

# Library Directions/ A Newsletter of the University of Washington Libraries

Volume 10

No. 3 Spring 2000

## Scholarly Communications: Creation and Change

*Linda J. Gould, Libraries Administration*

More than three hundred years after the precursor of today's familiar scholarly journal first appeared, the future of two of the most valued coins of the realm in academia, print-based scholarly journal articles and scholarly monographs, are being proffered by some as candidates for the endangered species list. The entire scholarly communication system itself is said to be "no longer working." All over the country, and, indeed, internationally, the changing nature and threatened status of the existing scholarly communication system is attracting the attention of university presidents, chief academic officers, scholarly societies, professional associations, public and private funding agencies, publishers, librarians, and scholars. The scholarly communication system "refers to the formal and informal processes by which the research and scholarship of faculty, researchers, and independent scholars are created, evaluated, edited, formatted, distributed, organized, made accessible, archived, used, and transformed."<sup>1</sup> What is there in such a putatively dry topic that would energize thousands of researchers, academic decision-makers, and even shareholders of mammoth commercial publishing firms?

The most important driving forces leading to change are economics and technology, which together are transforming the intellectual products of many an ivory tower scholar into financially viable commodities. The cost of access to information has increased, while at the same time, technology offers expanded opportunities for round-the-clock information availability through digitization. To address emerging issues, new intellectual property laws have come into being (the Digital Millennium Copyright Act of 1998). The way libraries acquire, catalog, and disseminate scholarly information has been transformed forever by the introduction and widespread use of computers. New business models are developing in both commercial and not-for-profit publishing firms. Everyone involved is scrambling to protect turf and revenue streams, and all stakeholders in the process want acknowledgement of their value-added contributions, even as the ground beneath all the players constantly shifts. It is an exciting, challenging, frustrating, and remarkable time for everyone who has a commitment to higher education, publishing, research, and the dissemination of knowledge and information.

The past half-century has seen an unparalleled outburst of new knowledge, especially of the sort published in scientific, technical and medical journals. (Journals are a subset of libraries' serials collections.) For initially benign reasons, but with unintended, and quite deleterious consequences, this same period also saw a growing commercialization of scholarly research as non-profit scholarly societies transferred their journals to profit-seeking publishing firms and conglomerates. Over the past two decades particularly, this commercialization has resulted in corresponding trends of soaring journal prices and, because of subscription cancellations, the consequent diminution of access to research in many fields. The complexities of scholarly communications are such that not only has the percentage of serial unit costs in Association of Research Libraries increased by 175% since 1986, but the number of books purchased by these libraries has decreased by 25% over the same period. There is a clear and documented correlation between these numbers. There are few students or faculty whose work has remained unaffected by these changes. And, numbers alone do not tell the full story.



Catherine Innes, symposium panelist, UW; Michael L. Rosensweig, symposium keynote speaker from the University of Arizona; and Geri Bunker Ingram, UW; join Linda Gould in trying software demos. Photo by Christine Jew.

It is easy to see how the reduced buying power of research libraries would affect a scholarly publisher's decisions to publish one or more books of significant scholarly value, but with limited marketability. The difficulty of finding a publisher in more esoteric subjects can lead directly to a faculty member's advising a graduate student to find an alternative topic or even to some subjects eventually being dropped from a curriculum altogether. This is an

example of how the process of scholarly communication operates as a tightly coupled system. Changes in just about any component of the entire scholarly communication process are likely to have unintended, and sometimes highly undesirable, consequences in another. Another recent example of system disruption, reported in a recent Sunday issue of the *New York Times*, is a legal conflict between a professor and a well-known eastern university about who owns the electronic rights to his lectures and research.

