imagine how books become attached to the wrong records. Do they activate the system at night and look for associates that are totally wild and inappropriate companions?

You might ask which problem is the more intractable? What motivates these individuals other than simple laziness? Are the thin anorexic books taking corporate bribes from library and office suppliers who sell Princeton files? Will the malattached books be able to readjust to appropriate shelving positions and to enjoy the attention that they have always deserved? As a librarian I can only say, "Malingers beware!" ARLIS is on the move and we know what you are up to. ■

Cathy Vitale is Budget Coordinator, Reference Librarian, and the Bureau of Land Management representative on the ARLIS management team. She can be reached at cathy@arlis.org.

Researching Polly Bemis: A Chinese American Pioneer - cont.

The problem with biographical novels, of course, is that they are historical fiction, but still very believable, tempting the reader to uncritically accept everything, whether real or not. In *Thousand Pieces of Gold*, for example, the first quarter of the book details Polly's life in China, when in fact we know virtually nothing of her actual life there, despite the author's exhaustive research on what it might have been like. Disappointingly, too, the handsome young Chinese man, Jim, the love interest in both the book and the movie, was one of McCunn's "fictitious characters." In contrast, the true story of Polly's life contains sufficient drama to be intriguing without embellishment, enabling us to both celebrate the legitimate knowledge about her and allow the stereotypical, undocumented legends to die out.

Overview of Polly Bemis's Life

Born in northern China in the early 1850s, this remarkable pioneer Chinese woman arrived in Idaho Territory in 1872. According to a 1921 interview with newspaperwoman Cissy Patterson (Countess Eleanor Gizycka), Polly's parents in China sold her as a slave girl because they had no food. An "old" woman smuggled her into Portland and sold her for \$2,500 to an unnamed "old" Chinese man who took her to Warren, Idaho in a pack train.⁴ There she became known as Polly, a name that was easier for the Caucasians to remember and pronounce. Somehow, she became free of her Chinese owner, because by 1880 she was living with Charlie Bemis, a Caucasian saloon proprietor.

The two married in 1894 and moved to the south side of the remote Salmon River, about fourteen miles from Warren. There Charlie took up a mining claim. Little is known about Polly's life for the next few years. In November 1902, however, the Bemises began to be mentioned in what are collectively called the "Shepp diaries."

Charles Shepp and Peter Klinkhammer had a mining claim across the Salmon River and several miles away, up in the mountains. In order to prove that he was doing the required work on his claim, Shepp wrote daily entries in small pocket diaries.⁵ He often visited, and later bought, a ranch at the mouth of Crooked Creek, across the river from the Bemises.

Shepp first mentioned the Bemises on November 8, 1902, when he states, "Bemis . . . over."⁶ From then, until Polly's death in 1933, his diary entries tell us much about the couple, including their activities, their garden, their ranch buildings, and their personal possessions. For example, on August 17, 1910, Shepp wrote, "Polly & Bemis over to dinner. Polly caught 27 fish."⁷ In later years, Pete Klinkhammer commented,

Polly loved to fish and was good at it. We'd see her [gardening] & she'd bend to the earth real quick, then shove something into the big pocket of her long dress. Come three o'clock every day Polly had her gardening done and her fish bait, ready and waiting in her pocket. We used to know what time it was by watching her.⁸

By mid-1919 Charlie Bemis was virtually bedridden, so Shepp and Klinkhammer increasingly did his chores. During 1921, for example, they crossed the river many times to cut wood, put out a stovepipe fire, plow and plant the Bemises' garden, burn brush, cut hay, and do the watering.

Then, on August 16, 1922, with Pete away taking garden produce to the mountain community of Dixie, on the north side of the Salmon River, Shepp wrote:

Bemis house burned at 12 [noon]. Had a hell of a time. Got the old man out by the skin of my teeth. Lost Teddy [Polly's dog]. He got burned. Polly & I got the old man over [the river] about 4. Had hard time. Didn't save a single thing. The whole place was on fire when I got over.⁹

On October 29, 1922, Charlie Bemis died. Shepp wrote, "Bemis Dead," underlining it for emphasis, and adding, "Bemis passed in at 3 am. . . . Gus & Holmes down. We buried the old man right after dinner. Fine day."¹⁰ Two days later, Shepp noted, "Polly going to Warren."¹¹ Pete Klinkhammer took her up there the following day. Polly lived in Warren for almost two years. In the summer of 1923 she visited Grangeville, and in 1924 she went to Boise. Newspaper reporters interviewed her on both occasions.¹²

Meanwhile, Shepp and Klinkhammer agreed to build Polly a new house and look after her; in exchange, they would get the ranch on her death. Between October 1923 and September 1924 Shepp often wrote about sawing the house logs, putting them up, cutting roof shakes, installing a telephone, and constructing windows.

