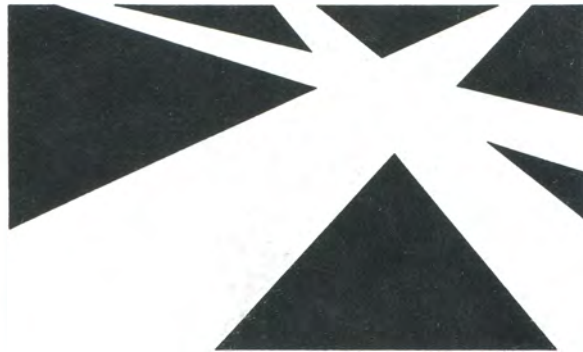# the Southeastern Librarian

SOUTHERN LIBRARIES AT THE
crossroads

SELA 1994

**SELA Biennial Conference
October 25-29, 1994
Charlotte, North Carolina**

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The Southeastern Librarian

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2. News releases, newsletters, clippings, and journals from libraries, state associations, and groups throughout the region may be used as sources of information.

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Issue	Deadline	Published
#1 Spring	February 15	May
#2 Summer	May 15	August
#3 Fall	August 15	November
#4 Winter	November 15	February

President's Message

It's mid-March as I write this, from Charlotte, which is currently gearing up to host the Final Four and 50,000 rabid (there's no other kind in this part of the world) basketball fans. While our meeting in October won't have quite the same impact on the local economy--I'm sure that they won't install a row of temporary restaurants downtown just for us--it's nevertheless been my experience that as a profession, we leave much more of an impression than people expect. That impression can range from simple surprise that we are capable of having fun ("You don't act like a librarian") to the realization that we deal with large, important, cutting-edge issues. Information policy, legislation of all kinds, education priorities, technology, public relations--all are part of our daily diet. I feel sure that those who take the time to notice will be similarly impressed in October--or next week in Atlanta when the Public Library Association hits town--or in Miami this summer--or wherever your state associations are meeting. And we have fun, too.

Technology has been a big topic of conversation among the media centers and public libraries in Georgia lately. We have all been the recipients of generous technology grants from the Georgia lottery. All of a sudden, libraries (including mine) which despaired of ever hitting the 21st century ready for it are making decisions about equipment they never thought they would have. We're all talking about CD-ROM and CD-ROM networks, Internet access, converting databases, buying or upgrading circulation systems, fancy data communications, PCs of all kinds, assistive devices, etc. It's exciting and nerve-wracking, particularly for some of us who came up as book people and have acquired technology along the way.

The immediate reason for my being in Charlotte--other than to visit my mother, of course, is to meet with the Conference Committee as we continue to develop the plans for the fall. By the time you get this issue, it will only be five months until the end of October, when all of these zillions of details and plans will have to come together. We plan to begin with an opening general session on Wednesday, October 26, followed by an exhibits reception featuring North Carolina barbecue. The eastern vs. western N.C. style debate is still unresolved as this goes to press.. We will close with a final general session on Saturday morning. The Omni and the Marriott, the conference hotels, are both lovely and convenient to the Convention Center, the Public Library, and Discovery Place--all of the function sites. Please mark your calendars now! I can't thank Bob Cannon, Director of the Public Library of Charlotte and Mecklenburg County, and SELA Treasurer and Conference Chair, and his staff enough for all of the work they are putting into this conference. They are sponsoring receptions, a preconference, and programs.

Other association business continues as well. You will be receiving ballots at the end of June to vote on who will be taking us two years closer to the 21st century. Biographical information on all of the candidates is included in this issue. It is, as always, a very strong slate. We are fortunate to have such a wealth of talent on which to draw. The biennial President's Meeting was held in Atlanta, April 22-23. In addition to the Executive Board, the officers, executive secretaries, and journal editors of the state associations met to share information and ideas with each other and with SELA. This kind of cross-pollination is the value of a regional association. We may be a large geographical area, but in many ways we're a small world. Many who are active in SELA are also active locally, and good ideas are traded back and forth.

Gail R. Lazenby

"When You Come to Learn, Stay to Visit"
Dave Fergusson

You have the dates, so you know what you are going to be doing October 26-29; you will be in Charlotte, North Carolina for the 1994 SELA Biennial Conference! Since you are coming to the Tar Heel State, why not plan to arrive early or to stay around a few extra days. North Carolina is a wonderful state for vacationing any time of the year, so I will tell you about a few things I am familiar with and, in case you like them, sources for more information.

Charlotte keeps growing. The city is sort of big and is now "major league" all the way. The only problem is, I myself get there infrequently, so what follows will be limited. I am most familiar with the Public Library of Charlotte & Mecklenburg County's main library on Tryon Street, which was completely renovated and expanded in 1989. The library is classic and modern, beautiful, and practical. You will see it during the conference, enough said. Charlotte also has the Charlotte Coliseum, home of the NBA Hornets.

The North Carolina mountains are beautiful. Although the leaf colors will be gone, consider a trip to Asheville. The most famous sight to see is the Biltmore Estate, built in the 1890s by George W. Vanderbilt. Much of the work done on this national historic landmark was done by European artisans. The rest of Asheville reflects a concerted effort in the last few years to attract the tourist trade. A number of funky restaurants can be found, and Tom Wolfe's boyhood home is located downtown.

The area around Boone, Blowing Rock, and Grandfather Mountain is gorgeous. The views are tremendous from the Blue Ridge Parkway, the skiing is said to be very good, and there are many shops with crafts and gifts in the area--look for Scottish keepsakes. Grandfather Mountain, sight of the Highland Games, is the highest peak in the Blue Ridge range and is surrounded by scenic nature trails.

Those of us in the Triad (Winston-Salem, Greensboro, and High Point) want you to visit us, too! For librarians, here are some terrific new or renovated libraries to visit. The Wake Forest and Winston-Salem State University libraries were both expanded very recently and are state-of-the-art. We feel that the Walkertown Branch of the Forsyth County Public Library is unique, because it shares the concept of a striking curved exterior structure with the new main library in High Point. The Greensboro Public Library is beginning a new main library, so I recommend it for fans for libraries under construction. Probably the most unusual library is Wake Forest's Worrell Professional Center Library for Law and Graduate Management. Designed by renowned architect Cesar Pelli, the library is different, because it is shared by two separate professional schools and is equipped to take advantage of the newest technologies.

In Winston-Salem, I recommend Old Salem, a restored 18th century Moravian town, most of which has been in continuous use for over two hundred years. If golf is your game, Pinehurst, only one hundred miles from Charlotte, has some of the best golf in the United States.

That is it for my immediately accessible mental list of things to do near Charlotte. We will arrange for someone from Charlotte to do a piece for the next issue of the journal, to further whet your appetite for the city. Until then, think about giving our state a visit--after all, I didn't even mention visiting Chapel Hill. For further information, contact the North Carolina Department of Travel and Tourism, North Carolina Department of Commerce, 430 N. Salisbury Street, Raleigh, NC 27611. Telephone (800) VISIT NC.

Academic Architectural Libraries in Alabama: An Introduction

By Vinson E. McKenzie

In Alabama, there are two distinctive academic libraries which exist exclusively for the purpose of developing and maintaining collections in the field of architecture; these are at Auburn University and Tuskegee University, located 20 miles apart. Additionally, within the state, there are architectural firms with small libraries or small architectural collections. The staff of the private architectural firms organize books, building materials, codes, drawings, and journals necessary for the practice of architecture. This article provides an overview of the academic architecture libraries in Alabama.

Auburn University

The oldest architectural school founded in the United States was at the Massachusetts Institute of Technology, founded in 1865. Both of the schools of architecture in Alabama have lengthy histories in the preparation of architects and architecture education. The architectural program at Auburn University began in 1907 and was the first such program offered by a university in the South. In 1928, as the School of Architecture and Applied Arts, the faculty offered the first five-year architectural program. When architectural accreditation became a reality in the forties, the architectural program at Auburn was one of the first to be accredited. Since 1909, over 1,200 architecture degrees have been conferred (Student Handbook 1983, 8).

Vinson E. McKenzie is head of Auburn University's Architecture Library, Auburn, AL

Tuskegee University

In 1893, Tuskegee University started its training in architecture in response to the need to build the campus. In the latter part of 1893, certificates in architecture were offered under the Division of Mechanical Industries (Dozier 1982, unnumbered pages "milestones"). In 1892, Robert R. Taylor, valedictorian of the class of 1892 and the first African-American to graduate from the Massachusetts Institute of Technology in architecture, joined the faculty at Tuskegee. Under his leadership, Tuskegee was the first African-American school in America to offer training in architecture to African-Americans (Dozier 1982, photo #39). Tuskegee was granted full accreditation in architecture in 1970 (*Tuskegee Progressive Times* 1990, September). In a 1913 letter, published in the *Southern Letter*, Tuskegee, Alabama, the following statement reflected the practical emphasis of architectural training: "When money is given to Tuskegee for a building of any character, it is used particularly to teach students their trades by having them actually do the work required in the construction of such building." (*Southern Letter* 1913, June)

The programs at both schools have expanded and presently offer the five-year Bachelor of Architecture degree. Additionally, the Auburn University program confers the following degrees: the Bachelor of Landscape Architecture, the Bachelor of Interior Design, the Master of Community Planning, the Bachelor and Master of Industrial Design, and the Bachelor of Building Science. In addition

to the Bachelor of Architecture degree, Tuskegee offers the Building Science Construction Management degree (Association of Collegiate School of Architecture, 1989, 10-11, 204-205.)