It is critical that all stakeholders realize that the existing system is no longer sustainable in its present form, and that the best way to make the future work on behalf of one's own interest is to help design and direct that future. In an effort to foster a better understanding of the forces and interrelationships within and between the existing and evolving scholarly communication process, many large research libraries are undertaking new programs, sometimes with allied groups on their campuses. The University of Washington Libraries is taking part in an education campaign on this campus in conjunction with the Association of Research Libraries' national education campaign. The Libraries has instituted a series of new activities directed toward faculty, university administrators, graduate students, and faculty editors of scholarly journals. In February, copies of a brochure "[Create Change](#)"<sup>2</sup> were distributed to all faculty mailboxes on the three campuses. The brochure's concise statement of problems and opportunities for action was made available in conjunction with the March 3 symposium: *Scholarly Communication: New Models for a New Millennium*, co-sponsored by the Office of the Provost, the Faculty Senate, and the Faculty Council on University Libraries. Here are a few examples from the brochure of action individuals and groups can take to influence developments: include electronic publications in promotion and tenure discussions; encourage your scholarly society to explore alternatives to contracting or selling publications to a commercial publisher; refuse to review for unduly expensive journals, or refuse to serve on editorial boards for exceptionally high priced commercial journals; become familiar with your own intellectual property rights; and be prepared to alter wording in agreements to publish.

A report on the March 3 symposium is in preparation for the co-sponsors. It will contain recommendations for positive actions that can be taken at the UW as an institution, and by members of the campus community. Other library-initiated activities will include formal and informal meetings and discussions with individuals, faculty departments, and with UW faculty editors

of scholarly journals. Another is the development of a permanent Scholarly Communications Web site, with relevant information and links to emerging and innovative models in various disciplines. (See [www.lib.washington.edu/ScholComm/](http://www.lib.washington.edu/ScholComm/)). The Libraries has created a database of more than two hundred UW faculty who provide editorial services for commercial and non-profit scholarly journals. It will be updated regularly, used for communication, and analyzed to determine the extent of this "hidden" contribution by the university to the publishing enterprise. UW faculty from the three campuses are strongly encouraged to submit information on their editorial activities to [www.lib.washington.edu/cms/sjed.htm](http://www.lib.washington.edu/cms/sjed.htm) for inclusion in the database. The Health Sciences Libraries and Information Center plans to offer a related program in Autumn Quarter, 2000.

The underlying idea of these and similar activities is to share information about actions being taken on other campuses, to engage the interest of stakeholders, to raise questions, to offer alternatives to existing practices, and to encourage conversations among stakeholders in the campus community. The hoped-for, long-term result is a more responsive and sustainable scholarly communication system, developed partly because of the proactive role taken by faculty, librarians and administrators at the University of Washington.

1. Association of Research Libraries, Office of Scholarly Communication "Create Change" brochure.
2. If you missed receiving the brochure, we'll be pleased to send you one. Contact Linda Gould, (206) 685-2622, or [ljgould@u.washington.edu](mailto:ljgould@u.washington.edu).

*Library Directions* is produced three times a year by the University of Washington Libraries staff. Inquiries concerning content should be sent to:

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## Digital Initiatives Program Supports Life-long Learning

*Geri Bunker Ingram, Libraries Administration; Kris Kinsey, MSCUA; Allen Maberry, Monographic Services; Judith Henchy, International Studies; and Kelly Mecifi, Monographic Services*

### Part 2

In the Winter 2000 edition of *Library Directions*, we began an update on Digital Initiatives featuring the University Libraries' extensive collections of specialized and scarce materials.

We underscored the importance of campus-wide and regional collaborations, most notably in the partnership enjoyed with the Center for Information Systems Optimization (CISO). CISO's high-performance digital asset management software (CONTENT) allows us to create and manage multi-media files on the Web, including images, audio and video, and to link



*Cities and Buildings, #mlc3. Notre-Dame-du-Haut, Ronchamp, France, by le Corbusier, 1950-54. Photo, Meredith Clausen, 1996.*

them with finding aids. In Part 2, we highlight UW faculty image collections, digitized and managed in CONTENT, which are used in teaching not only at the UW, but also by learners the world over.

### Images for Teaching and Learning

The Digital Initiatives Program supports faculty members who depend upon visual imagery in their daily teaching and research. Citizens, students and scholars consult Art Professor Meredith Clausen's popular [Cities and Buildings](#) archive. Originally begun as a composite of various 35 mm slide collections, now over 6,300 searchable images of architecture and city views from around the world are provided to life-long learners over the Web.