In early October, Pete went to Warren and brought Polly back to her new home. As she became older, Shepp and Klinkhammer did more and more of the heavy work. Polly still kept very busy - in one, two-week period, during 1926, she killed four porcupines. We can only imagine how she did it because the diary does not record her method.

Then, on Friday, August 4, 1933, Polly became very ill. Shepp and Klinkhammer got her across the river in a boat. Klinkhammer and another friend put her on a horse and went up the mountain to where they met a car that took her to the Grangeville hospital. Polly died there on November 6, 1933, and was buried in Grangeville's Prairie View Cemetery.

cont.

⁴ Eleanor Gizycka, "Diary on the Salmon River," part 2, *Field and Stream* 28 (June 1923), 278. Reprinted in *Idaho Yesterdays* 41:1 (Spring 1997). Citations are to the original publication.

⁵ Shepp Ranch (Idaho), [Diaries, 1903-1971], photocopies, University of Idaho Library Special Collections, Moscow, MG 155; C[harles] W. Shepp, Diaries, Nov. 1, 1902-June 22, 1909, transcribed by Marian Sweeney, photocopies of typescripts, University of Idaho Library Special Collections, Moscow, MG 5209. Hereafter, these are individually cited as Shepp, Diary, together with the date.

⁶ Shepp, Diary, November 8, 1902.

⁷ *Ibid.*

⁸ Peter Klinkhammer, interview by Marybelle Filer, in Shepp, Diary, January 1, 1958, "Notes on 1910-1911 Diary," in Year Book 1954. Following Charlie Shepp's death in 1936, Pete inherited the Shepp Ranch. He later sold it to Paul and Marybelle Filer, and lived with them until his death. Marybelle Filer continued the diary tradition. Photocopies of her diaries are part of the Shepp Ranch (Idaho) [Diaries 1903-1971] collection at the University of Idaho Library Special Collections, MG 155.

⁹ Shepp, Diary, August 16, 1922.

¹⁰ *Ibid.*, October 29, 1922.

¹¹ *Ibid.*, October 31, 1922.

¹² "Woman of 70 Sees Railway First Time," *Idaho County Free Press* 39:14, August 16, 1923, p. 1; "Polly Bemis of Warren's Diggins Sees City's Sights for First Time," *Idaho Daily Statesman* 61:8, August 4, 1924. p. 2.

Researching Polly Bemis: A Chinese American Pioneer - cont.

In June 1987 Polly's restored home was dedicated as a museum. Her remains were removed from Grangeville and reburied adjacent to her former home, so she is across the river from her husband, who is buried at the Shepp Ranch. Her home is now on the National Register of Historic Places but is easily accessible only by jet boat from Riggins, Idaho.

Stimulus For Reinvestigating Polly's Life

As a member of the Idaho Humanities Council Speakers Bureau since its beginnings in the early 1990s, I have presented many illustrated lectures on the Chinese in Idaho and on Chinese women in the West, including Polly Bemis. Audiences for these programs are mainly composed of interested members of the general public. From responding to their questions I became increasingly aware of the extent that *Thousand Pieces of Gold*, and the subsequent movie loosely based on it, had kindled public awareness of, and renewed scholarly interest in, Polly Bemis and other Chinese women in the West.

The stimulating discussions that followed my lectures demonstrated the great need for accessible, well-written, non-stereotypical material on Chinese women in general, and Polly Bemis in particular. A fellowship from the Idaho Humanities Council made it possible to pursue this new research direction. Supporting it was a statement from an elderly gentleman who, as a child, knew Polly when she lived in Warren from the fall of 1922 until the late summer of 1924. He was emphatic that she had not been "won in a poker game," although he, of course, was not alive when the supposed event happened between 1872 and 1880.¹³

That made me wonder if it would be possible to reconstruct events that happened beyond living memory, in order to separate the truth from myths and legends. One way to do that is to locate primary source materials, documents that were written or produced at the time an event occurred. Photographs, census records, newspaper reports, deeds, vital statistics, tax rolls, interviews, letters, and diaries are part of the "paper trail" that we all leave behind during our lifetimes.

The 1880 Census

For most of us, that "paper trail" starts with a birth certificate. For Polly, however, it begins in 1880, when the United States Census for Idaho County, Idaho, enumerated her in the town of Washington, today called Warren. Her two-person household first lists "Chas." Bemis, a white male, age 32, who ran a saloon. Below his entry is one for Polly, no last name given, a Chinese female, age 27, who was "House Keeping." Charlie was born in Connecticut, while Polly was born in, or near, "Pekin[g]," China. Charlie was single, but Polly, surprisingly, was a widow.¹⁴

To explain Polly's listing as a widow, we must refer to old Chinese customs. In nineteenth century China, a wealthy married man might also have one or more concubines, a legal status in China with no American equivalent. Such a man, coming here alone, might miss female companionship and "home comforts." Even in the U.S. he could purchase a Chinese woman to be his concubine. Such a woman, while not a wife, was "like a wife"; she was not a prostitute. Therefore, since the 1880 census lists Polly as a widow, she probably was purchased as a concubine. If her owner then died, Polly would have considered herself a widow.