Architecture Libraries

Academic architectural libraries support the teaching and research activities of the parent school or college of architecture with information, library materials, and services (Kusnerz 1989, 1). An architecture library in simplest terms is a special library providing services for architecture and its related subjects. Information related to architecture; art; interior design; landscape architecture; community, city, or urban planning; and building science or building construction are found in many of these libraries. Some architecture libraries also include information on industrial design. The architecture library has always been an important facet of architectural education. Gunnar Birkerts, an internationally recognized architect, and Professor of Architecture at the University of Michigan, describes the architecture library as "a space where creativity takes place" (Birkerts 1989, 163).

The academic architecture library is important, because it is essential to the training of future practitioners. Architecture libraries occupy a unique, but somewhat ambiguous, position in the constellation of American university libraries. The position tends to set them apart in various ways from the general university library and, with the possible exception of law and medical libraries, even from the different types of specialized branch libraries serving other academic disciplines (Senkevitch 1989, 9). The majority of architecture libraries are located within the schools of architecture or in a nearby location. Those in the academic and professional architectural communities contend (1) that their working patterns, shaped by the nature of architectural education, demand immediate answers to specific questions raised in the course of the design process, and (2) that these needs cannot be effectively served by general or other libraries that do not address these specialized needs (Senkevitch 1989, 10).

According to Adolf K. Placzek, former Head Architecture Librarian for the Avery Architecture Library at Columbia University (the largest architecture library in this country) an Architecture and Art Library should contain no fewer than 30,000 volumes (decorative arts, sculpture, painting included); roughly 15,000 of which would be architecture, architectural history, technology, and city planning. An estimated 5,000 of the physical volumes would be periodicals. Current subscriptions should be maintained for architecture and art journals (Placzek 1983, 3). One of the greatest components to any architecture program for teaching purposes is a slide collection. Slides depict the elevations of buildings, plans, interiors, structure analysis, and other important related facets to the architecture.

Auburn University

The Architecture Library, located in Dudley Hall, was constructed in 1977 as a part of a new Fine Arts Complex. Previously, the school and the library were located in Biggin Hall. The present library has 6,571 square feet of useable space and operates as a branch library of the Auburn University Libraries. There are approximately 40,000 volumes of materials housed in the facility which include books, periodicals, and reference materials. The library currently subscribes to 109 periodicals. Information and circulation services are also provided. The library is staffed with one professional librarian, three full-

time support staff members, and a full-time slide curator (Collection Assessment 1991, p. 5). The library supports the study and research of nearly 1,149 students and approximately 49 faculty members of the School of Architecture.

The rare architecture book collection at Auburn University is a part of the special collections held in the main library. As such, these books do not circulate. The use of these sources by architecture students and faculty are seen as limited, since they are not located within the School of Architecture's library. The librarian does familiarize patrons with the wealth of information located within the main library. Auburn has a sizable collection of rare architecture books, some dating back as far as 1827, such as *The Erechtheion at Athens: Fragments of Athenian Architecture*, 54 centimeters in height, with plates, and published in 1827. There are also writings of the prominent architect Ernest Flagg (1857-1947). The Flagg collection was given to the university through the State Council of the American Institute of Architects.

The slide collection is a responsibility of the architecture librarian with a curator working directly with the collection. The collection started around 1967, and by 1977, had grown to 9,000 slides. By 1978, the Santa Cruz Classification System had been implemented. However, this system presented many problems for the curator and faculty. A slide committee was assembled to study the classification system, and by the end of 1989, the Santa Cruz Classification System had been discontinued. In 1990, a new system was designed, D-ARCH (Database for Architecture). Although not yet fully implemented, the new classification system was developed to support the six specialization areas of the Auburn architecture program which includes 40,000 slides. Automation of the

slide collection is underway in an attempt to better serve the user. DATAEASE, a computer software program, has been recommended to catalog slides, as well as to maintain circulation records on each slide. Most of the computer equipment needed has been purchased to implement the DATAEASE program, but additional items must be purchased before the system can be implemented.

Tuskegee University

The Architecture Library at Tuskegee University was started in 1967 under the leadership of Charles Hight, the then-current head of the architecture program. The library is located on the second floor of Willcox "A", one of the five trade buildings designed by Albert Cassell and William Augustus Hazel, two prominent African-American architects (Robinson 1976, 172). The Department of Architecture presently occupies two of these trade buildings. The library also operates as a branch library of the main library, the Hollis Burke Frissell Library, and is staffed by one professional librarian and seven student assistants. This staff is responsible for all circulation activities and reference services. The collection consists of approximately 9,300 books and a current periodical subscription list of 113 titles (Annual Report 1986). Tuskegee, a private school, has an enrollment of less than 200 students majoring in architecture-related courses and 11 faculty members within the Department of Architecture. The Department of Architecture is a part of the School of Engineering; however, the Architecture Library is separate from the Engineering Library.

The rare architecture book collection at Tuskegee University is located within the Architecture Library. They are held in an air-conditioned room and are not circulated. Within the Tuskegee collection,

there are 520 rare books, some dating back to the early 1800s. Among them, *The Detail and Ornament of the Italian Renaissance*, 46.5 centimeters in height, with plates, and published in 1888.

An appointed faculty member from the department of architecture is charged with maintenance of the slide collection which includes over 22,000 slides. As early as 1985, an attempt to automate the collection was started by Richard Dozier, at that time a faculty member in the Department of Architecture.

Cooperative Agreements

It is important to note the level of cooperation existing between the two architecture libraries in Alabama. The Network of Alabama Academic Libraries (NAAL), a consortium of the Alabama Commission on Higher Education and eighteen of the state's academic institutions that offer graduate education, was created to coordinate resource-sharing of library resources to enhance statewide education. Alabama is unique among many states since it considers its total academic library resources as one research collection (Medina 1989, unnumbered). Through this consortium, in 1989, a grant proposal to use telefacsimile for effective sharing of library resources in architecture, engineering, and veterinary medicine was submitted to NAAL. In 1990, the architecture libraries at Auburn and Tuskegee received their telefacsimile machines. Since that time, resource-sharing between the two libraries has reduced the need for additional periodical subscriptions. The document delivery for students, faculty, and other scholars in architecture has greatly improved.

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Ten Reasons Why Every Library Should be Using An Electronic Telephone Directory

by Karen Talavera

If you are like most people. you have noticed the growing popularity of computerized automation and compact disc applications.in libraries over the past few years. Known as CD-ROM (compact disc-read only memory), applications have been developed to aid libraries with nearly every function from cataloging, to book and periodicals abstracts and reviews, to archiving, to circulation, to purchasing and acquisitions. And the trend continues for the Reference Department, as several electronic telephone directory products on CD-ROM have emerged over the past two to three years.

CD-ROM-based telephone listing products tend to fall into one of two categories, "white pages" applications and "yellow pages" applications. Products offering a "white pages" application may provide **either** residential or business name, address, and telephone number listings, or **both** residential and business information; however, the data can be searched only by name, address, or telephone number. and usually only by name.

"Yellow pages" applications provide business listings which are accessible not only by name and address elements, but also by SIC code and business heading/classification as it would appear in an actual yellow pages directory. "Yellow pages" products, like American Business Information's *American Business Disc,*

Karen Talavera is a Product Manager with Metromail Corporation

allow the user to view aggregate groups of business listing sorted by type of business and industry.

The CD-ROM telephone directory products on the market today are text-based applications only. To date, no one has developed a full graphic replication of the telephone directories on CD-ROM, although this should not be long in coming. Several vendors have already developed Windows™ versions of their software or are in the process of doing so, thereby increasing the ease-of-use for patrons. Even though you will not see features like yellow pages advertising or "976" pay-per-call directory sections if you purchase a CD-ROM telephone listing product today, the benefits of using an electronic directory far outweigh the shortcomings.

Here are ten of the most common reasons for the growing popularity of CD-ROM-based electronic telephone directory products.

1. Save Money

With over 3,400 white pages directories being published in the United States alone each year, and at a cost of $15 to $20 per directory, it is practically impossible, from a budget standpoint, to assemble even a partial collection. Since national CD-ROM directory products range in price from a few hundred to a few thousand dollars, they will always be a more affordable alternative than printed directories or directories on microfiche/film. Now that telephone companies are charging libraries for out-of-area

white and yellow pages directories, converting to an electronic medium makes more sense than ever.

2. Offer More Comprehensive Information

Because of the high price of national print and microfiche directory collections, it is difficult to obtain complete, nation-wide directory coverage. As a result, many libraries purchase books or fiche for only the major metropolitan areas, leaving rural regions or mid-size towns out of their collection. The new CD-ROM products on the market today cover the entire United States and do not exclude areas based on population or geography. This is true of both business and residential information products.

3. Serve Patrons Better

The more complete geographic coverage, rapid search capabilities, ease-of-use, and single-point of access offered by CD-ROM products make finding telephone listing information quick and easy for patrons. No longer will an individual need to comb through multiple directories to search across more than one city or state. On a CD-ROM directory, searching large geographic areas takes only seconds.

4. Save Shelf Space

The extra shelf space that would become available by reducing or eliminating a large collection of printed telephone books can be as much as 300-400 square feet! This means valuable, additional space for growing collections or extra floor space for computer or study workstations.

5. Save Staff Time

Most electronic directory products are user-friendly and have been designed so that patrons can operate them on a stand-alone or networked computer. This means libraries can save or re-employ the staff time and effort once spent maintaining and updating print or microfiche directory collections. It can also mean additional labor cost savings.

6. Increase Automation

Since most or all CD-ROM directories are available in a LAN version, it is possible to connect multiple workstations for simultaneous access or to connect multiple library branches to the host. Products like *MetroSearch Library* will even operate on a wide area network, ideal for large suburban or county library systems.

