

## Oral History Interview

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*(Interviewer: Laura Kane)*

**Interviewer:** I'd like to start off by thanking you for agreeing to submit to an oral history. We're going to start by asking you to describe how you became interested in medical librarianship or librarianship in general. And just give a brief overview of your professional career. Sarah, would you like to go first?

**Sarah:** Sure. I was a biology major and I was always interested in medical things, and after I married and moved to New Hampshire, I worked as a Library Technical Assistant at University of New Hampshire for awhile. And I sort of became interested in medical libraries at that time and decided it was something I might want to do that would enable me to use my biology degree also. After my children were born, I happened to go to Miami – was down there visiting a relative – and I visited the Calder Library there and met Mildred Langner and talked to her about medical librarianship.

**Interviewer:** She was one of the founders of medical librarianship in the United States?

**Sarah:** Yes, she was a very gracious lady and she gave me a tour of the library and she talked to me at length about the profession and encouraged me to do that. At about that time, the library school at USC had started. I think it had been underway for a couple of years; I was one of the early students at the library school, but I wasn't the very first. So I went back home, and the next semester I enrolled in library school, and the rest is history.

**Interviewer:** How many students were in your library school classes, just out of curiosity?

**Sarah:** It was a fairly large group. I can't give you an exact number. Several people at this meeting were in the class – at least one I know of: Pat Rodgers and I were in the same library school class. The first part of library school there was a professional seminar, and we did it over the course of a summer. And it was just like an everyday thing and that was a fairly good-sized group of people. My guess would be 25.

**Interviewer:** Was your first professional job at the USC School of Medicine Library?

**Sarah:** My only professional job was there at the USC School of Medicine Library.

**Interviewer:** You were there the whole time.

**Sarah:** Yes.

**Interviewer:** How about you, Karen? How did you become interested in librarianship?

**Karen:** Well, I was always interested in science but I was really bad at math, so when I was at the University of South Carolina, I was an English major, and I was sitting on a park bench one day just wondering what I was going to do, and this guy went, “Well, you seem like you would make a good librarian.” Well, at first I thought it was a really insulting thing to say. But I ran to the student counselor and I looked something up and found there actually was a library program there – for school libraries. It was in 1969 or 1970. So, after finishing my degree, I took another year and became certified to be a teacher and a school librarian. Then, I moved to Atlanta and I got a job as a junior high librarian, and that was pretty nerve-wracking. So I started looking for another job and I got a job at a retardation center. I felt like I needed more medical background. I was in charge of the journals and a lot of the cataloging; there was a head librarian, but I think her main job was to supervise me. So I took the medical librarianship course that was offered at Emory University from Miriam Libbey. She really was one of the first people who actually gave a medical librarianship course. When I went to USC to get my library degree in education, there were only seven people in my class. Very, very small program. But there was nothing medical about it. So I took the medical librarianship course from Miriam Libbey and got a special dispensation, because usually you take that at the end of your Master’s degree. So I finished that course in the summer, which was a real panic to do, and then I enrolled to get my master’s degree from Emory. At USC, the full-time program for Master’s wasn’t until 1972, and I had graduated in 1971. So I had to sort of do it all over again. I graduated in 1978 or ’79 from Emory.

My first professional job was at the Georgia Retardation Center. By that time they were requiring that you actually had a master’s degree to be a professional. So I became the Science Bibliographer at Georgia State University, which was very interesting and was right up my alley. I enjoyed it. But then I got married and my husband was in school at the Medical College of Georgia and I moved to Augusta and got a job at the library there in the cataloging department, which didn’t exactly suit my interests. But it was a good place to work. Then I ended up working in another department there. A friend mentioned to me the job in Columbia, so I saw that it was available and I applied. I was sort of in the middle of a divorce. I applied – it was 1984 – and I got the job. It was in Columbia, and it was great. I was there 23 years!

**Interviewer:** Was your title “Serials Librarian” from the beginning?

**Karen:** Actually, the main part of my job was the *Southeastern Medical Periodicals Union List* that I did for the state of South Carolina and for the National Library of Medicine. And the serials were just sort of tacked on, and eventually I inherited all the serials duties.

**Interviewer:** So you referred to the SEMPUL project; how did that project come about? Can you tell us a little about what it is exactly, and how it evolved?