Botany Professor Roger del Moral also uses extensive slide collections in his teaching and research. Now through digitization, he is able to offer the images over the Web. The digital [Mount St. Helens Succession Collection](#) consists of 235 photographs. The images are part of a series of "permanent plot views" (photos taken of or at the same site over a period of years). The images show photos of some of the more common species of plants as well as general aspects

of affected habitats. The impacts of the May 18, 1980 eruption of Mount St. Helens varied from very minor deposits of ash to total destruction. These photos capture some of the changes that have occurred during the last twenty years.

The [Plants of Western Washington](#), another of del Moral's slide collections, was designed to aid learning and to support laboratory and field trips for students taking Botany 455. This collection consists of over 600 views of plants commonly found in Western Washington. Considerable ecological information is also provided. One can search for species within a plant family, species found in particular locations or species not native to the state.

### Using Technology to Extend the Readers' Reach

Digital Initiatives is also hosting the [Thai Journal Indexing Project](#), part of a cooperative project of the Committee on Research Materials on Southeast Asia (CORMOSEA), a subcommittee of the Association for Asian Studies. CORMOSEA librarians proposed an ambitious plan to enhance access to periodical indexing of the vernacular literatures of Southeast Asia. The initial phase of this project, which received funding from the Association of Research Libraries in early 1999, will expand the existing indexing tool for the region, the *Bibliography of Asian Studies*, and includes the Thai Journal Indexing project.

The pilot project uses scanning technology and CONTENT software to capture abstracts of periodical articles in Thai script. Indexers hired by the project are providing analysis and transcription of names and titles into Roman script. Using CONTENT's remote inputting function, other cooperating libraries, including the Technical Information Access Center (TIAC) in Bangkok and the Center for Research Libraries in Chicago, will make contributions to the index. This project will allow researchers to read enough of the article in the original Thai script to see if they wish to request a copy through interlibrary loan. It is hoped that further cooperation with TIAC and extensions to CONTENT will someday provide patrons with full-text versions of publications not held in U.S. libraries.



*Mount. St. Helens Succession, #msh157. Aspect of Pumice Plain. Photo, R. del Moral, 1989.*



*Plants of Western Washington, #545. Trifolium pratense (red clover). Photo, R. del Moral, 1983.*



**Libraries Strategic Plan:  
1999-2003**

*In order to take into account evolving economic, social, and political changes, University Libraries staff has worked together to re-examine its assumptions and conventions. The goals of the 1999-2003 Strategic Plan are as follows:*

- 1. Select, maintain, and preserve essential information resources, including the diverse and the unique, to support the missions of a premier academic research institution.*
- 2. Increase information and technology literacy in order to build a community of lifelong learners.*
- 3. Acquire, organize, and deliver information resources rapidly and responsibly to enhance access to knowledge for our users.*
- 4. Increase organizational agility and accountability and empower staff in order to anticipate and respond to the evolving needs of our users.*
- 5. Participate fully in the intellectual life of the University.*
- 6. Improve the quality of library facilities to support the needs of people, services, and collections.*

## **Recent Grants and Initiatives**

### **ARL New Measures Initiative**

The University Libraries is participating in two projects that are part of the Association of Research Libraries' [New Measures Initiative](#). This initiative will develop performance measures on outcomes and impacts of libraries on the academic enterprise. This spring the Libraries is participating in: (1) a pilot project, spearheaded by Texas A&M, testing the utility of service effectiveness measures using the SERVQUAL instrument across 12 institutions; (2) an effort to develop measures that address the use and impact of electronic information resources. Steve Hiller is leading the UW participation.

### **Central Eurasian Information Resource**

A new U.S. Department of Education Title VI program for Technological Innovation and Cooperation in Foreign Information Access has awarded the Libraries \$285,000 over three years—from 2000 through 2002—to develop a Central Eurasian Information Resource (CEIR). The proposal was jointly developed by the Libraries' Slavic & East European Section and the Jackson School's Russian, East European and Central Asian Studies program. CEIR will bring together in Web format otherwise inaccessible statistical, text and image information essential for the study of the vast regions of contemporary Russia, Central Asia and Eastern Europe. Michael Biggins is the Libraries' project lead.

