



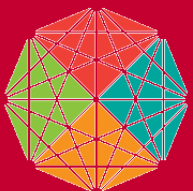
# **Cataloging Without Borders: Building, Training, and Coaching a Diverse Technical Services Learning Community**

**Dejah Rubel, Metadata and Electronic Resources  
Management Librarian**

**Stacy Anderson, Assessment Librarian**

**Carrie Buss, Library Assistant 3**

**Chelsea Mitchell, Part-Time Clerical Assistant**



**ALCTS  
EXCHANGE**

# The Cataloging Goal

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- An RDA record for each album that would survive a potential system migration and/or consortia integration
- Approximately 5,000 items
- 2,300 previously cataloged and processed
- Majority from normal collection development



Found but no artist cited at:  
<http://www.stereo2go.com/topic/incredible-cassette-tape-art>

# The Motivation

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Scott D. Atwell Memorial Project and Celebration of Life



Scott D. Atwell  
1958-2014



# The Reasoning

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- Editing the OCLC records would prevent record conflict if we shared a library management system.
- Popular music chosen to be cataloged first because it was the most likely to get regular use and *seemed* to be the least complicated genre.



Found but no artist cited at: <https://artchats-2d-3d-design.wikispaces.com/Wiki+assignment+2>

# Principles of Andragogy (Malcolm Knowles)

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- Adults need to know why they need to learn something before they learn it.
- The self-concept of adults is heavily dependent upon a move toward self-direction.
- Prior experiences of the learner provide a rich resource for learning.

# Principles of Andragogy (Malcolm Knowles)

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- Adults typically become ready to learn when they experience a need to cope with a life situation or perform a task.
- Adults' orientation to learning is life-centered, and they see education as a process of developing increased competency levels to achieve their full potential.

# Definitions of a Learning Community

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“The defining quality of a learning community is that there is a culture of learning, in which everyone is involved in a collective effort of understanding.”

– Bielaczyc and Collins



Found but no artist cited at: <http://www.stereo2go.com/topic/incredible-cassette-tape-art>

# Definitions of a Learning Community

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“Successful learning communities are all about finding and sustaining a sense of shared effort and interest, and also speaking usefully to an area of actual, practical need.” – Char Booth



“Blow Out Girl” wall art hanging by Blackberry Hill Designs at:  
[https://www.artfire.com/ext/shop/product\\_view/blackberryhilldesigns/4880368/recycled\\_vinyl\\_record\\_blow\\_out\\_girl\\_wall\\_art\\_hanging/handmade/earth\\_friendly/upcycled](https://www.artfire.com/ext/shop/product_view/blackberryhilldesigns/4880368/recycled_vinyl_record_blow_out_girl_wall_art_hanging/handmade/earth_friendly/upcycled)



# Four Characteristics of a Learning Community Culture (Bielaczyc and Collins)

- Diversity of expertise
- Shared objective of continually advancing collective knowledge and skills
- Emphasis on learning how to learn
- Mechanisms for sharing what is learned



Duran Duran Album Art by Patrick Nagel. c1981

# Learning Communities for Libraries

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- Organizational and double-loop learning to support a focus on discovery at the University of Nevada Las Vegas (Fabbi, 2009)
- Self-directed learning and the Technology Challenge at Harold B. Lee Library of Brigham Young University (Quinney, Smith, and Galbraith, 2010)
- Professional staff and librarian learning community at Rowan University based on Miami University model (Boland, 2011, Paper 251)

# Principles for Our Learning Community

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- Equal intelligence, variable experience or knowledge
- Fault tolerant
- High product quality
- Circular knowledge growth
- Communal discussion and/or decision-making
- Embracing higher-level cataloging responsibility



Vinyl Record Silhouette by Carlos Aires at:  
<http://weburbanist.com/2009/08/03/from-vinyl-to-divinyl-12-groovy-ways-to-upcycle-vinyl-records/>

# Building the Team: Recruitment

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## Chelsea

- Strengths: Public library experience, research skills, persistence, availability, respected paraprofessional
- Concerns/Weaknesses: Little vinyl experience, limited cataloging experience