**Karen:** Well, Julie McGowan and Tom Lange started the medical library in Columbia, and since the medical library is 5 miles away from the university, there was a need to have a coordination of what was in Thomas Cooper's library that was medically and scientifically related. And there was also a need in the city of Columbia to know what all the hospitals had, because at that time there was no Internet, there was nothing. So they created a program to get all that information in one place and really what we had was a printout on one of the first word processors. So when I came, that was already in place for the state of South Carolina, and we put the holdings for the Medical University of South Carolina, and then eventually all the libraries in the state of South Carolina. Then was when all of the states in the Southern Chapter decided maybe it would be a good idea if we did a list for them. That was when I ended up coming to South Carolina. All of a sudden I had to input the holdings of five other states into the database that we were creating.

**Interviewer:** It really grew, didn't it?

**Karen:** It did. And very quickly, too.

**Interviewer:** And it's still in use today, isn't it?

**Karen:** Well, it has transformed because we used to send that information to the National Library of Medicine, and they had the online interlibrary loan program, SERHOLD – Serials holdings – so we digitized (or whatever we did at the time) that information, and after the printed copy came the digital copy and we sent that to the National Library of Medicine. All of the interlibrary loans started being routed through our different states. So for the first time, the interlibrary loan process was automated through SERHOLD. And I think that had happened around 1984-85. So it was a real busy time when I first came there; it was a little shocking to have that much electronic responsibility when I really hadn't had that much before, except for inputting stuff on a word processor, which was pretty brand-new at the time, too.

**Interviewer:** Great. I had never been quite sure about SEMPUL and what exactly it was. That's wonderful.

**Sarah:** When we first started that SEMPUL list, we were actually punching cards. I had a brief bit of experience doing that myself.

**Interviewer:** Sarah, you started as the cataloger at the School of Medicine Library?

**Sarah:** I was hired professionally as the cataloger. When I first started at the library, I just went over and said, "You know, I just finished library school; I didn't have a chance to do any kind of internship or anything, and I want something part-time." My children

were still young. So for awhile, I guess about three months, I worked as a part-time temp. Then I was offered a half-time cataloging position.

**Interviewer:** And from there you moved to Head of Reference?

**Sarah:** I wasn't head of reference, but I moved to reference. Then the reference librarian left, and I became the Reference Librarian. Then Head of Reference, then Associate Director for Information Services.

**Interviewer:** Great. So how many years total did you all work together at the School of Medicine Library? I was there for a lot of it myself!

**Sarah:** Well, she was there for 23 years.

**Karen:** I just came a couple years after you did, right, Sarah?

**Sarah:** Well, I was there for 28 years.

**Interviewer:** Now let's talk about some of your Southern Chapter (SC) activities. Do you remember your first SC meeting and some details about it? Where and when it was? Sarah, do you remember?

**Sarah:** I'm pretty sure that my first meeting was actually hosted by our library. And I think that was 1977. We had it at an old hotel downtown called the Wade-Hampton Hotel, and that hotel has been demolished now; it's not even there anymore. I remember we were trying to interview people who were there using a video camera. And then to play that tape back as something kind of innovative to do for the meeting. I don't know what ever became of those tapes because they would be interesting to see now. I'm sure there were people at that meeting who have passed away. But it was a nice meeting, as I recall. I believe the banquet we held was outdoors. I don't remember exactly where that was, but it was a large grassy area. And that's about all I remember about my first meeting.

**Interviewer:** Karen, do you remember your first meeting?

**Karen:** I believe the first meeting that I went to for the SC was in Birmingham, Alabama. And I know I went because I had to give a speech. And there was nothing else planned for that time slot, so everyone showed up. I had 200 people in the audience and no slides! I was just talking about the SEMPUL database... I must have a really good, catchy title. I was nervous as I could be; my face turned so red. You were there, Sarah. But it was a really good forum for me. And also, I think what was interesting is I knew a lot of people from the Atlanta group already since I worked in Atlanta for a long time. And I knew a lot of people from the Medical College of Georgia. So once I went, I was really comfortable there because I already had friends, besides the people I worked with at the medical library. A lot of times, not all of us got to go at the same time, and it seems like a lot of the meetings, I didn't go to unless I was giving a presentation. But

being with the SEMPUL group, I know I gave at least three presentations for that. So I'm thinking Birmingham was my first one, and then I remember a really nice one in Johnson City, TN. And I never got to go to Florida, I never got to go to Puerto Rico. I got to stay home for those.

