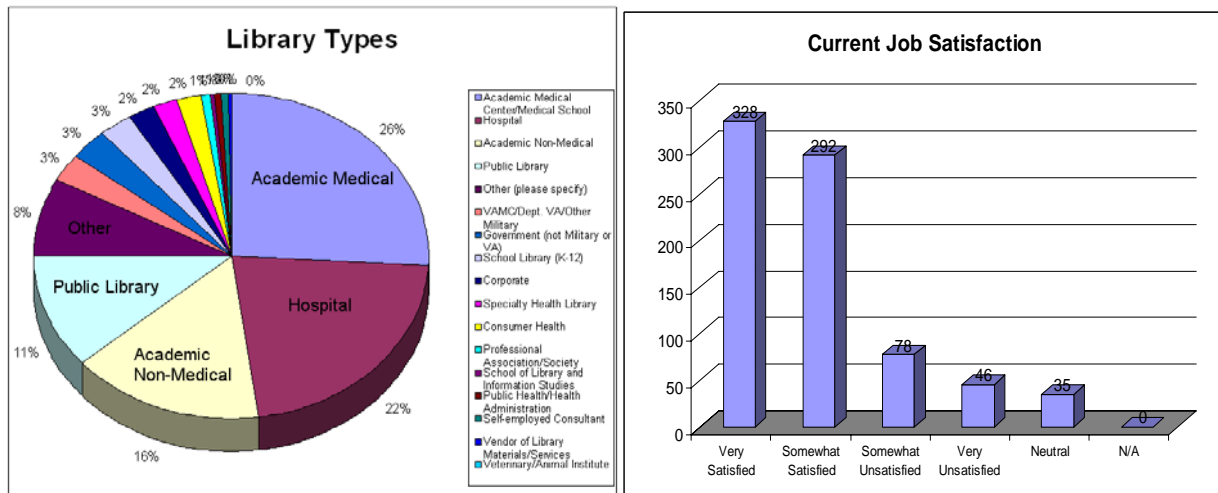


## Charting New Territory Together: Brainstorming Innovative Solutions in Support of New Librarians

New librarians have a lot to offer and a lot to learn in the information profession. Today we'll hear suggestions from representatives of four different groups—new, second-career, and experienced librarians and MLA—about how to address these issues and what proactive steps can be taken in the library to create a positive and cooperative place of work. Whatever category you fall in, we invite you to have a frank discussion about the barriers new librarians face to achieving success and career satisfaction as well as ways new and experienced librarians can work together to overcome those barriers.

### We asked, and you answered.

In a survey conducted in September 2005, over 1,500 librarians and library staff across the MAC region and around the world responded to questions about the problems stemming from new librarian issues affecting workplace morale, recruitment, and retention. The numerous insightful comments identified how much librarians and library staff have thought about these issues and ways organizations such as MLA can help eliminate barriers preventing new librarians from achieving their professional goals.



Among survey respondent comments, the most mentioned topics on ways MLA can improve the situation for new librarians and the libraries where they work include increasing the quality of professional development and continuing education (including mentoring programs), providing networking opportunities, assisting new librarians with little experience secure jobs, and recognizing the value of new librarians who can bring a unique perspective and fresh ideas to old problems.

### Let's introduce the speakers!

**New Librarian—Shannon Jones, MLS, MIS,** is the Education Services Outreach Librarians for the Tompkins-McCaw Library for the Health Sciences at Virginia Commonwealth University. A relatively new librarian, Ms. Jones is active in several professional organizations, including ALA, MLA, MAC, and VaCOHSL.

**Second-Career Librarian—Kelly Near, RNC, MLS,** is a former Nurse Practitioner who currently works as an Outreach Librarian for the Claude Moore Health Sciences Library at the University of Virginia. She will offer her perspective on coming to the library field from another career.

**Experienced Librarian—Carol Jenkins, MLS,** is the Director of the University of North Carolina Health Sciences Library. She will talk about the ways she helps promote health sciences librarianship to graduate library students and assists their continued learning through mentoring and collaboration.

**MLA Representative—MJ Tooley, MLS,** is the Director of the Health Sciences and Human Services Library at the University of Maryland at Baltimore. Her position as MLA President allows her to speak to ways the organization has addressed new librarian issues as well as to hear your suggestions for ways MLA can improve these efforts.

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