Happy Holidays!

Welcome to the Winter 2015 issue. Here we inform staff of important news, changes, past and upcoming trainings, and more. Sit down, relax, and enjoy learning about what the library has been up to lately. If you have news or any information that is useful to library staff and/or students regarding the library, contact Sebastian Diaz at 747-6721 or Sol Lopez at 747-6703.

Library Staff Changes

Congratulations to all newly hired or promoted staff!

Monica Gutierrez is now a Library Assistant II in Circulation; she replaced Lucia Spencer-Ruiz who retired. Monica has been with the library since 2012. She holds an M.S. in Social Work from UTEP.

Abbie Weiser was promoted to Assistant Head of Special Collections. Abbie worked as a Processing Archivist in Special Collections since December 2006.

Nahomi Martinez is now a Library Assistant II in Circulation. Nahomi holds a B.S. in Social Work and is graduating with an M.S. in Social Work in 2016. She has been with the library since 2010.

David Flores was appointed to Librarian-Processing Archivist in Special Collections, and is replacing Abbie Weiser’s prior position. David holds an M.L.S. from Texas Woman’s University in 2010 and a B.A. in Photo Journalism from UTEP. He worked and volunteered in Special Collections since 2011.
6 Ways To Win At Office Politics by Travis Bradberry, taken from Forbes / Leadership, published September 15, 2015.

1. **Learn the lay of the land.**

   Whether you just started a new job or just realized that avoiding office politics is detrimental to your career, you have to begin by figuring out exactly what’s going on. Your office is full of allies and rivals, and, if you watch and listen closely, you can get a pretty good sense of who’s aligned with whom: Who has lunch together? Who gets invited to important meetings, and who doesn’t? Who always seems to be the first to know about coming changes, and who always seems to be last to know? What are the cultural hot buttons that get tempers boiling?

   The answers to these questions define your political landscape. This doesn’t mean that you should choose a side—that would be counterproductive—but it’s smart to understand the rules and the players and their strategies before you jump into the fray. Otherwise, you could find yourself unintentionally caught up in a long, simmering rivalry.

2. **Build broad alliances.**

   One of the smartest things you can do is to build alliances throughout the company so that you’ll have a foot in as many of the political camps as possible. If you accomplish this and show people across the board that they can rely on you, you’ll stand a good chance of coming out ahead, no matter which political camp is currently “winning.” You also won’t be left out of the cold if a group of allies leaves the company.

3. **Keep your eyes on the goal.**

   Remind yourself, as many times as it takes, that you’re not engaging in office politics for fun or to be one of “them;” you’re doing it for two reasons: career success and job fulfillment. When you get caught up emotionally, you run the risk of making decisions you’ll regret down the road. Gossiping, backstabbing, manipulating, and the rest are not needed to win at office politics. Keeping your eyes on the goal lets you develop and maintain a strategic approach for dealing with your workplace’s unique political atmosphere.

4. **Make things win-win.**

   Part of what gives office politics such a bad reputation is the perception that there’s always a winner and a loser and that you only win if your opponent limps off the battlefield, bloody and bruised. But, done correctly, this isn’t a zero-sum game. Navigating office politics works best when you follow the golden rule of negotiating: end with everybody feeling like they won. Instead of trying to defeat an opponent, spend that time and energy thinking about how you can both get what you want. This is how you play the game smart.

5. **Never pit rivals against one another.**

   One situation that everybody dreads is getting caught between two warring parties. In a situation like that, it’s easy to tell each of them what they want to hear, even if that’s just nodding in agreement when they bad-mouth each other. But fake allegiances are always exposed in the long run, and then, neither of the people you were trying to impress will trust you again. Instead, steer your conversations back to the facts: What decisions need to be made? What are the next steps? What can I do to help improve this situation?

6. **Stick to your principles, without fail.**

   Before taking any action that’s fueled by office politics, ask yourself why you’re doing it. If you’re motivated by fear, revenge, or jealousy, don’t do it. If it conflicts with your values and beliefs about fair behavior, it’s better not to get involved.