**Interviewer:** I remember 1992, when I first came to the School of Medicine Library, was the year that the School of Medicine Library was hosting the meeting in Columbia. I jumped into the middle of it. I sort of remember it as a really hectic experience. What do you all recall about hosting the meeting in 1992? I think it was at the Embassy Suites.

**Sarah:** I think it was a good experience. The Embassy Suites was not our first choice for hotels; we didn't get our first choice. It was a little bit out of town, which I saw as a bit of a drawback. But it seemed sufficient for the needs of the meeting. It's not that far out of town, it just wasn't within walking distance of downtown. But I think we had our banquet that year at the South Carolina State Museum, and we served a little bit of an unorthodox menu, which some people didn't necessarily take to.

**Interviewer:** Were there alligator bites or something?

**Sarah:** Venison, actually. Venison on a stick, and it's really tasty; the caterer does a really good job of it. And we also served what's referred to as Beaufort Stew. It's a mixture of shrimp and corn and potatoes all cooked together with some Polish sausage. It's a real favorite around here but it was new to a lot of people. So I think some people thought the menu was a little unorthodox.

**Interviewer:** I remember there was catfish, too – little fried bites of catfish.

**Sarah:** Yeah, I think that was one of the appetizers.

**Karen:** I don't remember actually being at the banquet. I was in charge of the vendor exhibits.

**Sarah:** How many vendors were there?

**Karen:** There were quite a few; we had a lot of people, and it was a real learning experience because I found out the vendors who sent their money in first expected to be nearest the door. I didn't know this and no one had told me that, and I remember at the end of that meeting, we ended up putting a book together so that the next group that hosted a meeting would have a clue about the expectations of the people who were attending, the vendors, etc. Because we didn't have a book to consult, did we?

**Sarah:** Well, there was a scrapbook usually after each meeting; somebody collects pictures and things like that, but back then I'm not sure there was a manual. There is now.

**Karen:** I think we actually got to write what went right, what went wrong, what we should have done.

**Interviewer:** I think that might have been the beginning of that institution.

**Karen:** And I think that's a really great idea, because when you haven't done something like that before, you really don't have much of an idea about procedure and protocols.

**Interviewer:** Right. I think they've done it every year since then, so you all instituted that, which is great, because I know they rely on it every year.

**Karen:** That's good to know.

**Interviewer:** Can you recall any funny or interesting stories about SC meetings or members over the years? So that you're allowed to talk about on film. How about you, Sarah?

**Sarah:** Well I think one of the funniest things I ever experienced in my whole life was at a SC meeting, and that was a roast that Ada Seltzer did of Ted Srygley. And she disrobed as she talked. It was hilarious! I had no idea that Ada had these – um – abilities! She did such a good job of roasting him, and she promised me she was going to do the same thing for Fred Roper when he retired, but if she did I missed it; I didn't get to see it. My sides were hurting I laughed so much.

**Interviewer:** And that was for the retirement of Ted Srygley?

**Sarah:** Yes.

**Interviewer:** How about you, Karen?

**Karen:** Do I remember anything funny? I remember always having a real good time, and I remember that it was always so nice to get together with people and talk to them face-to-face and to see what they were doing. Because whenever I came back, I always had a renewed sense of things that were possible; things that I could do. It made me more liable to reach out to people and give them a call and ask them what they were doing, because that was before email. You know, sometimes you just didn't think to contact other libraries. I know all the meetings that I went to, I always brought back one really important piece of information that, really, would transform some of the processes that I used. So even though I can't think of anything funny, I can think of a lot of useful stuff that I got.

**Interviewer:** And the networking was probably really important back then when there was no email, right?

**Karen:** Yeah. It was. I guess we were paying for long distance back then, too. We tried not to make phone calls; we wrote letters. Strange! We did, we wrote letters. WE laugh now.

**Interviewer:** Things have changed. This brings us to the next question. Can you talk about your observations on how the SC has evolved through the years? How is it different today than it was, say, twenty years ago?

**Sarah:** Well, I think things like email and the Internet have just really revolutionized everything. There's just so much more communication – having the SC website there, having it linked from MLANet and MLA's home page, and the chapter is just much more of a presence I think. Other than that, I don't know. I think that at the meetings over the years, it seems things have gotten a little more casual. The banquets in the early years were more dressy affairs, although occasionally we still have some pretty dressed-up people come to banquets, but I think things are just a little more casual at meetings now. We've always had good speakers and good programs, and over the years there may have been some improvement there, but I think that's always been a strong part of SC – just excellent meetings.