7. Offer User-Defined, Flexible Information Access

Because of the flexibility of CD-ROM directory software, users can custom-define the parameters by which they wish to search and can view aggregate groups of listings as large or as small as they wish, depending on the criteria chosen. Rather than being limited by a single-point of access to information (such as needing to know a name and city location to identify a phone book), users of CD-ROM directories can cross-search a database from a variety of access points including name, address, telephone number, business type, and SIC code. They can also define the geographic scope of each search, based on the location information they may or may not have.

8. Are Environmentally Conscientious

An important reason for converting from a print to an electronic directory collection is the positive environmental impact. Although most printed telephone directories are recycled, their manufacture requires the use of high volumes of paper. With deforestation now a global problem, the reduction of paper manufacture and an increase in recycling must take high priority. In addition, used compact discs can (and are) being recycled, resulting in virtually no waste from CD-ROM products.

9. Provide Customized Content

As the demand for CD-ROM products in libraries grows, vendors will be more willing and able to customize the content of their products for each individual buyer. Technology already exists to create "one-off" CD-ROMs, but the cost involved is still somewhat prohibitive. Over the next few years, however, the expenses involved with both managing content in the form of electronic databases and creating CD-ROMs should drop dramatically.

10. Prepare for the Future

Personal computer technology is penetrating every aspect of society. Even elementary and junior high school students are receiving frequent and early exposure to computers and software applications. Today's young students may well be the first generation of adults more comfortable with electronic media than print, and in the future they will demand the speed, convenience, and accessibility offered by electronic resources.

Summary

Although the majority of electronic telephone listing products currently available to libraries are on CD-ROM, the next few years will probably bring a proliferation of options on different media. Online, transaction-based telephone listing databases already exist for commercial use and will probably become standard in libraries once compatible, affordable interfaces to these databases are developed. In addition, new media such as PCMCIA cards (AKA "flash cards") may eventually provide lower-cost, less hardware-intensive solutions for storing and searching large volumes of data.

Regardless of which developments the future may hold, any library and its members can benefit from the advantages of electronic CD-ROM telephone directory products **today**. To learn more, contact local library associations, or visit the various CD-ROM directory publishers who exhibit at library conventions. □

Library Staff Reallocation:
A Humanistic Management Approach
by Linda A. Morrissett

Business management learned an important lesson in the 1980s: successful companies are those run with humanistic values. The theme of humanistic management was heralded for libraries when Don Riggs avowed that "the compassionate library manager will be the model in the 1990s and beyond." (Riggs 1989, 8). In order to shape this model, we must actively apply humanistic values in a realistic way to resolve library management problems. It is in such actions that we will develop productive, healthy, value-driven libraries.

Reorganization is one library management area in which humanistic management should play a large role. The term reorganization here refers to either a total restructuring of the library or a simple reallocation of personnel. Reassignment of even one employee has a major impact on the organization and needs to be handled accordingly.

Nationwide, libraries have been experiencing budget cuts which have been accommodated by serial cancellations and fewer acquisitions and, when necessary, by personnel layoffs and hiring freezes. In order to continue to operate the library after losing personnel, we are forced to close ranks, or "downsize". When downsizing occurs, it is often the case that some staff members may be reassigned either to vacant positions or to newly conceived positions which have been created to combine duties formerly performed by more than one staff member.

Reassignment of personnel is one of the ways to keep operating when the institution is under a period of layoffs or a hiring freeze. Library administrators struggling to save staff positions may believe that the individuals who are designated for reassignment are quite fortunate to remain employed, in light of budgetary cutbacks. However, such reassignment constitutes a great deal of stress upon the individual staff members involved; for these employees are suddenly put through an unsought, unforeseen change.

Sympathy

While the devastation in losing one's jobs is universally recognized, people often do not sympathize with those who have been forced to assume a new position. Being reassigned is highly stressful. There is a sense of loss of control when the patronly hand of management reaches in to remove one or more employees from secure, familiar surroundings to work in a new environment. While management may view the reassignment as a benevolent move, employees will have more difficulty seeing the big picture. In the eyes of the staff, the stress of change overshadows the benefit to the library as a whole. (Fine 1991, 23).

Linda A Morrissett is Circulation Services Supervisor at the Western Kentucky University Libraries, Bowling Green, KY.

Understanding

Staff reassigned during reorganization will naturally feel resentment, because often, they will have had little, if any, input into the decision affecting their daily lives. They will experience grief for the loss of their former job and of their former relationship to the library organization. They will need to disentangle themselves from their work self-concept, which may in large part map over to their self-identity. They will have the added stress factors of learning new job skills and procedures, as well as establishing new working relationships. If they have a new supervisor, they will need to adjust to that supervisor's expectations. They may even feel so resentful of the change that they will choose to remain loyal to the former supervisor, refusing to deal with the new one. (Tjosvold 1991, 81).

If only one individual is reassigned, that person may have a feeling of being singled out. This individual may resent those whose jobs remain unchanged. The move may be assumed to be a punishment or a subtle statement from management that he or she is less valued than other staff. At the same time, those who are not reassigned may begin to feel insecure, believing they could be the next pawns to be moved.

Communication

It is important to anticipate the psychological effect workplace changes bring about and to work toward defusing the problem. Management experts agree that the key factor to success in reorganization is communication--and in particular, two-way communication. (Tjosvold, 1991, 82; Miller, 1992, 60). Employees should be made to feel aware of what is happening in the library and, if possible, even be requested to contribute to decisions involved in the reorganization. As soon as there is good reason to believe there will be organizational changes, staff should be informed of the possibility. Whether reorganization is being addressed by a committee or by library administrators, regular update meetings should occur to pass along progress reports, even if there is essentially no news to report.

More importantly, communication should be in the form of open discussion. The staff should be given a chance to voice their fears and objections in order to constructively and directly deal with these problems. Many of these fears can be allayed and objections reasoned with to reassure the staff and to defuse rumors. If a particular change is being considered, for example, requiring technical services personnel to work in public services several hours each week, group discussion of this proposal will bring out positive and negative impact on both areas. Many staff members will concentrate on the negative aspects and even refuse to consider the benefits to the organization. (Fine 1991, 20). Again, this is the natural resistance to change. As objections are raised, however, they can be countered with discussion of the rationale for such a change. The more constructive individuals in the group will begin to think of alternatives to the proposal, and these can be discussed. Some good ideas may arise from these alternatives and should be considered in the plan.

Communication will help make people feel they are an active, integral part of the organization. There are two major benefits to this. First, optimizing involvement in reorganization decisions will help the library staff "buy into" the changes which take place. Resistance to change is the single, greatest force there is to fight in any reorganization. It is a natural human reaction. Second, frequent

effective communications will lessen the destructive power of the morale-sapping, alarm-setting rumor mill.

In order for communication to be effective, it must truly be two-way. Announcing a complete, air-tight plan and then hearing employee reaction is not true two-way communication. Without a sense of input, the staff will not feel understood or appreciated. Despite the seeming unpreparedness implied by not presenting a finished product, the reorganization plan will be more effective, and better accepted, if staff input is an integral part of every step in the design process. The best reorganization plan will be unsuccessful without the support of the library staff (Tjosvold 1991, 82; Fine 1991, 21).

Of course, effective communication takes valuable time, but the staff who will benefit from it are well worth the investment. It is difficult to assess the value of time lost to speculation and rumor-swapping and the overall effects of poor morale which will result from staff members feeling left out. Library administrators will also benefit from effective communication with staff. Aside from establishing a rapport which will outlast the crisis situation (as long as communication channels remain open), valuable information helpful to the decision process may be discovered.

Supervisor Support

Supervisory staff should be given special attention in the changes brought by reorganization (Koonce 1991, 23). It is essential to get their support for the changes, or the entire unit they supervise may be lost. Clear definition of goals of the organization and of their supervisory units should be stated. Guidance, and, if necessary, training must be given for reaching these goals. If the supervisor's unit has

changed, it must be understood that much of his or her time will also need to be dedicated to communication. When the supervisors encounter problems, they will need support in resolving them.

Integration

Another problem which may arise with staff reallocation is that at least one employee will not fit comfortably into the new niche. Librarians and library paraprofessionals perform a wide range of duties. Some of these positions require exacting attention to detail, while for others, people skills are of foremost importance.

Just as library activities vary widely, library staff are not all alike. An outgoing, people-orientated public service staff member might not work well with details and suffer from the lack of public contact. Someone who has worked in a branch library successfully for years may be so accustomed to autonomy that he or she will be miserable working under closer supervision when reassigned to the main library.

Some of these "misfit" situations may be easy to foresee, but others will come as a total surprise, perhaps even to the unfortunate employee. Library administrators may be able to reassign people to positions which are suitable to skills, abilities, and personalities. This approach is, of course, preferable. After all, if unhappy people leave, the vacancies may be frozen and even more readjustment must be done.

Training

It is important not to forget the need for training staff who have taken on new responsibilities. These individuals need sufficient support to perform well in their new jobs. If there are significant changes

in the reorganization, all library staff may need some re-training on how the newly constructed units work together.

Summary

Today's libraries are in a constant state of change. Automation, the use of new information technology, and budget crises all contribute to our state of flux. To keep our library organizations healthy, it is important to embrace humanistic management techniques. Staff involvement in reorganization, as well as in daily library operations, is vital to our success.