### **Collaborative Digital Imaging in Washington State**

The Libraries received a combined \$34,947 "best practices" grant from the Washington State Library for a collaborative digital imaging pilot project. The grant brings together six organizations, and uses the CONTENT software from the Center for Information Systems Optimization. Working with Washington State and Gonzaga universities, Ellensburg and Port Townsend Public libraries and the Jefferson County Historical Society, the UW's Digital Initiatives Program is playing a dual role of training and seeding a regional labor history archive. Geri Bunker Ingram is the project lead.

### **EthnoMed**

The Health Sciences Library has been awarded a one-year \$50,000 subcontract for developing a community outreach component for the [EthnoMed](#) project by the National Network of Libraries, Pacific

Northwest Region. Ellen Howard, K.K. Sherwood Library, leads this project which targets the six refugee/immigrant groups new to the Seattle area already identified by the Harborview HouseCalls program. The expected outcomes are to increase the resources of the communities to access and create health-related online information and to increase the use of EthnoMed and other Web-based information by health providers for these populations.

### **Patient-centric Tools for Regional Collaborative Cancer Care Using the NGI**

Sherrilynne Fuller and Debra Ketchell from the Health Sciences Library are participating in a three-year, \$1,352,000 National Science Foundation grant to examine the application of collaborative technologies to the three axes of physician interaction with patient information in the diagnosis, management and treatment of cancer; consultations between referring physicians and Seattle Cancer Care Alliance physicians including tumor board conferencing; and radiation oncology treatment planning. Brent Stewart, Radiology, Fred Appelbaum, Seattle Cancer Care Alliance and Sherrilynne Fuller are co-investigators.

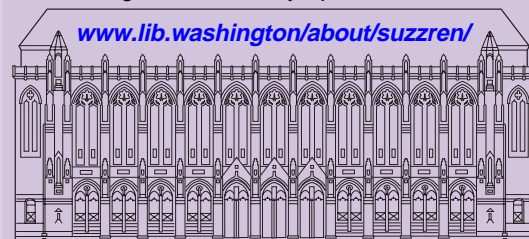
### **PrimeAnswers**

The [PrimeAnswers Project](#) is developing a digital knowledge base of critically appraised information to assist primary care providers in using the best available evidence in their daily management of patients. Recently awarded to the Health Sciences Libraries by the National Library of Medicine, this \$448,802 three-year information systems grant provides the vehicle to determine if a simplification or reduction in the barriers to access and speed of information retrieval can enhance patient care. Debra Ketchell is the principal investigator and Leilani St. Anna is the project manager.

### **Suzzallo on the Move**

Preparation for Suzzallo renovation has begun! For weekly updates, see:

[www.lib.washington/about/suzzren/](http://www.lib.washington/about/suzzren/)





## An Interview with Jerry Anderson

*When A. Gerald (Jerry) Anderson joined the UW Libraries in October, 1974, he progressed from cataloging to reference work and selection in both Scandinavian literature and Philosophy. Anderson came from the Library of Congress in*

*the Dutch/Scandinavian Section, working with the National Program for Acquisitions and Cataloging (NPAC). He received an M.A. (1967) and A.B.D. (1970) in Scandinavian Languages and Literature and an M.L.S. (1972) from the University of California at Berkeley. As he neared retirement at the end of February, 2000, Anderson shared some thoughts with Library Directions about his years with the Libraries.*

**LD:** How did you become involved with Scandinavian studies?

**JA:** When I was in college I had a year at the University of Oslo on a Fulbright fellowship. After college and the Army I decided that I loved Scandinavia so much I'd go back into graduate school. I felt then, and still do, that the Scandinavian countries have more humane, egalitarian societies than we do, and the way of living, at least when I was there, is not as stressed as ours. The Scandinavians trust their government and things work better. There is much we can learn from them.