**Karen:** I think that when I first started going to SC meetings, as the chapter became more familiar to me, I think it also became a lot more familiar to people in MLA. I think it really made a name for itself in a number of publications. We did that one JMLA publication that was really groundbreaking – I think the SC won several awards for research over a couple of years, and really made a name for itself. It was one of the more active chapters. I've been out of it for three years now so I can't really speak to that; I wonder sometimes if the use of teleconferencing and email and everything have made the meetings maybe a little less relevant. But I don't know. You know, things move so fast these days, we have to be able to communicate more than once a year. Whereas before, a year's time was OK to give you time to learn something new, that's too long a period now. You need to have instant information now.

**Interviewer:** Right. In your opinion, what sets the SC apart from other library organizations like MLA or ALA or even other chapters?

**Sarah:** I think, in terms of what we do and in what we've accomplished, we've always been one of the outstanding chapters, at least in my estimation. We've won the MLA Majors Chapter Project of the Year Award for a number of years in succession for various projects we've had going on, and back when MLA was insisting on compliance, I think the SC was always comfortable with that. I think our membership has always been very active in the national association; anytime you look at the electoral ballots or that sort of thing, there are always SC member names on there. Just seeing, from working with Chapter Council, some of the problems that chapters have, SC has always seemed to have a good handle on what needs to get done and they have done what they had to do. So I've always been real proud of the chapter; I've always felt like it was well-thought of, and did a good job of representing our part of the world here. (24:39)

**Interviewer:** How about southern hospitality – do you see that standing out as a difference?

**Karen:** I think it's a pretty close-knit group. I think it has been for a long time. The SC has really promoted that and made that possible. You know, it also a pretty large area, geographically, but the people still know each other. And – to put a plug in for the SEMPUL database that we had – I think that helped, too. Everybody had a real cooperative agreement going. So people really depended on each other. It wasn't just like a union list in a state; we all depended on each other and we had to make agreements with each other to reciprocate. So I think that brought the chapter closer together. And the food!

**Interviewer:** Shrimp and grits! Sarah, you've been involved with a number of SC committees. Can you mention some of the committees you were involved in? I know there's a long list.

**Sarah:** Well, it's not that lengthy. I started off on Governmental Relations; that was my first committee. As a member, I always filled out the little form to volunteer for committees, and I was always assigned to something. Back before the days of email, something like Governmental Relations was difficult. It was hard to get things out to people and to get responses from people. The discussion lists just makes things so much easier now. But even back then we were looking at various communication services, but we couldn't come up with anything the chapter could use. I remember that was one of the objectives the year that I chaired that committee. After that, I served on Membership. When I was on Membership, the compliance rule was in effect, so we tried to make sure that members were not only paying their SC dues, but their MLA dues and maintained the membership. That was a pretty busy committee, as I recall. And I served on the Nominating Committee a couple of times; it's kind of fun without being too demanding. One thing about people in the Southern Chapter – if you call them and ask them to participate, they usually will. So it makes the nominating a pleasant duty to have. Then I was on Professional Development and chaired that committee. I was responsible for the CEs the year after we met in Columbia. The meeting was in Alabama. That was a pretty demanding position; I can mostly recall being concerned about covering expenses for the instructors. Everyone assured me that it's normal to worry about that when you have that job. I was just very relieved that we had a good turnout for CEs. We usually do, and most of them seem to come off without a hitch. We had what we needed in terms of equipment, and all the instructors showed up. It was a lot of fun working with the people at Lister Hill who were running the meeting there, because we got to interact a lot and I enjoyed that. I got to know some people that I hadn't really met at Lister Hill Library before. I guess it was after that that I became Chapter Council alternate. It was 6 years as alternate and 6 years as Chapter Council Rep. So that's pretty much been my assignments with SC.

**Interviewer:** Were you on a committee, Karen?

**Karen:** I was the chair of the Governmental Relations Committee, and like Sarah said, we were using mail. I did make sure all of the people who were active in each state had a booklet from the Women Voters, because really you just need basic information to write to your Congressmen. One problem was that when there was an important issue, to get it out to someone; you had to rely on the people in each state to send the information to the other libraries. A lot of people were very busy and it was very difficult to do. So it was frustrating. I ended up writing a lot of letters myself to Congressmen. But as far as serving on committees, I really didn't do that much. Like I said, I didn't get to go to the SC every year; I stayed home and sort of tended the home fires while everybody else went. And I saved a lot of my travel money to go to things that were specifically for serials.