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Getting Ready for MARC Format Integration

by Kathleen L. Wells

When the Library of Congress announced its decision to delay the implementation of format integration until 1994/1995, a collective sigh of relief could be heard from catalog departments across the land. At least we wouldn't have to worry about **that** for a while and could turn our attention back to budget cuts, bibliographic utility costs, backlogs, staff reductions, etc. While the delay does provide a welcome breather, it also presents an important opportunity for catalog administrators to prepare their staff for format integration and to dispel some of the anxieties that have accumulated around the new MARC format.

A History of Change

Over the past 20 years, catalog department personnel have experienced constant change in their work. Beginning with the widespread use of bibliographic utilities in the mid-70s and continuing through the adoption of AACR2; the implementation of local, integrated online systems; and the proliferation of information in electronic formats, catalogers have become accustomed to thinking in terms of sweeping changes that turn their workflows upside down and/or make thousands of bibliographic records "wrong" in one stroke. Viewing format integration against this background, it is easy for managers to take a fatalistic stance and wonder how to prepare their staff for yet another upheaval.

Format integration, however, is different from a change in cataloging rules or the adoption of new automation technology in that it is essentially the expansion of an existing standard-- not a new set of restrictions. While the new MARC format will introduce some new tags and subfields and render others obsolete, its most prominent characteristic is the extension of the validity of **all** MARC data elements to all physical forms of material (McCallum 1990, 156). Catalogers will no longer be restricted to using a certain set of fields for material in specific physical formats. For example, the 246 variant-title field (which is presently valid only in serial bibliographic records) will be allowable for any type of material. Monographs with variant cover or spine titles can have this information encoded in a 246 field instead of in the 740 field. Rather than being a radical new development, this type of standardization has been a cumulative process in the MARC formats, an early example being the replacement of the 262 and 305 tags for sound recordings with the 260 and 300 fields that are now used for publication and physical description for all types of material.

Who Will Be Most Affected?

The amount of change experienced by individual catalogers will vary. Those who catalog only print titles may notice very little difference in the records with which they work. Some of the most obvious changes will impact serials cataloging, since format integration greatly enhances the ability to catalog serials in "nonstandard" formats, such as music scores or maps (Evans 1990, 40). The availability

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of the 006 secondary fixed field and the validity of all the variable fields, regardless of physical format, will allow the encoding of information for as many physical or intellectual characteristics as a title possesses. For example, under the present separate-formats system, a cataloger must choose to describe a music serial as either a serial or a score. Either way, some information is lost. Using the integrated format, such a title can be fully described as both score and serial, with the serials information appearing in the primary (008) fixed field and codes specific to the musical nature of the work being entered in the 006 field. However, catalog managers should avoid the impression that format integration will affect only serials catalogers. The 006 field will also allow coding for textual monographs with accompanying material, such as maps or microforms, and for titles that consist of material in no one predominant form, such as kits. A key element in planning for format integration is the need to stop thinking of a "format" as a specific set of MARC tags and indicators and to focus instead on the physical and intellectual nature of the material to be cataloged (Highsmith 1990, 10).

Looking Ahead

The delay in implementation of the new format gives managers time to plan for the changes that format integration will set in motion. Revisions in workflow may be necessary: in a department with an audiovisual cataloger and a serials cataloger, who will handle an audiovisual serial? The emphasis on serials in the literature on format integration may have serials catalogers worried that they are about to be inundated with unfamiliar materials. In practice, however, few libraries can afford to hire additional serials catalogers to handle a major shift in workflow. While each library's solution will vary according to staffing and the types of materials received, managers may want to consider a team approach, with specialists collaborating to catalog titles of a mixed nature. This method would distribute the workload more evenly and would give catalogers who have specialized in a particular type of material the opportunity to incorporate knowledge of additional physical formats into their repertoire. Even for straightforward print titles, some re-training may be necessary for the application of MARC fields that were formerly valid only for other formats. Here again, format integration provides the opportunity for increased communication and cross-training. Catalogers who are familiar with a particular field's format of origin can serve as consultants for others who are applying the field to "new" types of material. Teamwork, together with the fact that many fields will still make sense only for use with specific physical or intellectual formats, may help ensure appropriate use of newly valid fields and reduce the temptation to apply them just because they are available.

Workforms are another component of the cataloging world that will be changed by format integration. Bibliographic utilities will make the decisions on where and how the expanded fixed fields will appear, but practicing catalogers may be asked for input on workform design. Systems librarians and catalogers will need to work together on how local systems will display these fields and on whether there will be a local limit on the number of fixed fields that can be encoded. This question must be answered not only in terms of system capabilities, but also of the finite amount of time available to catalogers: how much detail is desirable, and how much can we afford? Local statistics forms may need to be revised for recording "non-standard" titles. If a team approach is used, statistics will need to be kept in a way that will give

all catalogers credit for their work, but will avoid counting the same titles twice for collection development purposes.

Will format integration require another wholesale upgrade of older records to meet the new standard? The answer, happily, is no. Unlike AACR2, the new MARC format does not affect access points; standardization will be left up to individual libraries. Few libraries can afford to go back and add new fields to existing records on a large-scale basis; however, it may be desirable to identify records that fall particularly short of full access under the old separate-formats system. Music serials and atlases are two examples of possible categories for record upgrading.

A Silver Lining

Format integration may seem like a burden to libraries already strained to their limits by the financial realities of the 90s. However, beyond the initial dislocations in workflow that may occur, the standardization of MARC data elements across all formats and the expanded capacity of the fixed fields will, in the long run, help simplify cataloging, while providing more

information to our patrons--two contradictory goals that are not often met in one step. We should be glad that format integration has been delayed, since it allows us more time for planning--but we should also be glad that it is coming.

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PEOPLE

- **Francis Ezell**, Director of the Tennessee Library for the Blind and Physically Handicapped, was named the 1993 Rehabilitation Professional of the Year by the Association of the Blind and Visually Impaired.

- **Stanley Fish** is the new Executive Director of Duke University Press and Associate Vice Provost for the University Press.

- **Cynthia Kloss** has been appointed Reference Librarian in the General Libraries of Emory University (GA).

- The new Director of the fourteen-branch Anne Arundel County Public Library in Annapolis (MD) is **Ronald S. Kozlowski**.

- **Mary Ellen Pellington** of Zanesville (OH) is the new Executive Director of the Mississippi Library Commission.

- A new Reference Librarian in the General Libraries of Emory University (GA) is **Lisa Pillow**.

   Les Pourciau, Director of Libraries at Memphis State University (TN), visited China during October and November 1993 as a Foreign Expert/Visiting Lecturer at the Beijing University of Posts and Telecommunications, Beijing Normal University, Peking University, Renmen University, Tsinguha University, Chongqing Institute of Posts and Telecommunications, and Guizhou Normal University.

- The new Outreach Services Manager for Tompkins-McCaw Library, the health sciences library on the Medical College of Virginia Campus at Virginia Commonwealth University in Richmond, is **Brenda L. Seago**.

- **David Vidor** is now Computer Services Librarian for the General Libraries of Emory University (GA).

- **Joe K. Weed**, Vice President and Directory of Marketing of EBSCO Subscription Services, has been appointed to the Public Library Association's (PLA) Conference Program Coordinating Committee. He was also named to the PLA Partner's Committee for the 1993-1995 term.

Retirements

- **Julia G. Martin**, Director of the Warioto Regional Library, Clarksville (TN), announced her retirement effective June 30, 1994. She served the region faithfully for more than thirty-eight years.

Deaths

- **Mrs. Mary Lyons Loyd,** Assistant Librarian at the East Tennessee State University, died July 23, 1993.

- **Alex P. Allain**, recipient of the 1992 SELA President's Award and co-founder and first president of the Freedom to Read Foundation, died January 5, 1994.

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WELCOME TO SELA NEW MEMBERS

(As of February 18, 1994)

Alabama

Mary Alyce M. Howard
Bessemer

Marilyn C. Grush
Birmingham

Robert E. Schneider
Birmingham

Brenda G. Turner
Montgomery

Arkansas

Karen M. Duree
Fayetteville

Mary K. Hunt
Fort Smith

Jessie S. Koeppe
Fayetteville

Elizabeth McKee
Fayetteville

John A. Murphy, Jr.
Little Rock

Janet H. Parsch
Fayetteville

Sherryl L. Robinson
Fayetteville

Debbie F. Tibbs
Jonesboro

Donna M. Washko
Conway

Juana R. Young
Fayetteville

Connie W. Zimmer
Russellville

Florida

Elizabeth A. Allerton
Gainesville

Jan M. Yates
Davie

Georgia

Roxann R. Bustos
Augusta

J. Dennis Camp
Marietta

Elizabeth A. Donovan
Atlanta

Cynthia A. Flack
Athens

Marcy M. Josephs
Atlanta

Elleene J. Morgan
Snellville

Eva M. Mullins
Powder Springs

Barbara S. Petersohn
Roswell

Gloria Sipman
Athens

Linda K. Vaughan
Peachtree City

Kentucky

Shelly W. Burgett
London

Angela P. Davig
Richmond

Lisa A. R. Dick
Lexington

Carol J. Howard
Salyersville

Wayne Onkst
Erlanger

Betty Pierson
Lexington

Teresa G. Welch
Morehead

Louisiana

Daniel J. Gillane
Metairie

Mississippi

Elizabeth H. Aydelott
Clinton

WELCOME TO SELA NEW MEMBERS

(As of February 18, 1994)