**LD:** In what ways have you worked with the UW's Department of Scandinavian Studies?

**JA:** First of all, I could not ask for a better faculty to work with. Because the Scandinavian program has grown very much, we're under some pressure to supply materials for all the new fields of study. My job is to cover these fields and select in the various languages. During my years here, they've added the Finnish program and the Baltic program—Latvia, Lithuania and Estonia—which is shared with the Center for Russian, East European and Central Asian Studies.

The department started in 1908 as Scandinavian Languages and Literature, when certain students requested Scandinavian languages. An electrical engineering professor agreed to teach Swedish, and a year later, as a result of lobbying by citizens and students, the Washington State legislature actually passed a law establishing the department. Dr. Walter Johnson, who retired a few years before I came, was

a great influence, stressing the importance of the department, the library and contacts with the community. The department has evolved from traditional language and literature to area studies, now including history, political science, anthropology, folklore and women's studies. It is celebrating its 90th anniversary this year, and is regarded as one of the top Scandinavian studies departments.

**LD:** What parts of your work have been most rewarding?

**JA:** There are so many aspects of my work that I consider rewarding. First of all I should mention that I served as head of the Philosophy Library for about three years, until it was closed and I returned to the main library. Working with Philosophy faculty and students was a distinct privilege. In addition, seeing the Nordic library resources grow in depth and breadth was extremely rewarding. And then there is the variety of my work: reference, selection, creating exhibits. I suppose you could say the intellectual challenge of the job—of library work in general.

There are two exhibits which I treasure most. One was the Hans Christian Andersen exhibit which emphasized the Andersen collection I was authorized to purchase from Dr. Eliast Bredsdorf and which, when combined with our existing collections, has given us one of the country's best Andersen collections. This occurred soon after I came here. The second was the "World War II in the Nordic and Baltic Countries" exhibit which took place last spring, and which had special significance for many of the area's Nordic-Americans. Two emeritus faculty members who served in the Norwegian resistance provided memorabilia, and two community members who fought for Denmark and Finland respectively were featured in the exhibit.

We have had splendid cooperation and support from all the Nordic countries, particularly the Norwegian and Swedish Information Services. I wish I could name all of the community members who have supported the Nordic collections. Certainly Carl Jarvie deserves mention here for his grant to augment the Libraries' Scandinavian collection. All these events and people, including so many of my colleagues, have made my job more gratifying than I am able to express, and they will be a rich source of memories. I am fortunate that I have been able to combine my love for Nordic studies with my work in librarianship.

**Ed. Note:** Although Jerry Anderson has officially retired from the Libraries, he continues in the same position under a 40% post-retirement provision.

## Tips for a Carefree Summer

- If you are away from the University this summer, remember to make arrangements for books to be returned if they are recalled by another person.
- Please return any books that you are not currently using.
- If you will have access to your UW e-mail account in the summer, sign up for e-mail circulation notices to expedite communications with the Libraries. You can sign up for e-mail notices at any circulation desk.
- You can view your circulation record and renew books remotely using the services available on the Libraries Information Gateway ([www.lib.washington.edu/services/borrow/renew.html](http://www.lib.washington.edu/services/borrow/renew.html)).
- If you are planning to use another university library and are a UW faculty member, you may be able to borrow books directly due to reciprocal borrowing agreements that the UW Libraries has with other university libraries. For more information see [www.lib.washington.edu/ibs/rfbp.html](http://www.lib.washington.edu/ibs/rfbp.html)

## New Fisheries-Oceanography Lab

*Pam Mofjeld, Fisheries-Oceanography Library*

In Autumn Quarter, 1999, the [Fisheries-Oceanography Library](#) opened a new drop-in computing lab for students. The creation of the computer lab was made possible by the Student Technology Fee and by collaboration on the part of the Libraries and the College of Ocean and Fishery Sciences. The lab grew out of a successful Student Tech Fee proposal which provided the 15 computer workstations. The College of Ocean and Fishery Sciences provided the funding for the construction of the room, and the Libraries provided the space. The 15 computers are equipped with the Microsoft Office suite of software, access to the Internet, and software programs used by instructors in Fisheries and Oceanography. The computer lab offers students a place to work on course assignments and to integrate the use of library materials and resources, read e-mail, surf the Web and collaborate with others. The lab also offers hands-on instruction in the use of library resources. Students responding to a recent survey of lab users commented very favorably on the usefulness of the facility.