The Name "Hong King"

A dramatic highlight of both the book and the film occurs when Charlie Bemis and a Chinese man called "Hong King" play high-stakes poker for ownership of Polly herself. Although that would have been an unusual event, it is not mentioned in any available letters, diaries, or newspapers, or other documents dating to the 1870s. One goal of my research was to prove or disprove the identity of "Hong King."

While numerous secondary sources state that Polly's Chinese owner's name was "Hong King" and that he owned a saloon, no evidence shows that either statement is true. No Chinese man with that name, or that exact occupation, appears in any of the available primary sources. Although two Warren Chinese dealt in "retail liquor" in 1870 and 1871, their names were My Yick Chung and Ye Yick.¹⁵

According to the U.S. census for 1870, two years before Polly arrived, only one Chinese man had sufficient means to pay \$2,500 for a woman. Ah Yung, a miner, had wealth valued at \$3,500.¹⁶ The word "Ah" before Chinese given names simply means, "that person is called . . ." Therefore, Yung was his first name, and his surname is unknown. The next wealthiest Chinese man, Ah Hon, a merchant, was worth only \$1,900. With "Hon" his first name, and no surname given, he might be "Hong King," but that is just coincidence, not evidence. The person who bought Polly in 1872 may even be absent from the 1870 Warren census. For example, Charlie Bemis lived there then, but he is not listed.

The "Poker Game" Legend

In September 1933 Boise's *Idaho Sunday Statesman* reported, "Czizek explodes myth of Chinese poker bride," stating that an Indian girl named "Molly" was the "real poker bride."¹⁷ Czizek's announcement makes sense, because in all the Shepp diaries, and in interviews with Polly herself, there is absolutely no mention of her being "won in a poker game."

On November 5, 1933, the *Sunday Oregonian* published a lengthy article by reporter Lamont Johnson. Its sensational headlines proclaimed,

cont.

¹³ Otis Morris, interview by Herb McDowell, 1963?, tape recording, in author's possession. As mentioned, Polly arrived in Warren in 1872 and was listed in the 1880 census with Charlie Bemis.

¹⁴ United States Bureau of the Census, *Tenth Census (1880), Idaho Schedules, Idaho County, Washington* [Warren] (Washington, DC: National Archives). University of Idaho Library, Moscow, microfilm reel no. 38.

¹⁵ United States Department of Internal Revenue, *Internal Revenue Assessment Lists for the Territory of Idaho 1867-1874* (Washington, DC: National Archives), 1870. University of Idaho Library, Moscow, microfilm reel no. 1010.

¹⁶ United States Bureau of the Census, *Ninth Census (1870), Idaho Schedules, Idaho County, Washington* [Warren] (Washington, DC: National Archives), University of Idaho Library, Moscow, microfilm reel no. 37.

¹⁷ *Idaho Sunday Statesman*, "Romantic Figure of Warrens' Gold Camp Ill in Grangeville Hospital," 70:9, September 24, 1933, Sect. 2, p. 4. C. J. (Jay) Czizek was Idaho's first Inspector of Mines, and Molly was Molly Smead, the Indian wife of A. D. Smead, the Justice of the Peace who had married the Bemises. People researching the Smead family have found no evidence confirming that Molly Smead was a "poker bride."

Researching Polly Bemis: A Chinese American Pioneer - cont.

Old China Woman of Idaho Famous. Polly Bemis Seriously Ill in Grangeville Hospital. Career Nearly Ended. Patient Denies That She Was Won in Poker Game by Man Who Later Married Her.¹⁸

Polly died the next day. Although Johnson probably did not interview Polly himself, he most likely obtained his information in a several-page letter, now lost, from Mrs. Eva Weaver, Polly's nurse.

Since Polly herself denied the poker game story, how did it get started? The late Otis Morris offered one explanation. Morris, whose stepfather was W. J. Kelly, one of the witnesses at the Bemis's wedding, stated,

My stepdad died in 1911 and up to that time I had never heard a thing about it but sometime after that in the next five or six years they got the story out that she was won in the poker game.¹⁹

Therefore, Otis Morris first heard the story about 1916 or 1917. He also thought he knew where it originated, saying, "I'm satisfied in my own mind that Jay Czizek started [it]."²⁰ That would explain why an early in-print mention of the story was when Jay Czizek denied it in September 1933.