Jane C. Bryan
Pascagoula

Freida M. Davison
Columbis

North Carolina

Bruce A. Adams
Charlotte

John H. Barnett
Greensboro

Melvin K. Burton
Stanley

Pamela K. Burton
Winterville

Ann S. Butz
Charlotte

Sandra M. Cooper
Raleigh

Janet L. Flowers
Durham

James E. Gray
Raleigh

Jacquelyn B. Hedstrom
High Point

Janet "Jan" L. Mayo
Greenville

Elizabeth B. Miller
Charlotte

Elizabeth L. Mosby
Salisbury

Fr. Kieran Neilson
Belmont

Lydia P. Olszak
Greenville

MaryCraven F. Poteat
Raleigh

Judy M. Pope
Raleigh

Freddie B. Siler
Fayetteville

Jerol J. Smith
Durham

Eleanor Tomilnson
Pineville

Alice L. Wilkins
Laurinburg

South Carolina

Sarah E. Allen
Spartanburg

Sallie D. Clarkston
Murrells Inlet

Martha S. Felts
Charleston

Thomas W. Hill
Greenwood

Ann Ramsey
Chester

Cynthia C. Yarborough
Clinton

Tennessee

Glenda Childress
Maryville

Susan L. Sullivan
Jackson

Virginia

Karen M. Robinson
Chesapeake
□

BULLETIN BOARD

Training Offered on Document Delivery Via the Internet

"Role of Multitypes in Delivery of Information Via Internet: Detour, Back Road, Spaghetti Junction or Fast Lane, On-ramp to the Superhighway?" will be offered as a preconference to ALA in Miami Beach, on June 24, 1994, from 8 a.m. to 4:30 p.m. The preconference is sponsored by the Association of Specialized and Cooperative Library Agencies (ASCLA) Multi-LINCS section.

The preconference is designed for librarians interested in providing document delivery and electronic access to databases via the Internet. Participants will learn a variety of approaches and programs that use Internet for delivery of services between libraries and cooperatives and also look at the possible roles of multitype cooperatives in the delivery of information via Internet.

Presenters include Steve Baughman, SOLINET, and Elizabeth Curry, SEFLIN. For registration information, contact the ASCLA office at (800) 545-2433, ext. 4399.

"Speaking Up and Speaking Out" Preconference to Focus on Media Skills

How to talk in "sound bites", how to stay cool in a crisis, and other tips for dealing with the media will be covered in this preconference to ALA in Miami Beach on June 24, 1994 from 8:30 a.m. to 5 p.m.

Media trainer, Susan Silk, President of Media Strategy, Inc. of Chicago, will present strategies and tips for effective communication with the media and non-library audiences of value to library directors, trustees, and others who serve in the role of library spokesperson.

Participants will learn how to improve their personal presentation skills, how to reach out to non-library audiences, what to do when the media calls, how to stay in control of interviews, how to make the media your ally, and other tips. They will also receive a *Media Strategy Workbook* and *ALA Media Training Guide*.

Registration is $150 for ALA members and $200 for non-members. For registration information, contact the ALA Public Information Office at (800) 545-2433, ext. 5044.

ACRL's Seventh National Conference

"Continuity and Transformation: The Promise of Confluence", is the theme of the Association of College and Research Libraries (ACRL) seventh National Conference to be held March 29 - April 1, 1995 in Pittsburgh, PA.

The conference theme focuses on librarians' and information workers' roles in integrating evolving technologies, print and non-print resources, and strategies for creating learning environments for the 21st century. Program sessions will explore four sub-themes: knowledge workers

and their organizations; technology and the service centered library; multicultural- ism and internationalism; and society, economics, and politics.

Proposals for papers, programs, and poster sessions addressing theme issues are being sought. For information on submit- ting a proposal, contact: ACRL Pittsburgh Proposal Request, ACRL/ALA, 50 E. Huron Street, Chicago, IL 60611-2795. Telephone (800) 545-2433, ext. 2522. The deadline for submitting proposals for papers and panel presentations is July 1, 1994. The deadline for poster sessions is November 1, 1994.

EBSCO and AALL Establish Annual Meeting Grants

EBSCO Subscription Services and the American Association of Law Libraries (AALL) created the EBSCO/AALL An- nual Meeting Grants, which will provide the resources for law librarians to attend AALL national meetings. Awards of $500 each will be provided to two AALL mem- bers to help offset the cost of national meeting attendance.

The grants are part of AALL's Grant Fund Program and will be awarded each year. EBSCO's contributions are made in lieu of the company hosting receptions for attendees during the association's annual meeting.

The AALL Grants Committee, who will select the winners, will draft proce- dures for the annual selection process. For more information, contact AALL Grants Committee Chair Rhea Ballard at (404) 651-4148, or Peter Beck, AALL Manager of Publications and Public Relations, at (312) 939-4764.

American Association of School Librarians Conference

The seventh National Conference of the American Association of School Li- brarians (AASL) will be held November 9- 13 in Indianapolis. The conference theme is "Shape the Vision: Focus on Learning."

Young adult author Chris Crutcher and author/illustrator Patricia Palacco will be the featured speakers at two brunch events. The conference will also feature educa- tional seminars and tours on topics such as the Internet, site-based management, cur- riculum integration, an educational festi- val at the Indianapolis Children's Museum, and more than 350 vendors ex- hibiting the newest products for the library information and education markets.

AASL members who take advantage of Early Bird registration will pay $125 be- fore August 1. After August 1, registra- tion is $160. AASL members can bring their principal or other school administra- tor to the conference for an additional registration fee of $45. Conference rates for a single hotel room in Indianapolis range from $68 to $100.

For more information, telephone the AASL Office at (800) 545-2433, ext. 4389. □

NEW AND USEFUL

ASIS Thesaurus Available

Published by Learned Information, Inc., on behalf of the American Society for Information Sciences (ASIS), the *ASIS Thesaurus of Information Science and Librarianship* covers the fields of information science and librarianship. Related and peripheral fields, such as computer science, linguistics, and behavioral and cognitive sciences, are examined as warranted by the strength of their relationship to information science and librarianship. More limited coverage of other peripheral fields, such as education and economics, is also provided.

The scope of the thesaurus is limited mainly to topical subjects. Proper names of organizations, programs, etc., are excluded, and only the names of a few tools which are key to indexing and cataloging practices are included. The thesaurus includes 1,316 preferred terms (descriptors), 690 non-preferred terms (use references), and 37 facet indicators. Scope notes provide information about the use of terms in the thesaurus, as well as definitions of ambiguous terms.

The thesaurus can be used in three different ways: an alphabetical listing provides the full record for each descriptor, including its BT, NT, RT, and UF references; a hierarchical listing shows each descriptor in its place(s) in the hierarchy of terms based on BT/NT relationships; and a rotated (KWIC) listing shows each descriptor in alphabetical order by every word appearing in the term.

The thesaurus is $27.95 for members ($34.95 for non-members) from Learned Information, Inc.

Customer Service Tapes Available

A videotape, "Customer Service: The Heart of the Library", featuring 1993-94 ALA President Hardy R. Franklin is available.

The twenty-four minute video, which builds on Franklin's customer service theme, was developed to be shown to library staff and local, state, and regional library group meetings. Franklin details his concept of customer service in the library and finds that libraries must "create expectations" from customers.

Library management consultant Arlene Farner Sirkin gives concrete examples of how to better serve customers in a forty-five minute audio tape, "Maximizing Customer Service". Her topics include the benefits of having satisfied customers, how to keep the customer happy when you do not have what they want, and knowing what quality service really means.

"Customer Service: The Heart of the Library" is $30, and "Maximizing Customer Service" is $12. Both tapes are available from ALA Video/Library Video Network, 320 York Road, Towson, MD 21204-5149. Telephone (800) 441-TAPE.

International Business Resource Available

Assisting information professionals in helping their patrons stay abreast of the changing business climate in Europe, Asia, the former Soviet Union, and elsewhere is the subject of *International Business Information: How to Find It, How to Use It*. Written by Ruth A. Pagell, Director of Business Information Services at Emory University, and Michael Halperin, this sourcebook acts as a guide in locating and interpreting international business information and its background.

Designed for the business researcher who seeks precise international business sources for a specific purpose, the authors delve into strengths and weaknesses of each source listed. Similar sources are compared, and the best sources for particular purposes are recommended. Exhibits and tables are used extensively, and significant sources are highlighted. Ten appendices include two glossaries, checklists for evaluation of sources, and sample disclosure documents.

The text is available for $74.95 from Oryx Press.

Library Services to the Spanish Speaking

Directory of Resources on Library Services to the Spanish Speaking is the latest publication from ALA's Reference and Adult Services Division (RASD).

Prepared by the RASD Committee on Library Services to the Spanish Speaking, this book lists ideas and models that have proven effective in libraries throughout the country. The thirty-eight page publication contains resources on library orientation, booklists, publicity materials, community resources, programming, staff development, bibliographies, and selection tools.

The directory, $16 for RASD members and $18 for non-members, is available from ALA Customer Service, 50 E. Huron Street, Chicago, IL 60611. Telephone (800) 545-2433, press 7.

1994 Periodicals for Elementary and Secondary School Libraries Released

EBSCO's *1994 Periodicals for Elementary and Secondary School Libraries Catalog* is now available. Published annually in January, the catalog is designed specifically to serve the serial subscription needs of school libraries.

The 1994 catalog features approximately 3,000 titles most appropriate for school libraries. It also contains title ordering information, frequency of publication, and current publisher prices.

To obtain a free copy of the catalog, contact any EBSCO Regional Office or representative, or write to EBSCO Subscription Services, Catalog Coordinator, P.O. Box 1943, Birmingham, AL 35201-1943.

Paraprofessional Task Force Established

A Task Force on the Continuing Education Needs of Paraprofessionals has been established by Jennifer Younger, President of the Association of ALA's Library Collections & Technical Services (ALCTS).

