



# Integrating Enhance & NACO Work into Pre-Professional Experiences: a Successful Strategy for All

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# What We'll Cover

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- Background
- Managing the process and the people
- Training pre-professionals
- Enhance
- NACO in ETDs, Music and AV
- Pre-professional's perspective



# Definitions and Context

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- KSU system
  - 14 libraries (branches, regional campuses)
  - About 2 million volumes
  - Participate in Enhance and NACO
  - SLIS program on the Kent campus
- Pre-professionals:
  - Graduate student assistants
  - Practicum students
  - Recently graduated volunteers



# Caveats

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- Free labor isn't free
  - Training time is a major commitment
  - Tapers off as preprofessional gains independence
  - Find ways to reward: learning, resume building, etc.
- Best managed as temporary employees
  - Interview beforehand
  - On-the-job training and supervision



# Why Do It?

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- Sense of responsibility toward students
- Inadequate personnel budget and lines
- It's fun!
- It's flexible!



# Best Practices For Managing

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As you would for other employees

- Create a position description
- Recruit
- Interview
  - Expect a résumé



# Best Practices For Managing

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As you would for other employees

- Orient
- Train
- Evaluate performance
- Assess situation
- Repeat!



# Initial Training Tools and Techniques

- Personal Intranet page with resources
- Dual monitors
- Delegation
- “Walk me through...”



# Flavors of Cataloging

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- Copy
  - “What do you notice? What’s different about this record?”
- Adaptive
- Original



# Adaptive

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- Role reversal
  - “Walk me through it”
- Enhance authorization to replace master records
- Communication within Connexion
  - My status “Megan ETD questions”
  - 999 notes



# Original Cataloging

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- Build up from copy and adaptive  
  
and/or
- ETDs
  - Subject and classification complexity
  - Personal name ambiguities



# NACO—Music and AV

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- Relevant NACO funnels to music and AV:
  - NACO Music Project (NMP)
  - NACO-AV Project
- Factors necessary in introducing NACO to workflow:
  - Competency
  - Longevity of experience



# Pre-Professional Cataloger's Perspective

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- Background from SLIS coursework
- Training in University Libraries
  - Hands-on experience
  - One-on-one instruction
  - Joint review of work
  - Grouping of assignments



# Pre-Professional Cataloger's Perspective

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- Cataloging standards/reference materials
  - Library school introduction: Advisable, but not absolutely necessary
  - In-library training: greater exposure to what constitutes quality cataloging
- Quality control in OCLC
  - Input of experienced cataloger important
  - Can more easily learn efficiency without sacrificing accuracy
- NACO authority work



# Pre-Professional Cataloger's Perspective

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- Overall success and related responsibilities of the pre-professional
  - Versatility
  - Past experience in subject area
  - Language experience
  - Willingness to explore new subject areas
- Work with KSU catalogers—decisive factor in gaining employment



# Concluding Statements

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- Best practices in administration, management and strategic planning
- Mutual benefits for both institution and pre-professionals
- “Winning Strategy for All!”



## Coming Soon...

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Lisius, Peter H., Margaret Beecher Maurer,  
Sevim McCutcheon, and Jacob Schaub.

“Integrating Enhance and NACO Work into Pre-  
Professional Experiences: a Winning  
Strategy for All.” *Cataloging & Classification  
Quarterly*. Fall 2010.