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TRAINING PROVIDED BY



ACADEMIC SEARCH COMPLETE

Presented by
Nancy Houseal
KDLA / Division of
Library Services

WHAT IS ACADEMIC SEARCH COMPLETE?

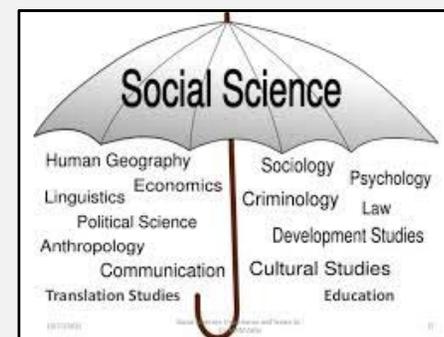
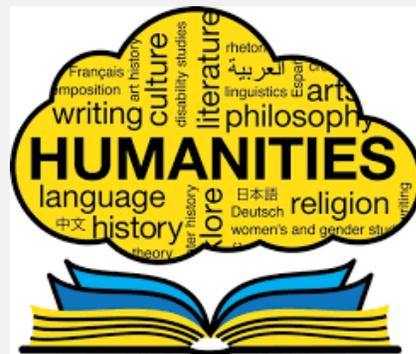
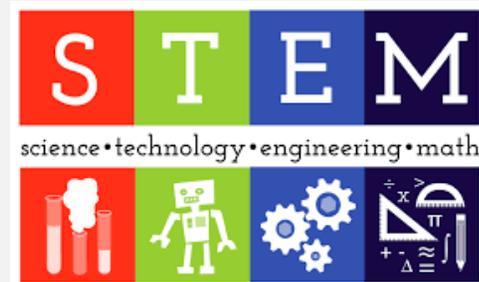
- Subscription database
- Designed for academic institutions
- Multi-disciplinary
- Enormous collection of full-text journals
- Includes peer-reviewed articles
- Offers access to video content from Associated Press

WHAT DOES IT INCLUDE?

- Nearly 6,600 active full-text journals and magazines
- Nearly 6,000 active full-text peer-reviewed journals
- More than 4,000 active full-text peer-reviewed journals with no embargo
- More than 67,000 videos from 1930 to the present

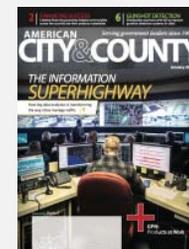
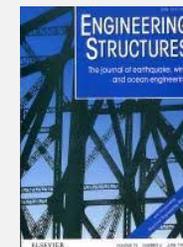
SUBJECT AREAS COVERED

- STEM research
- Social sciences
- Humanities



TYPES OF PUBLICATIONS

- Journals
- Magazines
- Trade publication
- Conference proceedings
- Reports
- Book chapters



Title lists: <https://www.ebsco.com/products/research-databases/academic-search-complete>

HOW DO I ACCESS?



HTTP://WWW.KYVL.ORG

The screenshot shows the homepage of the Kentucky Virtual Library (KYVL). At the top left is the logo with the letters 'K', 'Y', 'V', and 'L' in colored squares, followed by the text 'KENTUCKY VIRTUAL LIBRARY'. To the right is a search bar titled 'KYVL QuickSearch' with a dropdown menu set to 'for Everyone' and a 'Go' button. Below the search bar is a navigation bar with links: 'About KYVL / Ask', 'Databases', 'For College & Adults', 'For K12 Students', 'For Librarians', and 'For Professionals'. Below this is a breadcrumb trail: 'CPE / KYVL / Home'. The main content area is split into two columns. The left column has a 'Chat with KYVL' section with a 'Chat is offline' button, and a 'KYVL News Updates' section with several news items and a 'Go to Blog' button. The right column has a 'Showing 6 Groups' section with a list of groups and their member counts: 'About KYVL' (5), 'Databases' (9), 'For College and Adult Learners' (4), 'For K12 Students' (3), and 'For Librarians' (11).

KENTUCKY VIRTUAL LIBRARY

KYVL QuickSearch
for Everyone
Find thousands of magazines and journals... Go

About KYVL / Ask + Databases + For College & Adults + For K12 Students + For Librarians + For Professionals +

CPE / KYVL / Home

Chat with KYVL

Chat is offline

KYVL News Updates

Library Authentication Survey open through Oct. 26
LearningExpress update
Britannica's World Data Analyst has been retired
LearningExpress issues continue
KDL logo call for submissions now through November 1

Go to Blog

Showing 6 Groups

About KYVL	5
Databases	9
For College and Adult Learners	4
For K12 Students	3
For Librarians	11

The screenshot shows a library website's navigation bar. The 'Databases' menu item is highlighted with a black box. A dropdown menu is open, listing various database options. 'EBSCO' is circled in green. Below the navigation bar, there are sections for 'Chat with KYVL' (offline), 'KYVL News Updates' (with a 'Go to Blog' button), and 'Quick clicks' (with 'A to Z list of resources' and 'Ask KYVL' links). On the right side, a 'Showing 6 Groups' sidebar lists categories, with 'Databases' highlighted in a black box and 'EBSCO' circled in green.

About KYVL / Ask + Databases - For College & Adults + For K12 Students + For Librarians

- » A to Z databases
- » Britannica
- » EBSCO
- » LearningExpress
- » Novelist
- » ProQuest
- » Scholastic GO!
- » TumbleBook Cloud
- » WorldCat (OCLC)
- » KY Digital Library

CPE / KYVL / Home

Chat with KYVL

Chat is offline

KYVL News Updates

Library Authentication Survey open through Oct. 26
LearningExpress update
Britannica's World Data Analyst has been retired
LearningExpress issues continue
KDL logo call for submissions now through November 1

[Go to Blog](#)

Quick clicks

A to Z list of resources
 Ask KYVL

Showing 6 Groups

- About KYVL
- Databases**
- Britannica Digital Learning ⓘ
- Databases ⓘ
- EBSCO ⓘ
- LearningExpress Library ⓘ
- NoveList ⓘ
- ProQuest ⓘ
- Scholastic GO! ⓘ
- TumbleBookCloud Pilot ⓘ
- WorldCat (OCLC) ⓘ

SELECT INDIVIDUAL DATABASE

The screenshot displays the KYVL Virtual Library interface. At the top, the logo for 'KENTUCKY VIRTUAL LIBRARY' is visible alongside the 'KYVL QuickSearch' search bar. Below the search bar, there are navigation tabs for 'About KYVL / Ask', 'Databases', 'For College & Adults', 'For K12 Students', 'For Librarians', and 'For Professionals'. The 'Databases' tab is selected, leading to a page titled 'EBSCO'. On the left side, a list of databases is provided, with 'Academic Search Complete' highlighted by a brown oval. The main content area features several database cards. The 'Academic Search Complete' card is the first, showing a thumbnail of a book cover and a description: 'Academic Search Complete Supports scholarly research in key areas of academic study. More than 8,000 full-text journals, 13,600 indexed and abstracted journals, and PDF content back as far as 1887.' A yellow arrow points to this card. Below it are cards for 'Agricola', 'AHFS Consumer Medication Information', and 'Business Source Premier'.