Previous writers have nearly all believed that Charlie won Polly in a poker game. One source of this misconception is a two-page manuscript, now at The Historical Museum at St. Gertrude in Cottonwood, Idaho, written by Warren pioneer Taylor Smith. In it, Smith names five men who reportedly saw the game and told him about it, one of whom was W. J. Kelly.²¹

Since Otis Morris never heard the story from his own stepfather, before W. J. Kelly died, Taylor Smith may have fallen for a practical joke. Logically, given the anti-Chinese attitudes that so prevailed in early Idaho, it is difficult to believe that a lone Chinese man would sit across the table from a Caucasian man, in a roomful of other Caucasians, staking his entire fortune playing a "white man's" card game.

The Bemises may have known about the story and perhaps even entertained their friends with it. Nearing death, however, Polly denied that it had ever happened. Both Polly's denial, and her listing as a widow in the 1880 census, provide strong evidence for the inaccuracy of the "won in a poker game" legend.

The Name "Lalu"

There is another unsolved puzzle with regard to Polly Bemis. Numerous secondary sources state that her Chinese given name was "Lalu"; however, that name does not appear

in any of the newspaper accounts, in the interviews with Polly, or in the Shepp diaries.

Several Idaho repositories own copies of an undated typed manuscript about Polly Bemis written by George J. Bancroft, a mining engineer who knew the Bemises beginning around 1917.²² It may be the source for the undocumented name, "Lalu." Although the first page of some copies contains the handwritten name "Lalu Nathoy," probably added by Bancroft's daughter, writer Caroline Bancroft, the name "Lalu" is not in the manuscript at all.

While we know Polly's last name, Nathoy, from her 1894 marriage certificate, her first name appears as "Polly" on that document, despite one author's assertion that it contains the name "Lalu."²³ No primary or contemporary evidence was found for Polly's original first name being "Lalu," despite its frequent use in secondary sources.

Other Research Avenues

Oral histories provided previously unknown facts about Polly's life, or confirmed already known details. The chief informant, Johnny Carrey, now deceased, was the last remaining person with the best knowledge of her. As a child, Johnny's family lived on the South Fork of the Salmon River. Starting in the first grade, he had to move into Warren, away from his family, in order to go to school. His sister Gay followed the next year.²⁴ Although Johnny lived in a hotel, his little sister could not do that, so she lived with Polly during the 1923-1924 school term. Johnny spent a great deal of time at Polly's also, helping Polly with chores, such as bringing in wood, and socializing with Polly and Gay.

Research in newspapers, particularly the *Idaho County Free Press*, and in the census records, was undertaken at the University of Idaho Library, and through material obtained on interlibrary loan. Particularly helpful were interviews with Polly in *Field and Stream* in June 1923; in the *Idaho County Free Press* on August 16, 1923; in the *Idaho Daily Statesman* on August 4, 1924; and information about her in the *Sunday Oregonian* on November 5, 1933.²⁵

Staff from The Historical Museum at St. Gertrude allowed me to photocopy M. Alfreda Elsensohn's research materials for her book, *Idaho County's Most Romantic Character: Polly Bemis*. I also examined their photographs of Polly and her personal possessions housed there. At the Idaho State Historical Society Library and Archives in Boise I obtained more photographs and other research materials. The Denver

cont.

¹⁸ Lamont Johnson, "Old China Woman of Idaho Famous," *Sunday Oregonian*, 52:45 (November 5, 1933):Sect. 5, pp. 1, 3.

¹⁹ Morris, interview.

²⁰ Ibid.

²¹ Taylor Smith, letter [to Sister M. Alfreda Elsensohn], August 26, 1958 (The Historical Museum at St. Gertrude, Cottonwood, ID).

²² George J[arvis] Bancroft, "China Polly - (Lalu Nathoy 1863 [sic]-1933) A Reminiscence" (photocopy of typed manuscript, Denver Public Library and Idaho State Historical Society, n.d.).

²³ M. Alfreda Elsensohn, *Pioneer Days in Idaho County*, vol. 1 (Caldwell, ID: Caxton, 1947, reprinted, Cottonwood, ID: Idaho Corporation of Benedictine Sisters, 1965), 95, 97. Page citations are to the reprint edition, and the certificate is illustrated between pages 90 and 91. The first letter of "Nathoy" is possibly an "H." Many Chinese speakers have said that Nathoy is not a Chinese name. Because Polly was from northern China, it is possible that she was from a northern minority nationality, but scholars who research those groups do not recognize either Lalu or Nathoy as belonging to one of those groups. One scholar has suggested that Nathoy, or Hathoy, may be a version of Ah Toy, a common southern Chinese name.

²⁴ Gay Carrey would have been an excellent informant, but she died several years before I began interviewing her brother.

²⁵ Gizycka, "Diary on the Salmon River"; "Woman of 70 Sees Railway First Time"; "Polly Bemis of Warren's Diggins"; and Johnson, "Old China Woman of Idaho Famous."

Researching Polly Bemis: A Chinese American Pioneer - cont.