**Bringing It All Together**

Deciding to stay out of office politics altogether isn’t an effective strategy. As long as it’s going on around you, you’re going to be affected by it. It’s a lot better to be a competent, conscious player than to be a bystander or a pawn in the game.
Update on JSTOR Project

For those unfamiliar, the JSTOR Project’s goal is to create space in the library stacks by submitting infrequently used items, that are also available digitally through JSTOR, for inclusion in the Joint Library Facility (JLF). The JLF is a collaborative effort between UT System and Texas A&M System that reduces the cost and need of local storage, while increasing access and improving preservation. The JLF adheres to the Resource in Common (RIC) storage model, which allows for a single item to have shared ownership with system libraries, as long as the item was once owned by the participating library.

The 48’ trailer parked next to the UTEP Library from November 16th to December 16th contained 6,533 such items, from 106 titles (that’s about 270 shelves!). The first of four such withdrawals was accomplished on schedule thanks to the cooperative effort between multiple Library departments, Parking and Transportation, Warehouse Operations, and UTEP’s recycling contractor, Master Fibers. Before the final step of withdrawing and recycling, all items are offered to local and regional libraries ranging from UT academic and health libraries to Ft. Bliss and the Autonomous University of Ciudad Juarez.

For additional information, contact Matthew Lopez, mlopez100@utep.edu, JSTOR Project Librarian.

Message Board

- Congratulations to Jacob Galindo, Instruction Librarian, for being Texas Library Association’s October 2015 Member of the Month!
- If anyone is interested in presenting at the Sun Conference at UTEP, see The 13th International Sun Conference on Teaching and Learning. Deadline to submit proposals has been extended to January 5th, 2016.
- Congratulations to the four staff members who claimed the most digital badges for their staff development efforts: Angela Lucero, Les Arms, Claudia Rivers, and Joy Urbina! Thanks to those who submitted a screen shot of your total number of digital badges, it was a close competition! The co-chairs for the Staff Development Committee will send these to your direct supervisors in January 2016.
- Special thanks to the Events Committee members Lisa Weber, Gracie Galvez, Cynthia Navarro, Yvette Delgado, Claudia I. Rodriguez, Norma Cryer, and Alejandra Mayer for doing such an exceptional job in organizing the Annual Christmas Luncheon!
- Jacob Galindo and Sol Lopez published an article titled “Using Digital Badges for Staff Development at the University of Texas at El Paso” in the Journal of Electronic Resources Librarianship. It will be published in late February or early March 2016.
- Congratulations to all the library’s graduating senior student employees! Thanks for all your hard work!
- Congratulations to Rosa Rodarte’s student employees Eva and Pamela on their pregnancies! Best wishes to the new moms-to-be.
- Thanks to Matthew Lopez, JSTOR project Librarian, for editing this issue of the newsletter!
Message from Our Staff Council Representative

Fellow UTEP Colleague,

I am happy to announce that I have been appointed as your Staff Council District Representative for District #6B. In an effort to better serve The University of Texas at El Paso staff community, Staff Council has launched an initiative to provide representatives to newly designated districts. As your District Representative, I will act as a conduit to the Staff Council for issues, concerns, and recommendations for enhancing the working atmosphere for UTEP staff members as well as the UTEP community. To see the departments that I represent click here.

UTEP’s Staff Council was established by President Diana Natalicio to serve as an advisory body. Since the Staff Council is here to serve you, please accept my invitation to participate in our monthly general meetings where we discuss events, issues, and concerns of the UTEP staff community. The meetings are held every third Tuesday of each month from 2 to 3PM in the Union East Building. For any update on location, you can access our calendar at: http://www.staffcouncil.utep.edu/calendar.

To stay informed of upcoming events and other important campus information, we are emailing a monthly newsletter, Miner Minute, to all UTEP staff members. You may also keep up with us by visiting our website, at staffcouncil.utep.edu or following us on Facebook and Twitter.