**Interviewer:** Like the Charleston Conference?

**Karen:** Yes, and for the North American Serials Interest Group. Since we had a limited budget for travel, that was where my allegiance had to lie.

**Interviewer:** Yeah, things have changed a little bit at the USC School of Medicine Library!

**Karen:** They have, for the good.

**Interviewer:** Do you recall anything about the founding of the chapter or any chapter-related event of historical significance?

**Sarah:** I don't really go back that far.

**Karen:** How old is the SC?

**Interviewer:** An interesting question! I think the first meetings were in the '50s. Is that right?

**Karen:** Might have been.

**Interviewer:** How has the SC impacted your professional development throughout your career?

**Sarah:** Well, I think the CEs that are offered through the chapter are very important, especially when someone is starting out. They're usually reasonably priced compared to what you pay for CE elsewhere. Frequently the instructors are the same ones who are teaching these courses at MLA, so if you can only attend the SC meeting, and you can't go to the national meeting, you can still take the same CE which makes it really nice. The networking, obviously, is important; that's definitely had an impact. You know, it's just always a learning experience to attend a meeting. I think it contributes to your growth as a professional.

**Interviewer:** Karen?

**Karen:** Pretty much the same thing, and knowing people well enough to feel comfortable calling up and asking them what they were doing; everyone was always willing to spend their time talking to you. It's the combination of the continuing education that you could take, and just talking to someone about how they did things themselves. Wasn't there a list somewhere called "How We Run Our Library Good?" of "How We Do It Good." Essentially, it's just the contacts; I think that's so important. Cause if you're just sitting in your library and you're not learning from other librarians, you stagnate.

**Sarah:** Yeah, being involved in committee work for the chapter is a good way to do that. (33:19)

**Interviewer:** Do you recall some names of the people who contributed to your professional development? Did you have mentors when you first started?

**Sarah:** Well, Martha Jane Zachert was a professor of mine in library school, and she had also been involved in MLA. She was an exceptional mentor; she was very helpful. And we had the good fortune of having Fred Roper come to USC as Dean of the Library School there. I assisted him in teaching some of the library courses and worked with him quite closely, so I definitely consider him a mentor.

**Interviewer:** Karen, how about you? Did you have any mentors or people that stand out in your mind?

**Karen:** Well, Sarah was always the person who'd always urge me to do things. I was busy raising a child and just trying to hold things together, and Sarah has always been a very professionally-oriented person who encouraged me to do things that would advance my career. And taking classes. I've always been the kind of person who likes to do that kind of thing, but she would provide help. Fred Roper was really good; he was nice and easy-going, very easy to get along with. It was really interesting to have him around when they were changing the credentialing for medical librarianship, because the test that you had to take when you first became a medical librarian when I graduated from Emory was a killer. Sarah, did you ever take that test?

**Sarah:** I was lucky, I had some condition that made it not necessary for me to take that test, so I got my credentialing without taking that.

**Karen:** If you failed, you had to wait awhile to take it again, and it was really tough and it covered every area of medical librarianship, from estimating square footage, how strong a building has to be, how many books you could have on a floor. I just walked out of there thinking I wouldn't have passed it, but I did. So I was credentialed, and then we got the AHIP, so that made it easier for us to say, "I need to take these classes so that I can have enough credits to have AHIP after my name." Because that would bolster the

status of your institution if you had a lot of members. So it was interesting to see how they did that, and Fred was really instrumental in that.

**Interviewer:** Karen, you probably didn't get a chance to attend too many MLA meetings, right?

**Karen:** Not that many.

**Interviewer:** Sarah, did you attend many?

**Sarah:** Well, it was kind of spotty until I became part of Chapter Council, but I had actually talked to Tom Lange, who was the director of the library at that point, and said, "If I volunteer, can you promise me that I would get to go to the meeting every year?" He agreed to that, and luckily our new Director, Ruth Riley, was real supportive too. So for ten years, while I was on Chapter Council, I was at every MLA meeting. I got to attend a few before that. I certainly wasn't there every year; about every other year, something like that.

