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People Profile: Phoebe Ayers

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Catastrophic failure of a publisher server is a far less likely obstacle to access. The raw content seems well covered by the network of archiving initiatives already described. But the temporary provision of publisher site software seems like a weak spot, especially for backup of content on local media. For this reason, it is fair to ask if a publisher has its own mirror site(s) or backup site(s) at a location far from its main servers. As the mass of data accumulates on ever larger publisher servers, this is an important topic of discussion for the experts in archiving like **CLOCKSS** libraries, national libraries, and major organizations serving library and publisher communities.

Archiving discussions always seem to assume a "big publisher" dimension, but they are perhaps even more important to small publishers and open access publishers. To the extent that a publisher is actively involved in electronic publishing, they need to have an archiving plan, and they need to be willing to share the plan's details with clients. Platform providers may take on a larger role for these kinds of tasks for smaller publishers, which is fine as long as the platform provider is responsive to the library community.

Finally, we remind ourselves that the lessons learned about digital archiving from the transition to e-journals also apply to the ongoing transition to electronic books. As eBooks continue to gain popularity, the time is right to settle these archiving matters. The next difficult steps will be in the area of improved archiving solutions for content that is dynamic, integrated, interlinked, and constantly updated. 🌱

against the grain people profile

Reference, Collections and Instruction Librarian
Physical Sciences & Engineering Library, UC Davis
Phys. Sci. & Eng. Library, 1 Shields Avenue, UC Davis, Davis CA 95616
Phone: (530) 752-9948 • Fax: (530) 752-4719
<psayers@ucdavis.edu> • <http://phoebeayers.info>

Phoebe Ayers

BORN AND LIVED: I was born and raised in Arkansas and moved to the West Coast in my late teens; I have lived in California and Washington State.

EARLY LIFE: I received a BA in English from the **University of Washington**, and also went to **UW** for library school; I received my MLIS in 2005. I have worked in a variety of libraries and a fisheries research lab, but discovered my love for engineering information as a graduate reference assistant at the **UW Engineering Library**.

PROFESSIONAL CAREER AND ACTIVITIES: At **UC Davis** I am the liaison librarian for computer science and electrical engineering. I work with faculty and students, work at the reference desk, and collect for these areas. I am also involved in open access outreach and data management activities. This year I am the president of our local SLA chapter (the Sierra Nevada chapter), which covers the Sacramento, CA and northern Nevada areas. I am also involved in **ACRL**, as well as serving as the Web manager for the **UC-wide** librarians association. I enjoy doing program planning and have served in this role for a variety of groups. Finally, I am a member of the **Wikimedia Foundation** Board of Trustees.

FAMILY: I have a wonderful extended family that is scattered all over the U.S., as well as a great network of friends that I have made over the years, so you will often find me visiting one corner of the country or another on the weekends. At home it's just me and some severely neglected houseplants.

IN MY SPARE TIME: I love to travel, which is fortunate because I travel a lot for **Wikimedia** and library conferences, as well as personal trips. **Wikimedia** activities take up a good deal of my spare time; with the remainder I read, cook, make crafts, ride my bicycle, watch bad science fiction TV, and spend way too much time on the Internet. 🌱

Something to Think About — Doubling Up?!

Column Editor: **Mary E. (Tinker) Massey** (Retired, Serials Librarian, Embry-Riddle Aeronautical University, Jack R. Hunt Library) <eileen4tinker@yahoo.com>

Having a little time to think about the present and future of librarianship, I looked at new job vacancies to see what the demands of the field are. We are still facing drastic cuts in operating funds, cut-backs on numbers of positions, and demands to reformat our functioning organizational structure. We have to sit down and figure out what services are more necessary than others and reallocate our workforce to take care of those changes. Granted, new technology has caused us to re-evaluate how we operate for our patrons. How can we begin to make some sense of it? Perhaps we should consider encouraging our staff to further their education by acquiring other certifications and/or degrees to add to their abilities. We are used to having a few librarians increase the number of their credentials in specific areas, such as Music, Engineering, or some other appropriate field. We are now assessing jobs and coupling some of the tasks in order to make things work. The problem becomes the fact that people are being asked to do jobs that they

are not exactly trained to do. You may have training to catalog monographs, but you may need more training to catalog serials or media or documents. Libraries will have to put some of their monies into retraining and furthering education for their present staff. But we must also re-evaluate those needs properly and get the best bang for our bucks. Sending staff to conferences, training workshops, and virtual sessions to update their credentials has become essential — not a luxury. In our small institution alone, we have found a 95% increase in those staff who are now engaged in advanced training or retraining activities. I have been impressed by this increase and hopeful that these staff members will be the ones to retrain others on our staff.

Increased knowledge will have to be obtained in preservation techniques and digital preservation to maintain the viability of our collections and rare materials. That process has begun and soon there will be grants formulated to accomplish many of the dreams we have had. The library has invited me back in the future

to see their results on one of my basic passions I fought to establish over the six years I worked there. I am excited to still be a part of this.

I guess the doubling up I speak about reminds us to keep improving our knowledge in many areas, but it also insinuates that we should be backing up our positions with others who also understand the needs and tasks and can operate on them when the primary person is not there. I have seen too many cases, in both small and large libraries, where only one person knows the tasks and has been out on extended family leave, personal illnesses, or accidents. We can barely function on the reduced staff now, so cross-training is essential.

I think doubling up is indeed something to think about? What say you? Get involved in your library to help that change occur! 🌱