Public Library had a previously-unknown photograph of Polly with a boating party; information about the image provided by the donor led me to other photographs of Polly in a private collection. The library of Ricks College (now Brigham Young University-Idaho) had information about Cal Carrington, a man who was a member of newspaperwoman Cissy Patterson's 1921 river trip, when she met and interviewed Polly.

Another grant, from the University of Idaho's John Calhoun Smith Memorial Fund, allowed me to pursue concurrent research on Charlie Bemis, some of which, naturally, related to his wife. For that project, I consulted maps and secondary sources at the Bureau of Land Management in Cottonwood, county records at the Idaho County Courthouse in Grangeville, and ledgers at the Bicentennial Historical Museum in Grangeville. That research was subsequently published as "Charlie Bemis: Idaho's Most 'Significant Other.'"²⁶

Conclusions

Historical research has persuaded me to be more skeptical of some of the supposed "facts" about Polly Bemis's life. However, because this is a work in progress, more new information in the form of letters and/or diaries may yet emerge to resolve these questions more satisfactorily.

People often ask me why Polly Bemis is so important. To me, she represents all the forgotten Chinese women who came to the United States during the late nineteenth century, women who arrived often unwillingly, without knowing English, and with no prospect of ever returning home. While here, these women faced racial prejudice from Caucasian people, and sexual discrimination from Chinese men. Polly Bemis lived in Idaho for over sixty years. During that time, her strength of character enabled her to rise above adversity, winning respect and admiration from everyone who knew her. Despite the ambiguities and contradictions about Polly's life that still remain, there is one thread that joins all the informants together. In one way or another, they have all said, "Polly was a wonderful person, and everybody loved her."

Acknowledgments

Although many, many people have aided my research in numerous ways, I owe my deepest debts of gratitude to Terry Abraham and Johnny and Pearl Carrey, as well as to Cort Conley, publisher, Backeddy Books. A greatly-appreciated Idaho Humanities Council Research Fellowship enabled me to investigate the real facts about Polly's life in order to dispel the myths and legends about her, and a grant from the University of Idaho's John Calhoun Smith Memorial fund enabled me to research Polly's husband, Charlie Bemis. All materials generated by these projects will eventually be housed in the Asian American Comparative Collection, Laboratory of Anthropology, University of Idaho, Moscow.

Works Cited

Bancroft, George J[arvis]. "China Polly - (Lalu Nathoy 1863 [*sic*]-1933) A Reminiscence." Photocopy of typed manuscript, Denver Public Library and Idaho State Historical Society, n.d.

Elsensohn, M. Alfreda. *Pioneer Days in Idaho County*. Vol. 1. Caldwell, ID: Caxton, 1947. Reprinted, Cottonwood, ID: Idaho Corporation of Benedictine Sisters, 1965.

Gizycka, Eleanor. "Diary on the Salmon River," part 2. *Field and Stream* 28 (June 1923): 187-188, 276-280. Reprinted in *Idaho Yesterdays* 41, no. 1 (Spring 1997): 7-23.

Idaho County Free Press. Grangeville, ID. August 16, 1923.

Idaho Daily Statesman. Boise, ID. August 4, 1924.

Idaho Sunday Statesman. Boise, ID. September 24, 1933.

Johnson, Lamont. "Old China Woman of Idaho Famous." *Sunday Oregonian* 52, no. 45 (November 5, 1933): sect. 5, pp. 1, 3.

Klinkhammer, Peter. Interview by Marybelle Filer. In Shepp Ranch (Idaho) [Diaries 1903-1971]: January 1, 1958, "Notes on 1910-1911 Diary," in Year Book 1954. University of Idaho Library Special Collections, MG 155.

McCunn, Ruthanne Lum. *Thousand Pieces of Gold*. Reprint, Boston: Beacon Press, 1988.

Morris, Otis. Interview by Herb McDowell. 1963? Tape recording, in author's possession.

Shepp, C[harles] W. Diaries, Nov. 1, 1902-June 22, 1909. Transcribed by Marian Sweeney, photocopies of typescripts, University of Idaho Library Special Collections, Moscow, MG 5209. Hereafter, these are individually cited as Shepp, Diary, together with the date.

Shepp Ranch (Idaho). [Diaries, 1903-1971]. Photocopies, University of Idaho Library Special Collections, Moscow, MG 155.

Smith, Taylor. Letter [to Sister M. Alfreda Elsensohn], August 26, 1958. The Historical Museum at St. Gertrude, Cottonwood, ID.

United States Bureau of the Census, *Ninth Census (1870), Idaho Schedules, Idaho County, Washington* [Warren] Washington, DC: National Archives. University of Idaho Library, Moscow, microfilm reel no. 37.

———. *Tenth Census (1880), Idaho Schedules, Idaho County, Washington* [Warren]. Washington, DC: National Archives. University of Idaho Library, Moscow, microfilm reel no. 38.