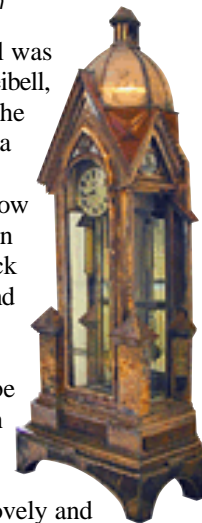


Students at work in the new Fisheries-Oceanography Library drop-in computing lab.

## Historic Clock Moves to Allen Lobby

*Paula Walker, Libraries Administration*

When the cupola atop Denny Hall was constructed in 1895 by Gottlieb Weibell, he reportedly was so pleased with the design that in 1904 he fashioned a matching 9-foot-high grandfather clock for his own use. Weibell's widow gave the clock to the University in 1959, and for many years the clock stood in the Denny entrance hall, and later in the Burke Museum coffee shop. With the Burke Museum renovation, the clock has had to be moved, and it is now on display in the Allen Library lobby. As you enter from the arcade, look to your right, and you will see this lovely and historic clock.



## Fossil Crocodile Finds a New Home

*Nancy Blase, Natural Sciences Library*

A 28-foot-long fossil crocodile has found new housing — in the Allen Library South lobby entrance to the Natural Sciences Library. It is an especially appropriate residence because that library includes the subject areas of natural history and earth sciences. In December 1999, the 10,000-year-old Late Pleistocene cast was placed on the high entry wall. The crocodile (*Tomistoma machikanese*) was discovered in Toyonaka, Osaka Prefecture, on the Japanese island of Honshu. Although dinosaurs as well as crocodiles arose about 240 million years ago, only crocodiles survived extinction 65 million years ago. This fossil's loan to the Libraries from the Burke Museum resulted from discussions between Dr. Jim Kenagy, Burke curator of mammals and professor of zoology, and Nancy Blase, head, Natural Sciences Library. The Office of the Provost and the College of Arts and Sciences funded the installation.







From left to right: Peter Randlette, Mary Randlett, Betty Bengtson, director of University Libraries, and Lisa Randlette share a humorous moment. Photo by Monica Smersh.

## Fifty Years of Photography

*Marjan Petty, Libraries Administration*

Mary Randlett, well-known Pacific Northwest photographer, was featured in the 10th annual University Libraries' Artist Images Series. She gave a spirited and informative slide presentation in the Walker Ames Room the evening of December 9, 1999. The room was packed to capacity as she presented her perspectives and photographs covering a 50-year period.

Randlett's work is held in more than 40 permanent collections nationwide, including the Metropolitan Museum of Art, the Smithsonian Institution, and major Northwest collections. Her photographs are highlighted in two forthcoming books from the University of Washington.

A recipient of many awards and honors, Randlett has also documented poets, artists, writers, sculptors and patrons in the form of portraits. These include Mark Tobey, Victor Steinbrueck, Tom Robbins, Betty Bowen, Robert Maki, Anne Gerber and Theodore Roethke. Other photographic subjects center on the natural environment of the Pacific Northwest, architecture, public art, children and families.

Her accomplishments are of such significance that the University Libraries is interested in purchasing her entire collection for the Manuscripts, Special Collections, University Archives division, where a sizable number of her photographs are already located. A fundraising effort is underway and to date over \$100,000 has been pledged. Should you have an interest in supporting Mary Randlett and the University Libraries at the same time, please contact Marjan Petty, director of development, at [mcpetty@u.washington.edu](mailto:mcpetty@u.washington.edu), or 206-685-1973.