BASIC SEARCH SCREEN

New Search Publications Subject Terms Cited References More ▾ Sign In Folder Preferences Languages ▾ Help

KENTUCKY VIRTUAL LIBRARY (KYVL)



Searching: **Academic Search Complete** | Choose Databases

climate change Search 

[Search Options](#) ▾ [Basic Search](#) [Advanced Search](#) [Search History](#)

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ACCESS PROVIDED BY KENTUCKY VIRTUAL LIBRARY

- Looks and act like other Ebsco databases
- Can search multiple databases at same time
- Full text options
- Save search history and set alerts
- Can organize saved articles in personal folders



SEARCHING STRATEGIES

BASIC SEARCH—KEYWORD

New Search Publications Subject Terms Cited References More ▾ Sign In Folder Preferences Languages ▾ Help

KENTUCKY VIRTUAL LIBRARY (KYVL)



Searching: **Academic Search Complete** | Choose Databases

climate change Search 

[Search Options](#) ▾ [Basic Search](#) [Advanced Search](#) [Search History](#)

[Mobile Site](#) | [EBSCO Support Site](#) | [Privacy Policy](#) | [Terms of Use](#) | [Copyright](#)

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The screenshot shows the EBSCOhost search interface. At the top, a navigation bar includes 'New Search', 'Publications', 'Subject Terms', 'Cited References', and 'More'. A search bar contains the text 'climate change' and a green 'Search' button. A red box highlights the search bar and button. Below the search bar, the text 'Searching: Academic Search Complete | Choose Databases' is visible. The main content area displays 'Search Results: 1 - 30 of 161,628', which is circled in green. On the left, a 'Refine Results' sidebar is circled in blue, showing 'Current Search' with 'Boolean/Phrase: climate change' and 'Expanders' with 'Apply equivalent subjects'. It also includes 'Limit To' options like 'Full Text', 'References Available', and 'Scholarly (Peer Reviewed) Journals', along with a 'Publication Date' range from 1890 to 2019. The search results list three items: 1. 'MELTDOWN.' by Francis, Jennifer A. (Scientific American, Apr2018), 2. 'Polluter pays?' by Pearce, Fred (New Scientist, 8/18/2018), and 3. 'The Climate-Wrecking Industry ...and How to Beat It.' by Mark, Jason (Nation, 9/24/2018). Each result includes a 'Periodical' icon, author information, subject terms, and a 'HTML Full Text' link. On the right, there are 'Newsires' and a 'Related Images' section, both highlighted with green boxes. The 'Related Images' section shows four small image thumbnails.

NARROW RESULTS USING FACETS

- Full text
- Peer reviewed
- Date range
- Source types
- Subjects
- Publications
- Language
- Geography

The screenshot shows the EBSCOhost search interface for the query "climate change". The search results are displayed in a list format, with two results visible. The first result is titled "Shifts in Bird Migration Timing: Short-Distance Migrants Are..." and the second is "The Role of Health in Climate Change".

Refine Results

Current Search

Boolean/Phrase:
climate change

Expanders

Apply equivalent subjects

Limiters

Full Text

Published Date: 20080101-20181231

Language

english

Geography

united states

[Clear All](#)

Limit To

Full Text

References Available

Scholarly (Peer Reviewed) Journals

Search Results: 1 - 30 of 2,427

1. [Shifts in Bird Migration Timing: Short-Distance Migrants Are...](#)

By: Zaifman, Jay; Shan, Da
12/11/2017, p1-9. 9p. DOI:
Subjects: BIRD migration;
UNITED States; All other n

Academic Journal

[PDF Full Text](#) (1.3MB)

2. [The Role of Health in Climate Change](#)

By: McCormick, Sabrina; S
Brittany. *American Journal of
10.2105/AJPH.2017.30420*

Academic Journal

Subjects: CLIMATE change
power plants; POLLUTION;
United States; COURTS; F
ENVIRONMENTAL exposu
Generation; Courts; Power
claims; STATES

[PDF Full Text](#) (2.1MB)

ADVANCED SEARCH SCREEN

The screenshot displays the EBSCOhost Advanced Search interface. At the top, a navigation bar includes links for 'New Search', 'Publications', 'Subject Terms', 'Cited References', and 'More'. On the right side of the navigation bar are links for 'Sign In', 'Folder', 'Preferences', 'Languages', and 'Help'. The main search area features the EBSCOhost logo, a search input field, and a 'Search' button. Below the search input are three rows for building a search query, each with an 'AND' operator dropdown, a search field, and a 'Select a Field (optional)' dropdown. A 'Clear' button and '+'/'-' buttons are also present. A 'Reset' button is located in the top right of the 'Search Options' section. Two large orange arrows point to the 'Search Modes and Expanders' section, specifically highlighting the 'SmartText Searching' option and the 'Apply equivalent subjects' checkbox. The 'Limit your results' section includes checkboxes for 'Full Text', 'Scholarly (Peer Reviewed) Journals', and 'References Available', along with a 'Published Date' range selector and a 'Publication Type' dropdown menu.

Searching: **Academic Search Complete** | Choose Databases

EBSCOhost

KENTUCKY VIRTUAL LIBRARY (KYVL)

New Search Publications Subject Terms Cited References More Sign In Folder Preferences Languages Help

Select a Field (optional) Search

AND Select a Field (optional) Clear

AND Select a Field (optional) + -

Basic Search Advanced Search Search History

Search Options

Reset

Search Modes and Expanders

Search modes ?