As your District #6B representative, you can reach me at ggraciela@utep.edu or send an email to scouncil@utep.edu with any questions or concerns. I am excited to service as your district representative and look forward to working with you! We Work For you! Go Miners!

Sincerely,
Graciela Galvez
Library Assistant II

December 2015 Staff Training Day: Review

The library’s staff training day on Wednesday, December 16th, was very successful. The Customer Service Committee, led by members Angela Lucero, Joy Urbina, Nancy Hill, Jane McGuigan, John Padilla, Les Arms, and Claudia L. Rodriguez, delivered a Star Wars-themed training this year that made the training highly entertaining and functional. Topics consisted of the importance of having a positive attitude when coming to work; to practice kindness, compassion, and mindfulness when interacting with colleagues and users in order to have a lasting impact with our UTEP community. Email, face to face, and phone etiquette skills were covered; the presenters had active exercises for participants that were very helpful. The training sessions ended with tips on controlled breathing to help relieve stress and also to allow for a calm and steady voice when talking.

Staff competencies were discussed in the last portion of the training day and consisted of the Staff Development Committee’s Jacob Galindo and Sol Lopez going over the answers of an online survey on basic library competencies sent out to staff in November. Staff were asked to participate and for every correct answer, a prize was awarded.

At the end of the training day, evaluation forms were distributed and the feedback was very positive; staff loved the themed concept overall, as well as the presenters’ teaching styles and knowledge, and were pleased with the food services selected. Based on some of the feedback, the Staff Development Committee will be planning future training on team building skills and cultural diversity trainings. Stay tuned for more!

The Staff Development Committee is always looking for new members and/or new ideas for staff training opportunities! Please feel free to share on. Contact Sol Lopez at x6703, smlopez@utep.edu or Jacob Galindo at x6702, jrgalindo@utep.edu.

On a Lighter Note...

"I wish I had more time to do at work. All I do is read books all day," said no librarian ever.

someecards
Pics from the December 2015 Christmas Luncheon

Isabell Deharo from Cataloging.

Claudia I. Rodriguez and Eva Perez.

Circulation’s Student Assistant team.

Media & Microform’s Alejandra Mayer with her Student Assistant team.

*All photos on this page are courtesy of Yvette Delgado, Imaging Specialist.*
**Spring 2016 Library Information Literacy Course Enhancement Grant Winners**

Many congratulations to award winners for the Library Information Literacy Course Enhancement Grant for Spring 2016:

- Dr. Pratyusha Basu (ASIA 3300)
- Dr. Eric Boyer (PAD 5350)
- Dr. Stephen Coulthart (INSS 5305)
- Joanne Kropp (HIST/WS 3391)
- Dr. Patricia Lara (SPLP 5360)
- Lindsey Macchiarella (MUSL 1324)
- Dr. Lizely Madrigal-Gonzalez (CHIC 3339)

**What is the ILCE grant?** The UTEP Library awards a select number of grants of $2500 (to use for research or at their discretion) to teaching faculty members or instructors who plan to significantly enhance a course by integrating library-designed information literacy instruction and resources. Since one of the goals of this initiative is to make faculty/instructors and their students more aware of the resources and services the UTEP library has to offer and enhance future use of those resources, the grant will increase by $500 if a workshop on information literacy is attended by the awarded individual.

**IFC 2015 Day of the Dead—Altar Exhibition and Contest**

On November 6th, 2015, Virginia Rassaei, Cataloging Librarian, participated as a judge in the Languages & Linguistics Department’s International Week Festival 2015. She judged a number of Day of the Dead Altars across various locations on campus. Below from left to right, 1st place was awarded to the La India Maria Altar; 2nd place was the Women of the America Altar. The far right is an altar in honor Dr. Dailey.
THE UNIVERSITY LIBRARY

Mission Statement
The library provides innovative and high quality services, programs, and resources that support UTEP's stated mission of education, research, scholarship, and community service. The library provides access to a wide range of print and electronic information resources that meet the individual needs of its users in its multicultural university community and the U.S. – Mexico Border Region.

Campus-wide News links

UTEP On the Move

UT Benefits News

UTEP News