# Building the Team: Recruitment

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## Carrie



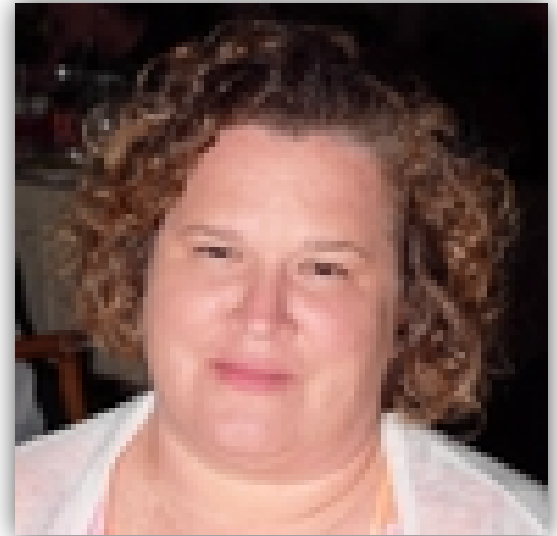
- Strengths: Extensive Connexion knowledge, big picture thinker, some vinyl experience, some copy cataloging experience, respected paraprofessional
- Concerns/Weaknesses: Unaccustomed to editing OCLC master records, little RDA knowledge

# Building the Team: Recruitment

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## Stacy

- Strengths: Subject knowledge and interest, extensive vinyl experience
- Concerns/Weaknesses: Limited recent cataloging experience, unaccustomed to using Connexion



# Building the Team: Recruitment

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## Dejah



- Strengths: Subject interest and some knowledge, some vinyl experience, some experience cataloging sound recordings (EAD), good at creating documentation, thorough project manager, able to give context to inexplicable cataloging rules and how they impact search and retrieval

# Building the Team: Recruitment

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## Dejah



- Concerns/Weaknesses: No music cataloging experience (RDA), limited subject knowledge of some genres



# Discussion / Poll Question #1

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Do you think interest or experience is a better motivator when forming a cataloging learning community? Why?

Option 1: Interest

Option 2: Experience

# Training the Team: Cataloging Boot Camp

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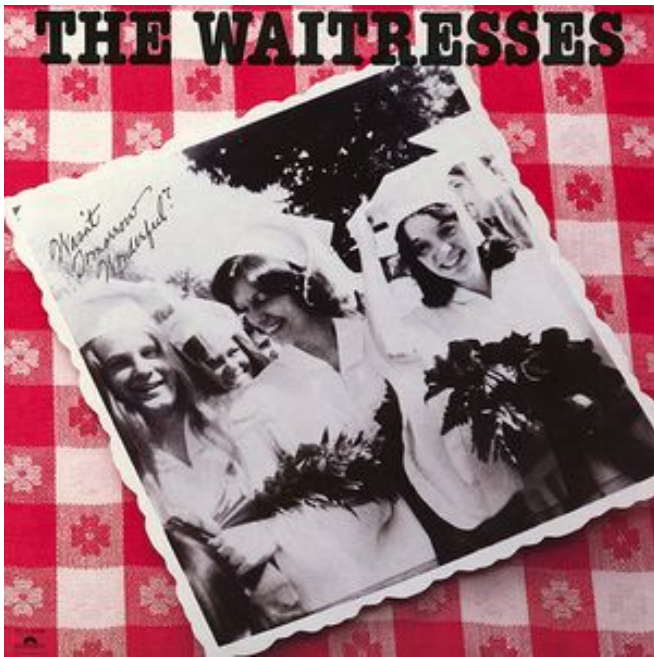
- **Cataloging Tools Training**
  - Glossaries
  - MARC Basics
  - Creating Cutter Numbers
  - NACO/SACO Authority Databases
  - FRBR



Bob Dylan recycled artwork by db-steampunk at: <http://www.db-steampunk.com/Bob%20Dylan-vinyl-record-art-lp>

# Training the Team: Cataloging Boot Camp

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- **Sound Recordings Training: Vinyl Albums**
  - Manufacture
  - Album Anatomy
  - Album Art
  - Unusual Formats (Just for Fun!)
  - Industry Trends

# Training the Team: Cataloging Boot Camp

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- Album Metadata Specifications
  - Developed from RDA Best Practices for Music Cataloging 1.0.1
- 6 Group Cataloging Sessions
  - 2 hours each in the Technical Services bullpen

# Coaching the Team: Ongoing Review and Support

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- Dejah reviews all catalog records. Minor cataloging issues and solutions described over email
- Major cataloging issues discussed among Carrie, Chelsea, and Dejah with email and/or update to the Album Metadata Specifications as needed
- Album Cataloging: The First 300
  - Team review of common errors and lessons learned

# Coaching the Team: Ongoing Review and Support

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- Attempt at non-monetary rewards (pins)
- Gift card to recognize Chelsea (500+!)
- Ongoing irregular meetings to recalibrate team understanding



Black vinyl road LP art (Sean Somer aka Dia) at:  
<http://www.artbusiness.com/1open/050808.html>

# Discussion Question #2

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What best practices do you use to achieve and maintain common technical knowledge when working in a cross-functional team?