- Boolean/Phrase
- Find all my search terms
- Find any of my search terms
- SmartText Searching [Hint](#)

Apply related words

Also search within the full text of the articles

Apply equivalent subjects

Limit your results

Full Text

Scholarly (Peer Reviewed) Journals

Publication

Document Type

References Available

Published Date

Month Year - Month Year

Publication Type

- All
- Periodical
- Newspaper
- Book

Language

USE LIMITERS BEFORE SEARCH

Search Modes and Expanders

Search modes [?](#)

Boolean/Phrase
 Find all my search terms
 Find any of my search terms
 SmartText Searching [Hint](#)

Apply related words

Also search within the full text of the articles

Apply equivalent subjects

Limit your results

Full Text

Scholarly (Peer Reviewed) Journals

Publication

Document Type

- All
- Abstract
- Article
- Bibliography

Number of Pages
All

Image Quick View Types

<input type="checkbox"/> Black and White Photograph	<input type="checkbox"/> Chart
<input type="checkbox"/> Color Photograph	<input type="checkbox"/> Diagram
<input type="checkbox"/> Graph	<input type="checkbox"/> Illustration
<input type="checkbox"/> Map	

References Available

Published Date
Month: Year: - Month: Year:

Publication Type

- All
- Periodical
- Newspaper
- Book

Language

- All
- Afrikaans
- Arabic
- Azerbaijani

Cover Story

Image Quick View

PDF Full Text

NARROW RESULTS BY ADDING TERMS

The screenshot displays the EBSCOhost search interface. At the top, there is a navigation bar with options like 'New Search', 'Publications', 'Subject Terms', 'Cited References', 'More', 'Sign In', 'Folder', 'Preferences', 'Languages', and 'Help'. The main search area is highlighted with a brown box and contains the following elements:

- Search bar: 'climate change' with a dropdown menu 'Select a Field (optional)' and a 'Search' button.
- AND operator: 'AND' with a dropdown menu.
- Search bar: 'glaciers' with a dropdown menu 'Select a Field (optional)' and a 'Clear' button.
- AND operator: 'AND' with a dropdown menu.
- Search bar: 'alaska' with a dropdown menu 'Select a Field (optional)' and '+' and '-' buttons.

Below the search area, the results are displayed. A green circle highlights the text 'Search Results: 1 - 30 of 61'. The results list includes:

- 1. Courage Before The Thaw.**
By: WEISS, MIRANDA. *American Scholar*. Spring2018, Vol. 87 Issue 2, p32-46. 15p.
Subjects: CLIMATE change; GLACIAL melting; ALASKA -- Environmental conditions; EVANS, Ann; HOERDEMAN, Bree; HEIMBUCH, Hannah
HTML Full Text PDF Full Text (10.2MB)
- 2. Alaska Melting.**
By: Carey, Michael. *Dissent* (00123846). Fall2015, Vol. 62 Issue 4, p145-151. 7p.
Subjects: CLIMATE change; GLOBAL warming; ENVIRONMENTAL activism; PORTAGE Glacier (Alaska); MENDENHALL Glacier (Alaska); ALASKA -- Description & travel
PDF Full Text (3.5MB)
- 3. A Daring Journey Into the Big Unknown of America's Largest National**

On the left side, there is a 'Refine Results' panel with sections for 'Current Search', 'Boolean/Phrase' (showing 'climate change AND glaciers AND alaska'), 'Expanders', 'Limiters', and 'Limit To' (with checkboxes for 'Full Text', 'References Available', and 'Scholarly (Peer Reviewed) Journals'). On the right side, there is a 'Newswires' section with links to news articles like 'Obama plans Alaska trip f...' and 'In Alaska, Obama to walk ...'.

USING SUBJECT TERMS INDEX

The screenshot shows the EBSCOhost interface. At the top, there are navigation tabs: New Search, Publications, Subject Terms, Cited References, and More. On the right, there are links for Sign In, Folder, Preferences, Languages, and Help. The main search area includes the EBSCOhost logo, a search bar with the text "Searching: Academic Search Complete", and a Search button. Below the search bar are links for Basic Search, Advanced Search, and Search History. A red arrow points to the search bar. Below the search bar, there are tabs for Subjects, Places, and People. A red box highlights the "Browsing: Academic Search Complete -- Subject Terms" section, which contains a search input with the text "blood splatter" and a Browse button. Below the search input are three radio buttons: Term Begins With (selected), Term Contains, and Relevancy Ranked. Below this section, there are navigation links for Page: Previous and Next. There is a section for "Select term, then add to search using:" with a dropdown menu set to "OR" and an Add button. To the right of this section is an "Explode" button. Below this is a note: "(Click term to display details.)" and a red warning message: "The term(s) you entered could not be found. The list below is in alphabetical order." Below the warning is a list of subject terms, each with a checkbox and a "Use" link to a related term. The terms listed are: BLOOD splatter analysis (Use BLOODSTAIN pattern analysis), BLOOD stains (Use BLOODSTAINS), BLOOD substitutes, BLOOD sugar, BLOOD sugar -- Analysis (Use BLOOD sugar analysis), BLOOD sugar -- Measurement (Use BLOOD sugar measurement), BLOOD sugar -- Testing (Use BLOOD sugar analysis), BLOOD sugar analysis, BLOOD sugar measurement, BLOOD sugar monitoring (Use BLOOD glucose monitoring), BLOOD sugar monitoring -- Equipment & supplies (Use BLOOD glucose monitors), BLOOD sugar monitoring -- Equipment & supplies -- Calibration (Use BLOOD sugar monitoring equipment calibration), and BLOOD sugar monitoring equipment calibration.