The task force is charged with identifying the continuing education and training needs of paraprofessionals working in the areas of library collections and technical services and to address what ALCTS can do to meet those needs.

Younger will focus on strengthening the educational opportunities for paraprofessional staff working in the areas of collection development, preservation, and technical services during her presidential year. Barry Baker, Assistant Director for Technical Services at the University of Georgia Libraries, is chair of the task force.

SIRSI Releases Windowing Z39.50 Client

SIRSI Corporation, located in Huntsville, AL, recently released a desktop Windowing Client to Z39.50 servers. While still fully consistent with the functionality of the Z39.58 Common Command Language, the Z39.50 Windowing Client presents all commands on buttons for fast, convenient point-and-click entry. In the Windowing Client, SIRSI has enhanced Z39.58 Find, Display, Help, and Strategy/History related commands with hypertext term and word searching: users can use the mouse to highlight any word or term from a display for a new search.

SIRSI's Z39.50 Windowing client is a component of SIRSI's VIZION, which provides a consistent Windows-based graphical user interface to Z39.50 servers and hundreds of on-line sources of information and services. A free VIZION test drive, including the Z39.50 Windowing Client, is available for a limited time. For more information, contact Greg Hathorn at (800) 242-2233.

Telecommunication, Networking, and Internet Glossary

Telecommunications, Networking, and Internet Glossary is the latest publication in the Library and Information Technology Association (LITA) Monograph Series.

Written by George S. Machovec, the publication was developed to assist librarians, information managers, and students in remaining current with new terminology in the communications field. The glossary provides hundreds of definitions to telecommunications, networking, and Internet terms that frequently appear in library automation technology.

The glossary is $18 ($16.25 for LITA members) and is available from ALA Customer Service Department, 50 E. Huron Street, Chicago, IL 60611. Telephone (800) 545-2433, press 7. □

REPORTS FROM STATE REPS

Mississippi
Martha Owens Booth

The National Library Week Workshop, combined with MLA Legislative Day and MLA committee meetings, annually wakes the Mississippi Library Association from the December doldrums and heralds the beginning of the new year's activities.

The 1994 workshop, chaired by Kay Clanton, Director, Washington County Library System, was held at the Jackson State University, Universities Center, on Monday, January 24. Table topics was the format used to present the program for the National Library Week/Legislative Day activities. Those attending had time to attend three or four topics which covered such areas as "Black History Month Ideas", "Award Winning Media", "Academic Library Activities", "National Library Week Program Ideas", "Fundraising", "Special Library Services", "Children's Programming", "Genealogy", and "School Library Programming".

Winners of the Mississippi Library Association awards announced by Louann Hurst, Director, Lee-Itawamba Library System, Tupelo were: The Pontotoc County Library of The Dixie Regional Library System for best year-round effort by an individual library to publicize library services in general. The W.B. Roberts Library of Delta State University won the best effort by an individual library to publicize library services around a single theme or event. The award for the best coordinated effort of several libraries to publicize library services around a single theme or event went to the Pine Forest Regional Library. The Carthage-Leake County Library of the Mid-Mississippi Regional Library System won the Golden Book Award and the best year-round coordinated effort by a group of libraries to publicize library services in general.

The Association, under the guidance of its Legislative Committee co-chaired by Toni James (Pike-Amite-Walthall Library, McComb), and Jo Wilson (Delta State University Library) sponsored an evening reception to honor the Mississippi State Legislature. It is always a great time to meet newly elected legislators and to educate both the old and the new on library concerns and issues.

The Mississippi Library Association is well on their way to another great year in 1994.

News from Tennessee
Nancy B. Weatherman

Nominations are being sought statewide by the Tennessee Historical Commission to honor those who have brought a special emphasis to literacy and reading skills improvement. These prestigious awards are the Commission's way to honor the Cherokee Indian, John Ross, known as Sequoyah, for the development of a syllabary by which he taught his tribe to read. The nominations and consequent selection by a review team is spearheaded by Dr. Edwin S. Gleaves, State Librarian and Archivist, and Nancy Weatherman on the Planning and Development Staff of the Tennessee State Library and Archives. For further information, contact either of

them at 403 Seventh Avenue North, Nashville, TN 37243-0312. Telephone (615) 741-3158.

The annual conference of the Tennessee Library Association was held April 28-30 in Memphis. Details will be provided in the next issue.

The Tennessee State Library and Archives, Tennessee State Department of Adult and Community Education, and Tennessee Literary Coalition will jointly conduct a three day leadership conference in May. The training the trainers sessions will ultimately provide leadership training for statewide library personnel and literacy providers in more effective ways to collaborate and incorporate mutual cooperative support to local programs.

Virginia Library Association
Sue Darden Williams

The 1993 annual conference of the Virginia Library Association was held October 28-30 at the Marriott Hotel/Waterside Convention Center in Norfolk. The conference theme, "Focus on the Future", was addressed by the opening and second General Session speakers: David Pearce Snyder and Jaron Lanier. The closing General Session addressed issues facing libraries and library schools; Jose-Marie Griffiths and Betty Turock were the speakers.

A very popular feature this year was the conference within a conference for Trustees and Friends of Libraries. This day-long program included speeches by Patricia Wilson Berger, past ALA president and current Chair of the State Library Board, and author Sharyn McCrumb.

The highlight of the evening activities was the All-Conference reception held Friday evening at the Chrysler Museum, rated one of the twenty best museums in the country.

West Virginia Library Association
Karen Goff

The West Virginia Library Association hosted its 21st annual Library Association Day dinner honoring Governor Gaston Caperton and members of the 71st state legislature on February 14. The dinner, attended by more than 1,100 library supporters from across the state, emphasized the programs and needs of the state's libraries. Legislators were encouraged to increase state aid to libraries to $5.00 per capita. WVLA President J.D. Waggoner pointed out in the House and Senate Finance committee hearings that the increase was needed not to expand library services but to pay salaries and utility bills.

Humor columnist and author Art Buchwald was the feature speaker at this year's dinner. He entertained the crowd with Washington anecdotes but also provided more intimate glimpses of the man behind the smile. Legislators were presented autographed copies of Buchwald's latest book, *Leaving Home*, by their local public libraries. □

STATESIDE VIEW

Alabama

UNICORN Installed at Oakwood College

The UNICORN COLLECTION MANAGEMENT SYSTEM was recently installed on an IBM RISC System/6000 Model 220 host computer at the Eva B. Dykes Library at Oakwood College in Huntsville.

Outstanding Youth Service Program

The Teen Advisory Council at the B.B. Comer Memorial Public Library in Sylacauga received $500 from ALA for outstanding programs for youth, ages twelve to eighteen

Security Guard Does Double Duty at Avondale Library

Avondale Library, a branch of the Birmingham Public Library, has developed structured activities for the more than fifty-five children who converge on the library after school. Their Security Guard, John Cottrell, wanted more for the children than someone telling them to be quiet or giving permission to use the rest room facilities.

After all homework assignments are completed, Cottrell teaches small groups

how to play chess. Currently, there are sixteen children involved in this activity.

This is definitely not the answer to the serious problem that plagues almost all libraries. Funding is very limited, and libraries are not equipped to handle the large number of students that need supervision after school. Since there is no alternative at the present, Cottrell's "double duty" does create a caring atmosphere for some children that might otherwise never experience this special attention and introduces them to a disciplined activity that will increase their mental abilities and challenge their mind

STILAS Installed in Huntsville

SIRSI Corporation recently contracted to install the Scientific and Technical Information Library Automation System (STILAS) at the U.S. Army Space and Strategic Defense Command in Huntsville.

Florida

FSU School of Library and Information Studies Announces New Major

The School of Library and Information Studies at Florida State University recently announced the creation of a new major in information studies. The major is designed to help information professionals develop skills that are necessary to

understand the relationships between information, technology, and human behavior in complex organizations.

The interdisciplinary major will combine curricula offerings from the school and other departments on campus and a group of newly created courses and seminars taught by members of the school's faculty. The course of study prepares students for employment in public and private sector organizations where the generation, management, and use of information is dominant or an essential aspect of their operation. It also equips students with the knowledge and skills required for entry into a doctoral program in information science.

Additional information may be requested by calling (904) 644-5775.

Georgia

Candler Recognizes Miss Margaret A. Pitts

Because she has helped so many during her lifetime, the faculty, staff, alumni, and friends of Emory University's Candler School of Theology marked the 100th birthday of Miss Margaret A. Pitts by dedicating a garden adjacent to the school in her honor.

Jim Cherry Learning Resources Center at DeKalb College

DeKalb College, a multi-campus member of the Georgia University System, recently dedicated a new $10 million facility which provides a visual focal point for the Clarkston Campus and serves as a process-

ing center for all four campuses and several satellite locations. In addition, the four-story structure houses a fifty-station academic computing lab; a thirty-four station bibliographic instruction lab, with a terminal at each station; a television studio which can be programmed into campus classrooms; and a 247-seat lecture hall with state-of-the-art technological capabilities.

The Center occupies a total space of 107,000 square feet in the architectural design of a parallelogram footprint. Among the unusual structural features are the four-story rotunda, with 10,276 lighted glass blocks, and an eighty-five foot slanted column in the shape of a huge pencil.

Outstanding Youth Service Program

The Building Blocks to Literacy program at the DeKalb County Public Library received $500 from ALA for outstanding programs for youth, ages twelve to eighteen.