# Efficacy: Individual Perspectives on the Learning Community Approach

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## Chelsea

- I think I was picked because I have...
  - Desire for experience
  - Availability
  - Detail-oriented personality
  - Basic cataloging experience





# Efficacy: Individual Perspectives on the Learning Community Approach

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## Chelsea

- Changes in method
  - Previous “method”
  - Challenges of that approach
  - Learning Community method



# Efficacy: Individual Perspectives on the Learning Community Approach

## Chelsea

- How my public library experience helped
  - Patron interaction
  - Public perceptions
  - Public catalog view

ALT AUTHOR	700	1		Crosby, Robbin,  eperformer.
ALT AUTHOR	700	1		DeMartini, Warren,  eperformer.

[Crosby, Robbin, performer.](#)

[DeMartini, Warren, performer.](#)



# Efficacy: Individual Perspectives on the Learning Community Approach

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## Chelsea

- Outcomes
  - Positive experiences
    - Sense of accomplishment
    - Enjoyed the cataloging
    - What I learned
    - Rewards



# Efficacy: Individual Perspectives on the Learning Community Approach

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## Chelsea

- Outcomes
  - Obstacles
    - Overthinking Efficiency
    - Frustrations
    - Personality / Process Style Clashes



# Efficacy: Individual Perspectives on the Learning Community Approach

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## Carrie



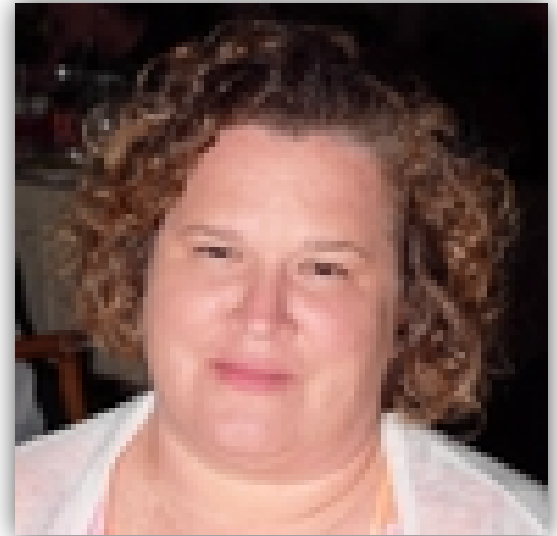
- Past cataloging experience
- Patience and flexibility
- Importance of documentation
- Things I learned
- How much detail is enough

# Efficacy: Individual Perspectives on the Learning Community Approach

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## Stacy

- Draw on others' experience
- Some music copy cataloging experience
- Documentation and examples are essential
- Personal experience and interest in music, particularly type/era we were working on
- How much detail to include especially when you start to recognize names



# Efficacy: Individual Perspectives on the Learning Community Approach

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## Dejah

- Pros:

- Leverages a diverse knowledge base
- Empowers non-catalogers and paraprofessionals
- Teaches non-catalogers and paraprofessionals why cataloging rules matter in both the local discovery system and worldwide
- Embraces entrepreneurial / design thinking and reduces fear of failure



# Efficacy: Individual Perspectives on the Learning Community Approach

## Dejah

- Caveats:
  - MASSIVE time investment



"Vulcan Mind Meld" by The V-Town Have-Nots at: <https://www.youtube.com/watch?v=NNnhhFXGJ-E>

- Why? Syndrome
- Enforcing consistency



# Discussion / Poll Question #3

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Do you think the advantages outweigh the challenges of training and coaching non-technical services library workers (librarians, paraprofessionals, volunteers, etc.)? Why or why not?

Option 1: Yes, they do

Option 2: No, they do not

# Future Challenges for Our Learning Community

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- Unfamiliar genres
- Complicated genres
- Possible recruitment of genre subject specialists
- Maintaining knowledge when working infrequently
- Warped and damaged albums
- Potential future accessions
- Staying motivated and focused to finish! (Only a few thousand left!)

# Questions?

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