SEARCHING FOR IMAGES

The screenshot shows the EBSCOhost search interface. At the top, there is a navigation bar with links for 'New Search', 'Publications', 'Subject Terms', 'Cited References', and a 'More' dropdown menu. An orange arrow points to the 'Images' option in this menu. Below the navigation bar, the search bar contains the text 'tsunami' and a 'Search' button. The search results page displays a 'Detailed Record' for a tsunami image. The image shows a large wave crashing over a landscape with trees. Below the image, there is a metadata section with the following information:

- Source: GETTY
- Copyright: © Getty Images
- Caption: Tsunami series of waves created by body of water such as ocean rapidly displaced on massive scale causing devastation on land cross-section
- Subject Terms: MODELS & modelmaking, TSUNAMIS
- Accession Number: imh541425
- Database: Image Collection

On the right side of the interface, there is a 'Tools' panel with various options: Google Drive, Add to folder, Print, E-mail, Save, Export, Permalink, and Share.

SEARCHING MULTIPLE DATABASES

New Search Publications Subject Terms Cited References More ▾ Sign In Folder Preferences Languages ▾ Help

EBSCOhost Searching: Academic Search Complete Choose Databases

KENTUCKY VIRTUAL LIBRARY (KYVL)

dna structure Select a Field (optional) Search

AND Select a Field (optional) Clear ?

AND Select a Field (optional) + -

Basic Search Advanced Search Search History ▶

Refine Results Search Results: 1 - 20 of 20 Relevance ▾ Page Options ▾ Share ▾

Current Search

Boolean/Phrase:
dna structure

Expanders
Apply equivalent subjects x

Limiters
Full Text x
Published Date: 20130101-20181231 x

Source Types
Magazines x

Limit To
 Full Text
 References Available
 Scholarly (Peer Reviewed) Journals

2013 Publication 2018

1. **Life, the Remix. (cover story).**  

By: Park, Alice. Time. 7/4/2016, Vol. 188 Issue 1, p42-48. 7p. 11 Color Photographs.

Subjects: CRISPRS (Genetics); **DNA structure**; GENOME editing; WEAPONS; HUMAN embryo research; CANCER treatment; HUMAN genetics; NIAKAN, Kathy

Periodical  **PDF Full Text** (1.6MB)

2. **13: Study Decodes DNA's True Meaning.**  

By: YONG, ED. Discover. Jan/Feb2013, Vol. 34 Issue 1, p34-34. 1/3p.

Subjects: **DNA structure**; DNA folding; HUMAN Genome Project

Periodical  **HTML Full Text**

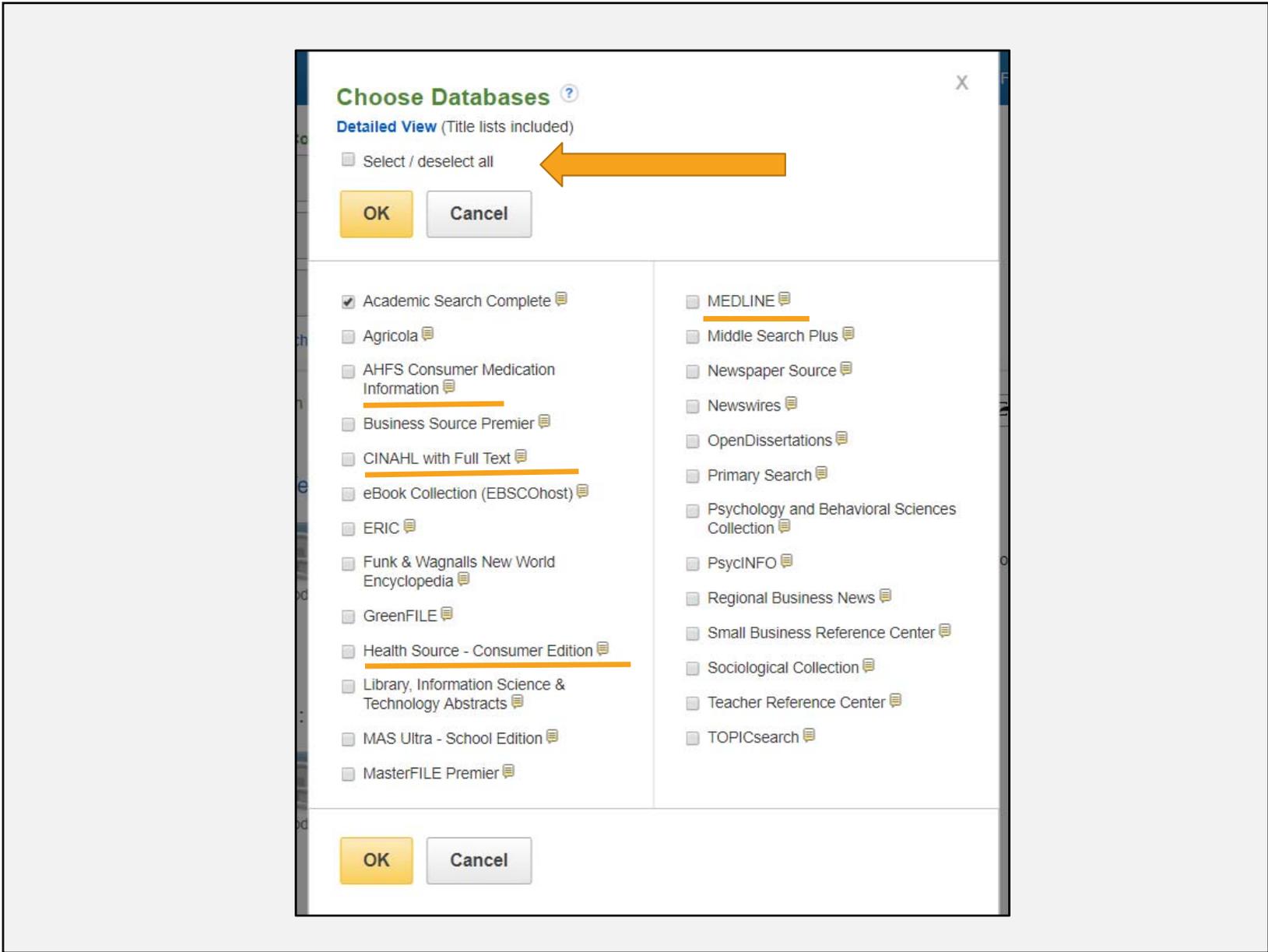
3. **Untangling DNA the simple way.**  

Chemistry in Australia. May2015, p11-11. 2/3p.