United States Department of Internal Revenue. *Internal Revenue Assessment Lists for the Territory of Idaho 1867-1874*. Washington, DC: National Archives. University of Idaho Library, Moscow, microfilm reel no. 1010.

Wegars, Priscilla. "Charlie Bemis: Idaho's Most 'Significant Other.'" *Idaho Yesterdays* 3 (Fall 2000): 3-17.

———. *Polly Bemis: A Chinese American Pioneer*. Cambridge, ID: Backeddy Books, 2003.

———. "Polly Bemis: Lurid Life or Literary Legend?" In *Wild Women of the Old West*, ed. Glenda Riley and Richard W. Etulain, 45-68, 200-203. Golden, CO: Fulcrum. 2003. ■

²⁶ Priscilla Wegars, "Charlie Bemis: Idaho's Most 'Significant Other,'" *Idaho Yesterdays* 3 (Fall 2000), 3-17.

Cataloging Alaska - cont.

see also) that standardizes headings using a controlled vocabulary. Without this, there is no consistency between records within the same catalog, much less between catalogs from different libraries. Catalogers are trained to make sure records contain headings authorized by the Library of Congress or some other authorizing body; additional specialized training is required to submit proposals for new headings. "In this state that has so many unique subjects and peoples and geographical locations to describe," says Iliff, "we do not have one cataloger who can create these authority records."

What We Saw

Corey O'Halloran: First on the Scene

According to O'Halloran, the first week was about answering questions he had prior to starting work: "Will the objectives of the job description be met? Will the interns learn and at the same time serve the patrons of the library? Is the cataloging supervisor as professional and knowledgeable as was advertised?" Corey also witnessed first-hand how the organization and ultimate workflow plan for the internship would unfold. Besides experiencing minor computer problems and having limited office space, work flowed fairly smoothly.

Being the first to arrive at ARLIS, he benefited from having intensive one-on-one communication with his supervisor; in turn, he believes his performance during the first week gave his supervisor insight into the problems and difficulties of integrating the other interns into the cataloging department. For example, this early feedback enabled Iliff to make improvements to the manual outlining local cataloging policies. This manual would eventually be used by all six of the interns as they learned about practices specific to ARLIS, so it was helpful to make the bulk of the changes prior to their arrival. As the first intern on site, O'Halloran provided the fresh perspective that helped Iliff revise the manual for the benefit of others.

Sandra Macke: Reality Cataloging

"While the entire experience at ARLIS has been great, two factors have been especially helpful to my cataloging," says Macke. "The first is cataloging real records in a real system. Creating, improving, and importing records from OCLC into our local system have all been a new experience for me. Also, working with issues such as authority control and local practice has been very educational."

The second factor is working with the cataloging tools. ARLIS has been extremely supportive in offering the needed resources, electronic and otherwise. I work daily with OCLC CATME, OCLC records, Cataloger's Desktop, Classification Web, and print-based AACR2R."

Cathy Miller and Lisa McDaniels: Cataloging Community

"The informal learning through the quality assurance process has been a very useful part of the internship for me," says Miller. "We all have knowledge in different areas, so the peer review process serves to fill in each other's gaps and bring more consistency to the cataloging process as a whole. Having five other catalogers with whom to discuss cataloging dilemmas and to answer questions has been wonderful. Hopkins (2002, 375) discusses the importance of the 'community of catalogers' in the education of new professionals in particular. AUTOCAT is a great resource, but having our own little community of catalogers right here is even better."

There is great satisfaction in being able to produce high quality records. The better the quality of our records, the more likely it is we will reach our end goal: connecting people with resources. By contributing these records to OCLC, this benefit extends beyond ARLIS patrons to anyone using OCLC's WorldCat."

For McDaniels, the benefits of the internship have included not only improving her cataloging skills but also the increased confidence that goes along with the new skills. "It's wonderful to have Julie, an excellent cataloger and teacher, five other interns, as well as all of the cataloging tools you could ask for, right here every day. It provides exactly the kind of accelerated learning environment I sought to serve as a catalyst for my career. I realized that in many ways I was already a decent cataloger, but now I have the verification to back that up. I also now have six additional catalogers I can consult when I have questions in the future!"

Nicole Jackelen: Alaskan Adventure

Part of the intern experience, of course, was about the adventure of being in Alaska. For Jackelen that adventure began just three days after her arrival. "Once I had established an address, I set about exploring my new city and state. Admittedly, it's a bit difficult to travel in this state without a car. One can maneuver around the city easily enough with public transportation, but getting to the "wilds" is a different matter entirely, and more problematic. I shouldn't have worried, however; as it turns out, the group at ARLIS enjoys taking field trips to various towns and alpine meadows on the weekends, taking in the sights, hiking beautiful trails, and inevitably finding the best pie in the state. Sightseeing has become one of my favorite extras of the internship, and something to look forward to during the off hours at ARLIS."