UNICORN to be Installed at Emory

Emory University's library catalog will be installed on an IBM RISC System/6000 Model 990 host computer at Emory University. UNICORN will be available to Emory's General Libraries, Oxford College Library, Law Library, Health Sciences Center Library, and Pitts Theology Library via a campus Ethernet network. UNICORN will also be accessible via modem and Internet.

In addition to the Bibliographic and Inventory Control Module, Emory has licensed the Academic Reserves, Acquisitions, Authority Control, Circulation,

Enhanced Public Access, Enhanced Researchers Access, and Serials Control modules; Intelligent Interfaces to NOTIS, OCLC, EPIC, and PALS; Internet Navigator, Multi-user Gateway; and Reference Database Managers for UMI *ABI/INFORM* and APA *PsycINFO*.

Louisiana

LSU Awarded Funds from U.S. Department of Education

The Louisiana State University and Agricultural and Mechanical College was awarded $2,480,000 from the U.S. Department of Education to improve and extend the existing Louisiana library networks. The resulting system will operate through the statewide fiber optic telecommunication network managed by the state's Office of Telecommunications Management. When the project is fully implemented, Louisiana citizens will have an electronic window to information resources stored in libraries and databases in Louisiana and throughout the world.

Mississippi

Public Library Installs UNICORN Collection Management System

SIRSI's UNICORN COLLECTION MANAGEMENT SYSTEM was recently installed at the Madison County Library in Mississippi. With branches in Canton, Flora, Madison, and Ridgeland, the Madison County Library System serves over 25,000 patrons and maintains a collection of approximately 75,000 items. Madison licensed the Acquisitions, Authority Control, Bibliographic and Inventory Control, Circulation, and Enhanced Public Access modules. Patrons will have dial-in access.

State Friends Present Chapter One Awards

The W.B. Roberts Friends of the Library Chapter was named most outstanding local chapter and Chairman Thompson, former public affairs director at the Mississippi Library Commission, received the Ruby Assaf Presidential Award for the most outstanding individual Friends of the Library volunteer for 1993. The Chapter One Award recipients received a framed certificate and a $100 cash prize. In addition, a specially selected book will be presented to the W.B. Roberts Library in Cleveland and to the library of Chairman Thompson's choice by the Friends of Mississippi Libraries, Inc. Executive Board in recognition of their accomplishments.

North Carolina

Public Library Installs UNICORN Collection Management System

SIRSI's UNICORN COLLECTION MANAGEMENT SYSTEM was recently installed at the Fontana Regional Library system which consists of four libraries serving Jackson, Macon, and Swain counties in North Carolina. Fontana has

licensed the Authority Control, Bibliographic and Inventory Control, Circulation, and Enhanced Public Access modules.

Senior Class Gifts to UNC Libraries

The Bicentennial Class of 1994 of the University of North Carolina at Chapel Hill has designated its senior class gift for the University Library. For the second year in a row (and the third in the last four years), the UNC-CH senior class gift has been earmarked for the library.

The senior classes of 1991 and 1993 pledged a total of $666,000 to the library. The 1994 class is aiming to add enough to that total to reach $1 million. In addition, under a matching grant, the National Endowment for the Humanities will add twenty-five cents to every dollar given by July 1.

The 1994 senior class gift is specifically designated to support electronic services to undergraduates. The money will be used to buy new databases or new systems that make library materials more available to students. High on the library's priority list is the initiation of an online reserve reading system.

South Carolina

Richland County Public Library Receives Friends Awards

The Friends of the Richland County Public Library recently received the Friend of the Library Award for its many contributions to the Richland County Public Library. Making this year's award particularly significant is the fact that this is the first time in the history of the award that it has been granted to an organization rather than to an individual.

Clemson Announces Temporary Limits to Special Collections Access

The Special Collections Unit at Clemson University Libraries announces temporary limits to collection access due to preparations for the installation of mobile shelving in early summer 1994. There will be no access to collections from May 9 through approximately late July. However, staff are available to answer general questions and inquiries. For more information, contact Special Collections Unit, Clemson University Libraries, Box 343001, Clemson, SC 29634-3001. Telephone (803) 656-3031.

Outstanding Youth Service Program

The Lifelong Readers of the Greenville Middle School received $500 from ALA for outstanding programs for youth, ages twelve to eighteen.

Tennessee

AAUW Contributes to Memphis State University

The Memphis Chapter of the American Association of University Women (AAUW) contributed $5,000 to Memphis State University for the purchase of a computer workstation in the new University Library. A plaque will be placed at the workstation to recognize the organization's contribution.

Virginia

Gaylord Announces Interface Installation

Gaylord Information Systems recently announced the availability of a GALAXY Interface to the CARL Corporation Kids Catalog. Kids Catalog is designed for children and young adults, and features a graphical user interface for on-line public access catalogs.

The first Kids Catalog interfaced with GALAXY was installed at Appomattox Regional Library in Hopewell.

VCU Friend of the Library Contributes Second Major Gift

John A. Mapp, an honorary member of the Virginia Commonwealth University (VCU) Friends of the Library Board and the former dean of the VCU Evening College and Summer Sessions, recently contributed $10,000 to the VCU libraries.

This is the Mapp's second major gift to the VCU libraries. In 1988, he and his late wife, Mary Bell Mapp, contributed $10,000 to establish the Aydelotte Honors Program Endowment Fund. This recent gift is an addition to the Aydelotte Honors Program Endowment Fund. □

NOMINEES FOR SELA OFFICERS 1994-1996
Biographical Information

(Note: Ballots will be mailed by the SELA office on June 30, 1994)

VICE-PRESIDENT/PRESIDENT-ELECT

JAN BUVINGER

Education:
  BS College of Charleston, SC
  MLS Emory University, GA
  Management Seminar, Miami of
    Ohio
  Graduate courses in Public
    Administration, College of
    Charleston

Experience:
Charleston County Library Charleston, SC
  1981 - date Director
  1978-1981 Deputy Director
  1974 - 1978 Head of Reference
  1971 - 1973 Reference Librarian
  1970 - 1971 Children's Librarian

Professional Affiliation/Activities
  Member, American Library
    Association
  Member, Public Library
    Association
  Chair, Nominating
    Committee, Marketing of Public
    Library Services Section (MPLSS)
  Member at Large, Executive
    Committee, Public Library
    Systems Section (PLSS)

Southeastern Library Association
  Planning and Development
    Committee
  Conference Presenter: Services to
    Homeless
  Government Relations Committee

South Carolina Library Association
  Chair, Public Library Section
  Vice Chair/Chair Elect, Public
    Library Section
  Federal Relations Coordinator
  Association Secretary
  Chair, Local Arrangements

Statement of Professional Concern:
Southeasteners face a unique challenge. We are now the fastest growing part of the US due to attractive climate, population movement, and economic opportunity. As well, we are an area with strong regional pride and historic ties. SELA provides us as members the opportunity to bring together all of these factors for professional development, growth, and mutual support. I look forward to working with the association in increasing its membership and responding to the needs of Southeastern librarians in serving their clientele.

LORRAINE DEY SUMMERS

Education:
    BA Florida State University, FL
    MLS Florida State University, FL

Experience:
    1978 - date Assistant State Librarian,
        State Library of Florida,
        Tallahassee, FL
    1971 - 1978 Public Library
        Consultant, State Library of Florida
    1969 - 1971 Extension Director, Santa
        Fe Regional Library, Gainesville,
        FL

Professional Affiliation/Activities
American Library Association
    ALA Council

Legislation Committee
Chairman, Gale Research Financial
    Development Award Jury
Committee on Resolutions
Committee on Organization

Association of Specialized and
Cooperative Library Agencies
    Board of Directors
    Chairman, Standards Review
        Committee
    Chairman, Planning Committee
    President
    Director, State Library Agency
        Section Executive Committee
    Chairman, Nominating Committee
    Member of numerous committees

Southeastern Library Association
    Outstanding Southeastern Author
    Award Committee
    Southern Books Competition
        Committee
    Resolutions Committee
    Board of Directors
    Chairman, Site Selection Committee

Florida Library Association
    Association Secretary
    Numerous committee assignments

Statement of Professional Concern:
The Southeastern Library Association provides a unique opportunity for collaboration, staff development, and program enrichment within our region. SELA permits the library and information community in the southeast to interact on a more homogenous and personal basis than national level associations, yet have a perspective on opportunities and challenges beyond state borders. In addition, SELA programs such as the Southern Books Competition and the Outstanding Southeastern Author Award highlight and enrich the cultural heritage of our region and reflect credit on our profession.

My participation for over twenty years in SELA in many roles has been valuable and rewarding to me. I would welcome the opportunity to serve in an expanded leadership role within the Southeastern Library Association and to help advance the purposes of the Association and the programs of interest and value to its members.

SECRETARY

ELIZABETH CURRY

Education:
MLn Emory University
Attended DALS Program

Experience:

1991 - date Executive Director,
SEFLIN
1988 - 1991 Marketing Manager,
SOLINET
1986 - 1988 Library Development
Consultant, State Library of Florida
1980 - 1986 DeKalb Library System
Branch Manager, Staff Training &
Development Coordinator, Library
Operations & Development
Coordinator,
1972 - 1979 Director and Teacher,
Alternative Education

Professional Affiliation/Activities
American Library Association
Chair, ALA Chapter Relations Editors
Subcommittee
Member: Association of Specialized
and Cooperative Agencies
Secretary ASCLA MultiLINCS
Executive Committee
Chair ASCLA preconference
Past Chair, Network Management
Discussion Group
Member, Editorial Committee
Various other offices and committee
appointments

Southeastern Library Association
Chair, ad hoc SELA/SOLINET
Committee on Cooperation
Editor, *The Southeastern Librarian*
Various other offices and committee
appointments

Florida Library Association
Member, Legislative Committee
Various other offices and committee
appointments

Statement of Professional Concern:
1. Maintain a financially stable and growing organization. 2. Recruit new members and expand the leadership of SELA. 3. Maintain the quality publication of *The Southeastern Librarian* and further develop ways to share information on library services in the southeast. 4. Forge an alliance with SOLINET in recognition of our complementary missions and common regional member base. 5. Through partnerships with state associations, SOLINET and SELA build continuing education programs, electronic communication, and networking as well as other projects identified by the membership throughout the southeast. These programs could be on-going efforts which need operational support in addition to volunteer efforts.