Subjects: **DNA structure**; GENETIC techniques; DROPS; PIPETTES; SEMPELS, Wouters; DEEN, Jochem

Newsires ▾  Nobel Prize for DNA disco... (AP Top News Package, 1414 days ago)
 Nobel Prize for DNA disco... (AP English Worldstream - ..., 1414 days ago)
 Nobel Prize for DNA disco... (AP Regional State Report ..., 1414 days ago)
Find More

Related Images ▾  
 



NAVIGATING THE RESULTS

The screenshot shows the EBSCOhost search interface. At the top, there are navigation links: "New Search", "Publications", "Subject Terms", "Cited References", "More", "Sign In", "Folder", "Preferences", "Languages", and "Help". The search bar contains the text "workplace bullying" and is highlighted with a red box. Below the search bar are three additional search fields, each with an "AND" dropdown and a "Select a Field (optional)" dropdown. A green "Search" button is to the right. The search results are displayed in a list format. The first result is titled "1. EL ACOSO LABORAL DESDE LA PERSPECTIVA JURISPRUDENCIAL DE LA CORTE CONSTITUCIONAL COLOMBIANA." and is circled in red. The second result is titled "2. Violence at Work." and is also circled in red. On the left side, there is a "Refine Results" panel. The "Current Search" section shows "Boolean/Phrase: workplace bullying" and "Expanders" with "Apply equivalent subjects" checked. The "Limiters" section has "Full Text" and "Published Date: 20130101-20181231" checked. The "Source Types" section has "Magazines" checked. The "Limit To" section has "Full Text" checked and "References Available" and "Scholarly (Peer Reviewed) Journals" unchecked. At the bottom of the "Limit To" section, there are two input boxes for years: "2013" and "2018". The search results are sorted by "Relevance" and there are "Page Options" and "Share" buttons. On the right side, there is a "Newswires" section with three entries for "Governor vetoes workplace..." from the AP Regional State Report, each dated "1534 days ago".

SELECT RECORD

4. Call Me 'Queen Bee'.

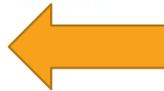


Periodical

By: Wilson, Emily C. Women Lawyers Journal. 2015, Vol. 100 Issue 2, p10-24. 12p.

Subjects: BULLYING in the workplace; WOMEN employees; WOMEN employees -- United States; CRIMES against; CIVIL Rights Act of 1964 (U.S.); SEXUAL Harassment of Working Women: A Case of Sex Discrimination (Book); MACKINNON, Catharine

 [PDF Full Text](#) (1MB)



Call Me 'Queen Bee'.

Authors: Wilson, Emily C.

Source: Women Lawyers Journal

Date: 2015

Publication Type: Periodical

Subjects: BULLYING in the workplace; WOMEN employees; WOMEN employees -- United States; CRIMES against; CIVIL Rights Act of 1964 (U.S.); SEXUAL Harassment of Working Women: A Case of Sex Discrimination (Book); MACKINNON, Catharine

Abstract: The article discusses the Queen Bee Syndrome which is used to describe professional women who bully, undermine or sabotage other women in the workplace. and

 [PDF Full Text\(1MB\)](#)  [Add to folder](#)  [Detailed Record](#)



INDIVIDUAL RECORD

Detailed Record

PDF Full Text (1MB)



Related Information

Find Similar Results using SmartText Searching.

◀ Result List Refine Search ▶ 4 of 62 ▶

Call Me 'Queen Bee'.

Authors: Wilson, Emily C.¹

Source: Women Lawyers Journal. 2015, Vol. 100 Issue 2, p10-24. 12p.

Document Type: Article

Subject Terms: *BULLYING in the workplace
*WOMEN employees
*WOMEN employees -- United States
CRIMES against
CIVIL Rights Act of 1964 (U.S.)

Reviews & Products: SEXUAL Harassment of Working Women: A Case of Sex Discrimination (Book)

People: MACKINNON, Catharine

Abstract: The article discusses the Queen Bee Syndrome which is used to describe professional women who bully, undermine or sabotage other women in the **workplace**, and mentions that this behavior violates Title VII of the U.S. Civil Rights Act of 1964. Topics discussed include prohibition of sexual harassment under Title VII, the book "Sexual Harassment of Working Women: A Case of Sex Discrimination" by Catherine MacKinnon, and same-sex sexual harassment.

Author Affiliations: ¹Attorney, Government Accountability Office (GAO)

ISSN: 0043-7468

Accession Number: 103554977

◀ Result List Refine Search ▶ 4 of 62 ▶

Tools

Google Drive

Add to folder

Print

E-mail

Save

Cite

Export

Create Note

Permalink

Share

Top of Page

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The screenshot shows an EBSCOhost search result page. At the top, there are navigation links: « Result List, Refine Search, Download PDF, Sign In, Folder, Help. The main content area features a large image of a woman wearing a white paper crown, with the title 'Call Me 'Queen Bee'' and a subtitle: 'Recognizing Title VII liability for female-to-female, non-sexualized harassment resulting from the Queen Bee Syndrome' by Emily C. Wilson. The background of the image is yellow with a honeycomb pattern. On the left side, there is a sidebar with the EBSCOhost logo, a 'Detailed Record' section, and a 'Full Text Contents' table of contents. An orange arrow points to the 'Full Text Contents' section. On the right side, a vertical toolbar with various icons (print, email, etc.) is circled in orange.

EBSCOhost

Detailed Record

PDF Full Text

Source: Women Lawyers Journal

Date: June 1, 2015

Inside this work

Full Text Contents

1 - 5 6 - 7	
Staying strong.	6
Why not raise the bar?	8
Call Me 'Queen Bee'.	10
MORE WOMEN MEANS MOR...	26

Choo...ther Issue

Call Me 'Queen Bee'.