What We Accomplished

The interns are clearly pleased with the experience they gained at ARLIS, but what was the payoff for the ARLIS management team? In terms of sheer numbers, the cataloging team created 1,221 original records in the first four months of the internship program. Counting all categories of cataloging statistics (copy cataloging, added copies, original cataloging, call number maintenance, and other maintenance), the cataloging team racked up a total of 3,271 record transactions.

Looking beyond just the tally, members of the management team had these comments about the contributions of the interns: "Before we had the ECO catalogers, large collections of agency reports were out on the floor without cataloging," Celia Rozen reflects from her perspective as Collection Development Coordinator. "They were only accessible via a finding aid or via the institutional memory of a particular ARLIS librarian. The ECOs have tackled many of these uncataloged collections which are now integrated into the main ARLIS collection, thereby reducing confusion and the number of places a patron goes to retrieve items. This also increases security, as items that are linked in the catalog are more easily checked out and tracked."

According to Carrie Holba, Reference Services Coordinator at ARLIS, "the interns experienced the real world demands of a production-oriented project, the complexities of management decision making, and the many impacts of a limited budget. The library, in turn, got a lot of quality cataloging time at a very reasonable cost. The success of this program paves the way for other library internship programs,

cont.

Cataloging Alaska - cont.

such as reference service, collection development, or systems.”

Nancy Tileston, Systems Librarian, sums up the internship program this way: “This is a four-way win: ARLIS gets a whole lot of things cataloged that have been sitting in the back rooms for a long time; the interns get cataloging and job experience; libraryland benefits from having additional experienced catalogers out in the field; and Alaskans and others interested in Alaska natural resources gain access to valuable documents.”

Parting Thoughts

Most of us who work in libraries are faced with seemingly insurmountable challenges at one time or another, even more so in times of shrinking budgets. Constraints will always exist but often solutions are there if we allow ourselves to see beyond the usual assumptions, traditions, and other barriers to creative resolutions. The ARLIS cataloging internship program began with a vision of the core library values of 1) training competent catalogers, 2) enhancing access to resources, and 3) providing excellent reference service. The idea became a reality because of a willingness to seek alternative funding and hiring sources. The challenge at ARLIS happened to be a large cataloging backlog, but the same principles and process apply to any situation that requires rethinking the standard mode of operation. We hope this story of a successful project meeting both the needs of new catalogers for quality experience and the needs of libraries for quality cataloging will serve as a useful model for others in the library world, from new professionals to directors.

The authors wish to acknowledge the editorial assistance of Juli Braund-Allen, ARLIS Management Team Librarian and Associate Professor, University of Alaska Anchorage, and Daria O. Carle, Science Librarian/ARLIS Reference Librarian and Assistant Professor, University of Alaska Anchorage.

References Cited

Fallis, Don, and Martin Fricke. 1999. Not by library school alone. *Library Journal* 124 (17): 44-5.

Fritz, Deborah. 2003. Email to Julie Moore Iliff, 14 February.

Holba, Carrie. 2003. Email to the authors, 7 November.

Hopkins, Judith. 2002. The community of catalogers: Its role in the education of catalogers. Pages 375-381 in *Education for cataloging and the organization of information: Pitfalls and the pendulum*, edited by Janet Swan Hill. Binghamton, N.Y.: Haworth Information Press.

Letarte, Karen, Michelle R. Turvey, Dea Borneman, and David L. Adams. 2002. Practitioner perspectives on cataloging education for entry-level academic librarians. *Library Resources & Technical Services* 46:1, 11-22.

Rozen, Celia. 2003. Email to the authors, 10 November.

Spillane, Jodi Lynn. 1999. Comparison of required introductory cataloging courses, 1986 to 1998. *Library Resources & Technical Services* 43:4, 223-230.

Tileston, Nancy. 2003. Personal communication with the authors, 10 November.

Turvey, Michelle R., and Karen M. Letarte. 2002. Cataloging or knowledge management: Perspectives of library educators on cataloging education for entry-level academic librarians. Pages 165-187 in *Education for cataloging and the organization of information: Pitfalls and the pendulum*, edited by Janet Swan Hill. Binghamton, N.Y.: Haworth Information Press.