**Interviewer:** Do you think MLA impacted your career as much as the SC, or in different ways, maybe?

**Sarah:** Well, I think the Academy and the credentialing requirements – if you wanted that credentialing – you pretty much had to not only have training, but you had to continue to take CE and that sort of thing, so I think that really boosted your growth professionally. It was just something that you had to do. With the Academy you not only had to take CEs, but you had to have involvement with the associations at the chapter and national levels. So that's something that MLA did. I may have gotten a lot of the CE at SC, but still it was MLA that required that you do that. Obviously, being on Chapter Council, I became much more involved with MLA than I had been previously. As Chair of Chapter Council, serving on the MLA Board was really an interesting experience and gave me a lot of insight to working with the association. It allowed me to participate in some things that I never would have otherwise. So I think it really did play a role in my development as a professional.

**Interviewer:** I think we covered this a little: how the medical library profession has changed throughout your career. Are there more things you want to discuss about that – how times have changed for librarianship, especially medical librarianship?

**Sarah:** Well, as I said earlier, I think the Internet just changed everything. It changed the way we search, it changed public services especially. I didn't go into librarianship as a teacher or instructor, but I think over the years that has become a major part of a librarian's job, really, at least if they're working in public services. I think even working in serials, you spend a lot of time locate things, now that everything's electronic.

**Karen:** Yeah, or you want to teach them how to do it themselves so they don't have to come to you every time.

**Sarah:** So it just kind of changed the approach you took to everything. Instead of doing it for them, you're now teaching them how to do it for themselves. To me, online journals – it's so different from the way it used to be. The fact that *Index Medicus* is no longer being published – that's when I began to really feel like a dinosaur. I started out as a cataloger, and I had a COM computer... The first time I ever saw Karen, I remember she was standing out in the middle of the library looking at our COM catalog. We were one of the few libraries that started out on OCLC, because OCLC hasn't always been there either. So we always did our cataloging online, but the way we dealt with that data has changed so much over time, it's really remarkable. I think there have been enormous changes in librarianship over the 29 years that I've worked in it.

**Interviewer:** How about you, Karen?

**Karen:** Well, I went to school and I learned how to type catalog cards. I had an electric eraser. I don't think they even had White Out when I went to library school. Actually, my first job working in a library was at the processing center for Cooper Library, where I had to look up cataloging in the Current Catalog. And we would take a camera and put it over the record and take a picture of it, so that we didn't actually have to type out the catalog cards. So we would make duplicates of the cards, and then we would type the subject headings on the top. That's how archaic it was; it was like we had a stone chisel, like we were in the Stone Age. And now, you know I can sit at home and I can read electronic journals, I can read newspapers – it's like we're the Jetsons. It's wonderful! I can't think of anything better, I really can't. That I can be retired and still have all that information available to me. And I think everyone feels that way, not just librarians.

**Interviewer:** You wonder where we're going to be 20 years from now.

**Karen:** I'm waiting for the little glasses with the little built-in computer screen, so I can just be blinking my eyes to get to the news while I'm walking down the street. I'm looking forward to it.

**Interviewer:** Well, what kind of advice would you give to new medical librarians?

**Karen:** I think you need to have an interest in medicine. I really do. I think that makes your job so much more interesting. And they always say, "Do what you love." I think everyone who works in a special library has to really love that subject, or have a connection of some kind to it. I had a lot of members of my family who were in the medical professions, and I always liked science, so that really helps. You know, if you were a humanities librarian and you were stuck in a medical library, you might not be the happiest person in the world. If you were someone interested in science and you were stuck with Barbara Cartland novels all the time, you might be really unhappy with that. So that would be the best piece of advice I would give someone for medical librarianship. Make sure that you like it. Because there are lots of areas of librarianship you could go into – music, humanities, etc.

**Interviewer:** Sarah, what advice would you give to a new medical librarian?

**Sarah:** Well, I agree with what Karen said. I would also say, if possible, find your ideal job. Try to work someplace that you're with people you enjoy working with, and who challenge you and that you can help each other. I would say also to look for a mentor. Find someone whose work you admire, and let them know that you like what they're doing and that you would appreciate their advice and help, and I think most people will reciprocate with that. And just stay really involved professionally. Keep your skills honed and learn at every opportunity.

**Karen:** I'd like to send a big thank-you out to the SC who lets retirees come free to its meetings! We like that a lot.

**Sarah:** Hear, hear!

**Interviewer:** That is great. Well, do you have any final comments? We covered a lot. Thank you both for doing this; we want to capture everybody's stories. I appreciate your time.

**Sarah:** It's been fun; thank you.

**Karen:** Thank you.

*Transcription by Laura Kane  
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