Call Me 'Queen Bee'

Recognizing Title VII liability for female-to-female, non-sexualized harassment resulting from the Queen Bee Syndrome

By Emily C. Wilson

would comment on her outfit: "Who are you trying to impress today?"⁷⁴ Or not-so-gently condescend: "Did you take your smart pill today, sweetie?"⁷⁵

Harassment need not be top-down: a lower-ranking woman can sabotage her boss in numerous ways. She can spread rumors about her or undermine her reputation. She can make the female boss' work a lower priority, take longer to complete it or be intentionally laxer with its quality.⁷⁶ For example, one female attorney, who shared a female secretary with a man and another woman, said the secretary consistently did the male attorney's work first, regardless of urgency.⁷⁷ A female physician complained that her biggest challenge at work "was a secretary who could not accept the fact that she was the surgeon" and

woman, the only female project manager at a large construction company, explained her issue: "The female receptionist will not give me phone messages from anyone except my 9-year-old. She has told me that I act too 'manly'. My manager will not intervene because he thinks we 'girls should just work it out!'"⁷⁹

Harassment can also occur horizontally between peer co-workers. Professor Susan Porter Benson reported on the workplace hostility among saleswomen in American department stores.⁸⁰ She found that saleswomen kept their peers in line by implementing unspoken rules, the penalties for which included "messing up the offender's assigned section of stock, bumping into her, banging her shins with drawers, ridiculing or humiliating her in front of her peers, bosses, or customers, and, in the final extremity, complete ostracism."⁸¹

b. Guidance for Courts in addressing Queen Bee harassment Under Title VII

i. Challenge: Proving that harassment was severe or pervasive

An initial obstacle to the appropriate recognition and prohibition of Queen Bee harassment is the tendency – of courts, employers, and society generally – to minimize the gravity of such conduct by dismissing it as mean-spirited gossiping or stereotypical female drama.⁸² Just as the quintessential male-to-female, sexual-dominance harassment used to be dismissed with the adage "boys will be boys," so, too, do some people dismiss Queen Bee harassment because "women will be women," or worse, "women will be bitches." This minimization of harassment is based on stereotypes and denies women the opportunity to seek rightful recourse for harms that they suffer.

Even if society recognizes that Queen Bee harassment is significant and unacceptable, the nature of conduct at issue can make it hard for a plaintiff to prove that the harassment was "sufficiently severe or pervasive" to alter the conditions of [the victim's] employment and create an abusive working environment.⁸³ This is largely due to the manner in which females typically harass other females and how different it is from the physical and/or explicitly verbal, sexual desire-based sexual harassment initially recognized under Title VII. As one workplace-bullying researcher noted, "women tend to use relational aggression. It's verbal, psychological, emotional bullying. People don't recognize it – it's covert, harder to pin down and to prove."⁸⁴ Whereas harassment in the sexual-desire dominance paradigm usually consists of unwanted touching, lewd sexual comments or requests for sex, Queen Bee harassment often involves more abstract or intangible behavior, such as undermining the target's competency, spreading rumors

Harassment need not be top-down: a lower-ranking woman can sabotage her boss in numerous ways. She can spread rumors about her or undermine her reputation.



 Detailed Record

 [HTML Full Text](#)

 [PDF Full Text \(542KB\)](#)

Related Information

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 using SmartText Searching.

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Who's the Bully On Your Staff?

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Authors: [Hoerr, Thomas R.¹](#) thoerr@newcityschool.org

Source: [Educational Leadership](#). Feb2013, Vol. 70 Issue 5, p82-83. 2p.

Document Type: Article

Subject Terms: [*BULLYING in the workplace](#)
[*TEACHER collaboration](#)
[*INTERPERSONAL conflict](#)
[*SARCASM](#)
[*RESPECT](#)
[*COMMUNICATION in education](#)
[*PSYCHOLOGY of teachers](#)
[*PROFESSIONALISM](#)
[SOCIAL aspects](#)

People: [RODKIN, Philip C.](#)

Abstract: The article discusses ways to identify adult bullies working in schools, such as teachers who bully students and each other. Conflict avoidance, the opinions of social psychologist Philip C. Rodkin, and the supervision of teachers are discussed, as well as **bullying** tactics such as sarcasm and ridicule. Interpersonal relationships in the **workplace**, respectful behavior, and teacher collaboration are mentioned, as well as professionalism, communication in education, and **bullying** in school administration.

Author Affiliations: ¹Head of school, New City School

Full Text Word Count: 962

ISSN: 0013-1784

Accession Number: 85177960

Principal Connection

Who's the Bully On Your Staff?

We don't allow students to control or take advantage of others, so why should we allow adults to do so?

Bullies come in all sizes. There's Linda, an 8-year-old, who uses her physical size and toughness to intimidate her classmates. Enrico, a spindly 9th grader, gets what he wants in more subtle ways; his quick wit and acerbic comments cause his classmates to defer to his wishes. Alice, the junior prom queen and captain of the volleyball team, controls who is allowed in her coveted social circle and who can only watch from the sidelines.

Although the ways these students bully others vary, the results are the same. Whether it's done with a shoulder-bump, a cutting comment, or simply a raised eyebrow, they set the agenda and they control. They coerce, marginalize, and dominate. Just the possibility of these actions from them is enough to influence others. Their peers have learned to avoid eliciting a negative lightning bolt from the bully.

Every school has bullies, but we know that by establishing expectations, setting the tone, and monitoring behaviors, we can minimize their influence. Consequently, teachers and principals spend a great deal of time and energy overseeing interactions in the

and Mr. Meddon each have very firm views on education, life, and how people should comport themselves; any deviation from their expectations is met with a cold remark, a snide comment, a harsh glance, or ridicule. Because they have no inhibitions about the toll their comments might take on others—and because others know this to be the case—Mrs. Green and Mr. Meddon are given deference and have an inordinate amount of influence on most issues. Their voices are loud even when they're whispering. It's not that other

faculty members respect their judgment; rather, it's that their colleagues want to avoid a confrontation and escape their ridicule.

This adult bullying—every school has a Mrs. Green and a Mr. Meddon, and sometimes more than two—is similar to what we see among those Philip C. Rodkin calls “socially connected bullies.”¹ Rodkin notes that socially connected bullies,

those who wield their influence through their social skills, are “hidden in plain sight.” That is, we see them engaging in these behaviors and we know that others are subject to their



Who's the Bully On Your Staff?

Contents

We don't allow students to control or take advantage of others, so why should we allow adults to do so?

Listen  American Accent 

Principal Connection

We don't allow students to control or take advantage of others, so why should we allow adults to do so?

Bullies come in all sizes. There's Linda, an 8-year-old, who uses her physical size and toughness to intimidate her classmates. Enrico, a spindly 9th grader, gets what he wants in more subtle ways; his quick wit and acerbic comments cause his classmates to defer to his wishes. Alice, the junior prom queen and captain of the volleyball team, controls who is allowed in her coveted social circle and who can only watch from the sidelines.