Vellucci, Sherry L. 1997. Cataloging across the curriculum: A syndetic structure for teaching cataloging. *Cataloging & Classification Quarterly* 24 (1/2): 35-59. ■

Book Review:

***Polly Bemis: A Chinese American Pioneer*, by Priscilla Wegars - cont.**

Wegars's biography of Polly Bemis provides an excellent introduction to Asian-American culture in the West as well as an inspiring true story of a Chinese-American heroine. Yet, because it was written expressly for a very young audience, *Polly Bemis: A Chinese American Pioneer* leaves out many details of the subject's life. Adult readers who want to know more about Bemis can look forward to a biography written especially for them. A third biography for middle-school-aged children is also in the works. Meanwhile, advanced readers of all ages who are interested in further research on the subject of Asian Americans in West may want to consult a collection

of articles edited by Wegars, *Hidden Heritage: Historical Archaeology of the Overseas Chinese*. Another illustrated work by Wegars, *Chinese at the Confluence: Lewiston's Beuk Aie Temple*, serves as an exhibition catalog and an introduction to Chinese culture. (Having seen this lovely book, readers may want to visit the exhibit itself.) In the future, we can expect to hear more on the topic as historians and archaeologists work together to restore a lost piece of the puzzle: the Asian-American contribution to Idaho state history. ■

30 Years of SIRS

For thirty years, SIRS has been dedicated to providing credible, reliable and age-appropriate databases. We use cutting-edge technology, but always rely on our well-trained, knowledgeable staff to make decisions regarding content.

Join us on a virtual tour at **www.sirs.com**

- * Explore the world with **SIRS reference databases** that deliver full-text articles, documents, Internet resources and graphics on diverse topics.

SIRS Researcher – general reference, social issues, health, science and business

SIRS Government Reporter – historic and government documents, directories and almanacs

SIRS Renaissance – current perspectives on the arts and humanities

SKS WebSelect – selected Web sites of paramount research value

SIRS Interactive Citizenship – a series of interactive electronic books that meet curriculum standards, *What Citizens Need to Know About ...*

• *Government* • *Economics* • *World Affairs*

SIRS Discoverer – general reference designed for the young researcher

Discoverer WebFind – carefully chosen Internet resources for young researchers

- * Meet the **SIRS team** that is responsible for high quality content, friendly and helpful customer service, and around-the-clock technical support.
- * Sign up for a **free 60-day, no-obligation database preview** to discover what you've been missing.
- * Take a look at our **convention schedule** so you won't miss meeting us, learning more about our products and participating in the celebrations we have planned.

Reference Databases * Interactive Electronic Books * Print Products

sirs SIRS Publishing, Inc.
www.sirs.com
1-800-232-SIRS

From:ProQuest
COMPANY

PACIFIC NORTHWEST LIBRARY ASSOCIATION

INSTITUTIONAL/COMMERCIAL

New [] Renewal []

JULY 1 - JUNE 30

I understand that \$20 of these membership dues covers the subscription to the PNLA Quarterly.

Signature _____

Name of Institution, Company or Organization _____

Address _____

Zip/Postal Code _____

Phone _____

FAX _____

Email _____ @ _____

Designated Voting Rep. _____

Phone _____

Check membership category required:

INSTITUTIONS

Annual gross budget:

- Up to \$49,999 \$ 35.00
- \$50,000 to \$99,999 \$ 55.00
- \$100,000 to \$499,999 \$ 75.00
- \$500,000 to \$999,999 \$100.00
- \$1,000,000 and over \$150.00

COMMERCIAL \$100.00

Amount Enclosed \$ _____

(in the currency of country of residence/incorporation)

PLEASE MAKE CHEQUE PAYABLE TO:
Pacific Northwest Library Association (PNLA)
Membership Chairperson
80 Baker Cres. NW
Calgary, AB T2L 1R4
Canada

PERSONAL MEMBERSHIP

New [] Renewal []

JULY 1 - JUNE 30

I understand that \$20 of my membership dues covers my subscription to the PNLA Quarterly.

Signature _____

Name _____

Address _____

Zip/Postal Code _____

Place of Work _____

Position _____

Work Phone _____

FAX _____

Email _____ @ _____

Annual gross salary (in the currency of your country of residence)

- Up to 9,999 \$30.00
(Includes retired, unemployed or not employed in the library field)
- \$10,000 to \$19,999 \$40.00
- \$20,000 to \$29,999 \$50.00
- \$30,000 to \$39,999 \$60.00
- \$40,000 to \$49,999 \$70.00
- \$50,000 to \$59,999 \$80.00
- \$60,000 and over ... \$90.00

Amount Enclosed \$ _____

(in the currency of country of residence)

I would be willing to serve on:

- the PNLA Board Yes _____
- PNLA Committees Yes _____

Circle interests (PNLA will help you connect):

- Academic
- Intellectual Freedom
- Resource Development
- Library Instruction
- Management
- Reference
- Serving Christian Community
- Youth Services

PLEASE MAKE CHEQUE PAYABLE TO:
Pacific Northwest Library Association (PNLA)
Membership Chairperson
80 Baker Cres. NW
Calgary, AB T2L 1R4
Canada



PNLA Quarterly
Library, University of Idaho
Rayburn Street
P.O. Box 442350
Moscow ID 83844-2350
USA

Presort STD
US Postage
PAID
University
of Idaho