## Libraries Briefs

### Appointments:

**Anne Zald**, special assistant, Office of the Director. January 1, 2000.

**Carla Rickerson**, head, Manuscripts, Special Collections, University Archives. February 1, 2000.

**Marsha Maguire**, Manuscripts and Special Collections cataloging librarian. February 14, 2000.

**Natalie Delker**, reference/instruction librarian, Bothell Campus Library. March 1, 2000.

**Melvin DeSart**, head, Engineering Library. March 20, 2000.

### Retirements:

**A. Gerald Anderson**, reference/Nordic area librarian. February 29, 2000.

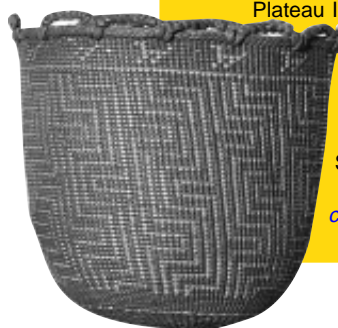
**Mary Jensen**, head, Monographic Acquisitions Section. February 29, 2000.

### NEW!

The **American Indians of the Pacific Northwest Digital Collection** contains photographs, documents and essays about Northwest Coast and Plateau Indian cultures. The collection was

partially funded by a grant from the Library of Congress American Memory Project. The Web site was designed by the UW's Center for Information Systems Optimization (CISO).

[content.lib.washington.edu/aipnw/](http://content.lib.washington.edu/aipnw/)



### Recognition of Length of Service: Librarians

In 1999, these librarians reached the following anniversaries in their employment with the Libraries.

*Ten (10) years of service:* **Judith Henchy**, International Studies/SE Asia Section; **Karen Highum**, Monographic Services; **Neil Rambo**, Regional Medical Library; **May Rathbone**, Monographic Services; and **Dorothy Smith**, Research Express.

*Fifteen (15) years of service:* **Charles Edwards**, Administration; **Diane Grover**, Serials Services; **Debra Ketchell**, HSLIC; and **Joseph Kiegel**, Monographic Services.

Twenty (20) years of service: **Steven Hiller**, Natural Sciences Library; **Terry Ann Jankowski**, HSLIC; and **Gary Menges**, Preservation.

Twenty-five (25) years of service: **A. Gerald Anderson**, Reference & Research Services; **John Gibbs**, Music Listening Center; **Linda Gould**, Administration; and **Ellen Howard**, K.K. Sherwood Library.

Thirty (30) years of service: **Yoon-whan Choe**, East Asia Library; **Andrew Johnson**, Government Publications; **Irene Joshi**, International Studies/South Asia Section; and **Yeen-mei Wu**, East Asia Library.

#### **Service Awards: Classified and Professional Staff, 1999**

The following staff members received service awards during the past year in recognition of service to the University of Washington.

Ten (10) years of service: **Shelby Eaton\***, Engineering Library; **Ronald Farrell**, Government Publications; **Dianna Harbin**, Monographic Services; **Chery Kinnick**, Natural Sciences Library; **Sally Salget**, Serials Services.

Fifteen (15) years of service: **Carolyn Aamot**, Monographic Services; **Susan Baker**, Forest Resources Library; **Jeanne Kapioski**, Administration; **Louise Lippmann**, HSLIC; **Terry Saporta**, Physics-Astronomy Library; **Kate Scully\***, Forest Resources Library; **Mark Vandermeerssche**, Reference & Research Services; and **Mary Van Court**, HSLIC.

Twenty (20) years of service: **Christina Blomquist**, Map Collection; **Mary Sue Burton**, Monographic Services; **Ken O'Leary**, Circulation; and **Patrick O'Reilly**, OUGL.

Twenty-five (25) years of service: **Shao-yu Chen**, Monographic Services; **Terry Kato**, Microform and Newspaper Collections; **Gary Lundell**, Manuscripts, Special Collections, University Archives; **Mary Mathiason**, Monographic Services; **Carol McCready-Cohn**, Monographic Services; and **Constance Worley**, HSLIC.

Thirty (30) years of service: **Wayne Gloege**, Fisheries-Oceanography Library.

\*These staff members were recognized for length of service in 1999, but were eligible prior to 1999.