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Every school has bullies, but we know that by establishing expectations, setting the tone, and monitoring behaviors, we can minimize their influence. Consequently, teachers and principals spend a great deal of time and energy overseeing interactions in the halls, at recess or during free time, and over lunch. It is often during these more casual times that **bullying** takes place. Children need to learn to listen to and respect others, because when respect is the norm, **bullying** behaviors are minimized.

But **bullying** isn't limited to children. There are adult bullies in our schools, too. Mrs. Green, a 4th grade teacher, and Mr. Meddon, a high school science teacher, are bullies. They can be a bit sarcastic and daunting in comments to their students, but they really engage in **bullying** with their colleagues. Mrs. Green and Mr. Meddon each have very firm views on education, life, and how people should comport themselves; any deviation from their expectations is met with a cold remark, a snide comment, a harsh glance, or ridicule. Because they have no inhibitions about the toll their comments might take on others -- and because others know this to be the case -- Mrs. Green and Mr. Meddon are given deference and have an inordinate amount of influence on most issues. Their voices are loud even when they're whispering. It's not that other faculty members respect their judgment; rather, it's that their colleagues want to avoid a confrontation and escape their ridicule.

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FULL TEXT FINDER

19. SPEAK OUT.



Periodical

By: OWENS, JENNIFER. Working Mother. Feb/Mar2017, p16-18. 3p. 2 Black and White Photographs.

Subjects: SEXUAL harassment; **BULLYING in the workplace;** SEX discrimination in employment -- Law & legislation; LABOR contracts; ARBITRATION & award; UNITED States. Equal Employment Opportunity Commission; Administration of Human Resource Programs (except Education, Public Health, and Veterans' Affairs Programs); LAZAR, Wendi

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SPEAK OUT.

OWENS, JENNIFER. *Working Mother* (2017) ISSN: 0278-193X

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SPEAK OUT

Summary: Jennifer Wenzling Matheson, *New York* Vol. 40, Iss. 1, (Feb/Mar 2017): 16-18.

Full text Full text - PDF Abstract/Details

Abstract [Translate](#)

[...]it's not just a legal standard-behavior can be inappropriate without being illegal. jo Your point being that you can have a policy framework around sexual harassment, but without real leadership, the frame will collapse in on itself. wI From a liability standpoint, there has always been a compelling business reason for stopping harassment. [...]unless people care whether women will leave, unless people value them as workers, managers and leaders, there won't be a stop to harassment. Because there will always be a man willing to step up and say, "She wasn't very good anyway" or "She had a crush on me and I had to fire her." jo When someone becomes concerned by her work environment, what's the first thing she should do? wI As a starting place, find out first if the company has policies that protect women. [...]if you're a woman who's protected under the Civil Rights Act, you're basically signing an agreement that says if your civil rights are violated, you won't be able to go to federal or state court.

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Headnote

Sexual harassment. There, we've said it. One of the most shocking things about it: It's still so common at work. Top employment lawyer Wendi Lazar lays down the law on our rights-and the first thing you should do if you're a victim. By Jennifer Owens

In 1976, nearly 90 percent of women surveyed by Redbook reported having been sexually harassed at work. But things have changed, right?

Not quite. Today, the number of women experiencing sexual harassment is hard to pin down, but the National Women's Law Center estimates that it's more than a quarter of us. Stories of intimidation and fear at work remain the same.

It's just that sort of story that brought Wendi Lazar to employment law after a fulfilling first career as a journalist and filmmaker. Having long focused on social and political issues, the New York City native realized she could have an even bigger impact as a lawyer.

She started law school when her first daughter was 5 years old, and graduated early, despite giving birth to her second daughter during her last semester in 1992. Lazar soon landed a job as a trial attorney at the Justice Department, where she was one of the first lawyers

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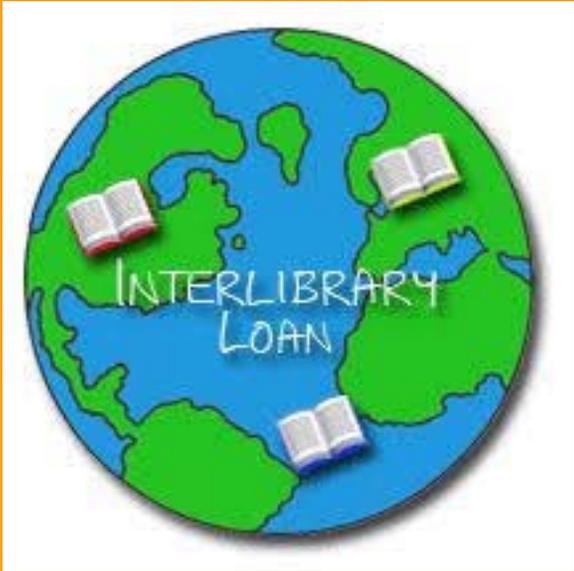
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- Rep. Stefanik Co-Introduces Bipartisan, Bicameral Legislation to Combat Sexual Harassment in... **Targeted News Service; Washington, D.C.** [Washington, D.C.]06 Dec 2017.
- Home & Digital: Study Suggests Fix for Gender Bias on the Job Silverman, Rachel Emma. **Wall Street Journal, Eastern edition; New York, N.Y.** [New York, N.Y.]09 Jan

NO FULL TEXT!

The screenshot shows the EBSCOhost search interface. At the top, a navigation bar includes 'New Search', 'Images', 'Indexes', 'Library Holdings', 'Sign In', 'Folder', 'Preferences', 'Languages', and 'Help'. The search bar contains the term 'phonetics' and a 'Search' button. Below the search bar are options for 'AND' and 'Select a Field (optional)'. The search results show a 'Detailed Record' for a document titled 'Mix up your instruction to boost pupils' reading stamina.' The document details include: Authors: Crosby, DM; Source: TES: Times Educational Supplement. 6/22/2018, Issue 5305, p50-53. 4p.; Document Type: Article; Subjects: READING teachers, BEGINNING reading, EDUCATION, INTONATION (Phonetics), LISTENING, CONFIDENCE; Abstract: The author discusses the advantages and disadvantages of teacher read-aloud, read-along, and independent reading which are an important part of a child's education. Topics discussed include exposure of children to texts beyond their independent reading ability, providing an example of prosody through modeling of expression, emphasis, intonation, volume, speed and movement, and development of a culture of listening and respect and confidence in children.; ISSN: 0040-7887; Accession Number: 130748085. On the right side, a 'Tools' sidebar is circled in green, containing options like Google Drive, Add to folder, Print, E-mail, Save, Cite, Export, Create Note, Permalink, and Share. A red box highlights the search term 'phonetics' in the search bar.



