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Something to Think About-Looking for Answers

Mary E. Massey
eileen4tinker@yahoo.com

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From the University Presses from page 74

libraries have more in common than we sometimes realize: an allegiance to our parent institution; a pre-occupation with mission rather than shareholders; and an urgent need, in times of strained budgets, to communicate the value we add to the academic enterprise. I propose that we look beyond **Georgia State** and continue to discuss and debate fair use and the true meaning of transformativeness both on our campuses and within the more formal structure of the **ARL** and the **AAUP**. And I urge research librarians *not* to take at face value the *Code*'s interpretation of transformative repurposing. In fact, I urge research librarians to seek out nonprofit scholarly press directors and rights managers, at their own institutions and beyond, to engage in discussion and debate around the appropriate limits of fair use. This kind of cooperation and collaboration is essential. All of us, I think, will benefit — just as all of us will benefit from further study of the *Code*. 🌸

Endnotes

1. I would like to thank the following for their comments on an earlier draft of this article: **Peter Dougherty**, **Peter Givler**, **Alex Holzman**, **Laura Leichum**, **Linda Steinman**, and **John Warren**.
2. www.arl.org/pp/ppcopyright/codefairuse/code/index.shtml.
3. *Campbell v. Acuff-Rose Music, Inc.* 510 U.S. 569 (1994).
4. *Infinity Broadcasting Corp. v. Kirkwood*, 150 F.3d 108 (2d Cir. 2008).
5. *Kelly v. Arriba Soft Corp.*, 336 F.3d 811 (9th Cir. 2003).

Something to Think About — Looking for Answers

Column Editor: **Mary E. (Tinker) Massey** (Retired Librarian)
<eileen4tinker@yahoo.com>

Seems like we tend to relax a little when summer arrives. The main part of the year drives us to make so many choices and work at 100% energy levels. Having a bit of time to stop and think, I find that our profession requires us to constantly look for answers. Whether we work in the public eye or behind the scenes, answers are the most important things we pursue. The quarry is elusive, but our determination to succeed is the most important thing — our goal. The majority of answers we seek are patron-associated — filling their needs because that's why we exist. I seek answers for patrons and administrators, but what about my personal answers at work? There are times as a supervisor when employee management is so very impossible. We never know people well enough to understand how they will react to criticism, reprimand,

or even firing. The answers we seek are extremely important to the smooth flow of the work environment and also to the mental health of our coworkers. Our behavior and choices determine how things progress. Being able to counsel all your employees together tends to remove the stigma of singling out one person at a time. Holding strategy meetings with your group and asking their opinions and keeping them in the loop for all changes and challenges are very important. Look for the answers in the team you direct. Teamwork is a wonderful way to have many people input viable answers and make your life less stressful. Remember, answers are our most important products. It is wise to incorporate the finding of answers into our whole work life. Don't you think that's something to think about? 🌸