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EBSCOHOST ACCOUNT

The screenshot shows the EBSCOHOST account interface. At the top, there is a blue navigation bar with the following items: 'More' (with a dropdown arrow), 'Sign In' (highlighted with a red square), 'Folder' (with a folder icon), 'Preferences', 'Help', and 'Exit'. Below the navigation bar, the text 'KENTUCKY DEPT OF LIBRARIES AND ARCHIVES' is displayed on the right side. On the left side, there are three search input fields, each labeled 'a Field (optional)' with a dropdown arrow. The first field has 'Search' and 'Clear' buttons next to it, along with a help icon. Below the third field are '+' and '-' buttons. At the bottom left, it says 'of 8'. At the bottom right, there are 'Date Newest' (with a dropdown arrow), 'Page Options' (with a dropdown arrow), and a 'Share' button (with a share icon and a dropdown arrow).

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- ✓ Gain access to your saved research remotely

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First Name:

Last Name:

E-mail Address:

User Name: 254 character maximum

Password: Password strength: Include digits/symbols or make your password longer and more random. [?](#)

Retype Password:

Secret Question: [Select One] Used to help identify your account if you forget your user name or password.

Secret Answer:

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<input type="checkbox"/> S7	active shooter AND workplace	Limiters - Full Text; Published Date: 20110101-20181231 Expanders - Apply equivalent subjects Search modes - Boolean/Phrase	View Results (9) View Details Edit
<input type="checkbox"/> S6	workplace bullying	Limiters - Full Text; Published Date: 20110101-20181231 Expanders - Apply equivalent subjects Search modes - Boolean/Phrase	View Results (354) View Details Edit
<input type="checkbox"/> S5	workplace conflict	Limiters - Full Text; Published Date: 20110101-20181231 Expanders - Apply equivalent subjects Search modes - Boolean/Phrase	View Results (96) View Details Edit
<input type="checkbox"/> S4	workplace conflict	Limiters - Full Text; Published Date: 20110101-20181231 Expanders - Apply equivalent subjects Search modes - Boolean/Phrase	View Results (96) View Details Edit
<input type="checkbox"/> S3	workplace violence	Limiters - Full Text; Published Date: 20110101-20181231 Expanders - Apply equivalent subjects	View Results (578) View Details Edit

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Name of Search/Alert:

Description:

Date Created: 10/9/2018

Databases: (dropdown menu open showing: Agricola, AHFS Consumer Medication Information, Business Source Premier)

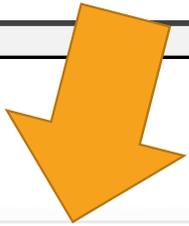
Search Strategy: workplace bullying

Interface: EBSCOhost

Save Search As: Saved Search (Permanent) Saved Search (Temporary, 24 hours) Alert

Search History

#	Query	Limiters/Expanders
S1	workplace bullying	Limiters - Full Text; Publis 20110101-20181231 Expanders - Apply equiva Search modes - Boolean



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Databases: (dropdown menu open showing: Agricola, AHFS Consumer Medication Information, Business Source Premier)

Search Strategy: active shooter AND workplace

Interface: EBSCOhost

Save Search As: Saved Search (Permanent) Saved Search (Temporary, 24 hours) Alert

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ISSN: 0363-0277

Publisher Information: Media Source, Inc.
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Title History: Library Journal (1976 - present)
[LJ: Library Journal \(1975 - 1976\)](#)
Changed to Library Journal

Bibliographic Records: 01/01/1975 to present

Full Text: [01/01/1975 to present](#)

Publication Type: Trade Publication

Subjects: Library & Information Science

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SAVING ARTICLES TO FOLDER

1. Preparing for **Workplace** Violence: Developing an **Active Shooter** Policy.



Academic Journal

Professional Safety. Feb2018, Vol. 63 Issue 2, p17-17. 1/4p.

Subjects: VIOLENCE in the **workplace**; SEYFARTH Shaw LLP

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1. Preparing for **Workplace** Violence: Develo Policy.



Academic Journal

Professional Safety. Feb2018, Vol. 63 Issue 2, p17-

Subjects: VIOLENCE in the **workplace**; SEYFART

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1-3 of 3
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1. **Impact of Workplace Bullying on Job Performance, Intention to Leave, OCB and Stress.**

Academic Journal
By: Khaliq, Muhammad; Arif, Imtiaz; Siddiqui, Masooma; Kazmi, Syeda Wajiha. Pakistan Journal of Psychological Research. Summer2018, Vol. 33 Issue 1, p55-74. 20p. , Database: Academic Search Complete
Subjects: BULLYING in the workplace; JOB performance; WORK environment; STRESS (Psychology); PROBLEM employees; COUNTERPRODUCTIVITY (Labor)
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2. **The Literary Legacy of Books That Were Left Behind.**

Periodical
By: Roberts, Sherron Killingsworth; Killingsworth, Elizabeth K. Childhood Education. Fall2010, Vol. 87 Issue 1, p17-24. 8p. 1 Color Photograph. , Database: Teacher Reference Center
Subjects: UNITED States; CHILDREN'S literature; READING -- United States; NO Child Left Behind Act of 2001; PHONEMICS; PHONETICS; FLUENCY (Language learning); VOCABULARY
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3. **Why retirement planning is so important for women: They often face a considerably tougher time than men.**

By: DAVIS, STEPHEN G. New Hampshire Business Review. 6/23/2017, Vol. 39 Issue 13, p21-21. 3/4p. , Database: Regional Business News

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1-3 of 3
Page: 1

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Subjects: RETIREMENT planning; RETIREMENT of women; CHILD care; WORLD Economic Forum; ESTATE planning

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Description

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