SALLY ANN STRICKLER

Education
> BS Mississippi University for Women
> MA Western Kentucky University
> MLS Western Kentucky University
> Ed.S. Western Kentucky University
> Ed.D Vanderbilt University

Experience
> 1972 - 1978 Supervisor, Data & Book
>   Processing Unit
> 1978 - 1981 Head, Circulation
> 1981 - 1991 Library Public Services
>   Department Head
> 1991 - 1993 General Reference
>   Librarian
> 1994 - present Reference Room
>   Coordinator

Professional Affiliation/Activities
American Library Association
> ACRL/EBSS Psychology/Psychiatry
> Committee

Southeastern Library Association
> Chair, Committee on Committees

Kentucky Library Association
> Chair, Awards Committee
> Chair, Academic Section
> Various other offices and committee
> appointments

Statement of Professional Concern:

As we move into the twenty-first century, a strong SELA organization will be more important than ever! Increased membership and active participation by all SELA members will strengthen the Association's role in networking information and providing continuing education opportunities. If I am elected, I hope to have a part in assisting our library profession in meeting the many challenges we face.

TREASURER

ANN HAMILTON

Education:
BA   University of Montevallo, AL
MA   Mississippi State University
MLn Emory University
DASL Emory University
Certificate, Georgia Department of
  Archives and History, Institute on
  Archives Administration

Experience:
1992 - date Associate Director of
  Libraries, Georgia Southern
  University, Statesboro (GA)
1987 - 1992 Head, Circulation
  Department, University of Alabama
1985 - 1987 Library Director,
  Virginia Intermont College
1971 - 1985 Reference Librarian,
  Birmingham Southern College

Professional Affiliation/Activities
American Library Association
  Member, LAMA Program Committee
  Member, LAMA Public Relations
    Section Publications Committee
  Chair, LAMA Governmental
    Advocacy Skills Committee
  Chair, LAMA Program Committee
  Member, Association of College and
    Research Libraries
  Member, Library and Information
    Technology Association

Southeastern Library Association
  Secretary
  Co-Chair, Interlibrary Loan
    Discussion Group Session at
    SELA/LALA Conference in New
    Orleans
  Member, Interstate Cooperation
    Committee
  Member, Headquarters Liaison
    Committee
  Member, Local Arrangements
    Committee (Convention)
  Chair, Physical Facilities Committee

Georgia Library Association
  Chair, Academic Library
    Division/Georgia ACRL Chapter

Alabama Library Association
  Numerous office and committee
    appointments

Statement of Professional Concern:
The Southeastern Library Association has a tradition of being one of the most active regional library association and a reputation for providing excellent programs at its conferences. It has succeeded in those noteworthy efforts while keeping its dues relatively low for members. Maintaining those levels of service to members while many librarians and libraries are facing increasingly stringent economic situations will be a major challenge for the SELA leadership during the next few years. The current rate of rapid change in both library services and patron expectations increases that challenge. However, SELA leadership has met these types of challenges in the past and will do so again.

JACK C. MULKEY

Education:
- BA Centenary College of Louisiana
- MS Louisiana State University
- Diploma University of Dijon, France

Experience:
- 1986 - date Associate Director, Arkansas State Library
- 1978 - 1985 Director, Jackson Metro Library System
- 1976 - 1978 Director, Mississippi Library Commission

Professional Affiliation/Activities

American Library Association
- Member, ASCLA and PLA Divisions
- Chair, State Library Agency Section
- Nominating Chair, ASCLA SLAS
- Chair, ASCLA Awards Committee

Southeastern Library Association
- Arkansas Library Association State Representative to SELA Board
- Chair, Public Library Section

Mississippi Library Association
- President

SOLINET
- Treasurer, Board of Directors

Chair, Mississippi Governors Conference on Libraries

WHICLST Regional Rep to Advisory Board

Adjunct Faculty, Mississippi Graduate School of Library Science

Statement of Professional Concern:

SELA is an outstanding example of a library network that works. I would like to see a major push to increase membership during the biennium from the large pool of potential members, at the same time maintaining the reasonable dues structure that makes membership in SELA so attractive. I have been a member of SELA since 1975, and am confident that it will continue to provide outstanding programs and leadership opportunities in the future.

Sneak Previews

SOUTHERN LIBRARIES AT THE CROSSROADS
OCTOBER 25-29, 1994
CHARLOTTE, NORTH CAROLINA

Wednesday, October 26
- ◆ Conference Registration
- ◆ Exhibits Opening
- ◆ Reception

Thursday, October 27
- ◆ Registration
- ◆ Exhibits
- ◆ Bus Tour of the PLCMC Branches
- ◆ Poster Sessions
- ◆ Second General Session
- ◆ Awards Luncheon
- ◆ Reception

Friday, October 28
- ◆ Exhibits
- ◆ Poster Sessions
- ◆ A Night At Discovery Place
- ◆ Walking Tour of Special Libraries

Saturday, October 29
- ◆ Editor Exchange
- ◆ Third General Session

New Features	Under Development
◆ Internet Booth in Exhibit Area	◆ Library School Reunions
◆ Placement Table	

CALENDAR
1994~1996

1994		
September 28-October 1	KY	KLA Annual Conference. Hurstborne Inn and Convention Center Louisville, KY
October 9-10	AR	Arkansas Library Association Annual Conference. Hot Springs, AR
October 13-15	GA	GLA (COMO Annual Conference). Civic Center. Augusta, GA (COMO VI Joint Conference with GLMA, GAIT, & GAMR)
October 14-16	WV	WVLA Annual Conference. Oglebay State Park.
October 25-29	SELA	SELA Biennial Conference. Charlotte Convention Center, Omni and Marriott Hotels. Charlotte, NC
October 26-29	VA	VLA Annual Conference. Hilton Hotel. Williamsburg, VA
November 8-11	MS	MLA Annual Conference. Coliseum Ramada Inn. Jackson, MS
1995		
February 22-24	SC	Joint SCLA/SCASL Conference. Hilton and Radisson Hotels. Myrtle Beach, SC
March	LA	LLA Annual Conference. Cajundome. Lafayette, LA
April	AL	AALA Annual Conference. Auburn University Conference Center, Auburn, AL
October 3-6	NC	NCLA Biennial Conference, Koury Convention Center, Greensboro, NC
October 13-15	GA	GLA (COMO Annual Conference). Civic Center. Augusta, GA (COMO VI GLMA, GAIT, & GAMR)
October 25-27	MS	MLA Annual Conference, Jackson, MS
1996		
October	WV	WVLA Annual Conference, The Greenbriar
October 22-26	KY	SELA/KLA, Lexington, KY

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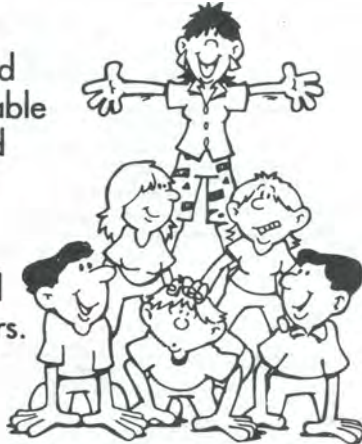St. Albans, WV 25177
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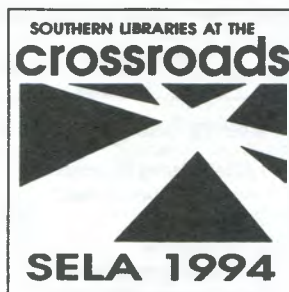
SOUTHEASTERN LIBRARY ASSOCIATION MEMBERSHIP FORM

The information in the address box below should be your preferred mailing address. Please return form with dues payment. Make check payable to: **Southeastern Library Association.** Mail to: **SELA**, P.O. Box 987, Tucker, GA 30085-0987.

Type of Library with which you are associated:	Annual Dues Schedule (Based on Annual Salary)		Membership Year January 1-December 31	
	Type of Membership		**Amt. of Dues**	**Amt. Paid**
☐ A-College/University				
☐ B-Library Education	Any FIRST TIME Membership		$10.00	_____
☐ C-Public	$10,000 and Under (Includes Students, Trustees		$10.00	_____
☐ D-School	Friends, Retired Members and Exhibitors)			
☐ E-Special	$10,001 to $20,000		$15.00	_____
☐ F-Retired	$20,001 to $30,000		$20.00	_____
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☐ H-Exhibitor	$40,001 and up		$30.00	_____
	Sustaining Membership		$40.00	_____
☐ New Membership 19 _____	Contributing Membership		$60.00	_____
	Additional Section/Round Table		$ 4.00 ea.	_____
☐ Renewal 19 _____	TOTAL AMOUNT PAID			$ _____

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Position/Title _____

SECTION AND COMMITTEE/ROUND TABLE AFFILIATIONS

Please indicate Section/Round Table and Committee choices in priority order.

Your SELA membership includes affiliation in **TWO** (2) of the following **Sections/Round Tables.**

(A) Library Education
(B) Public Libraries
(C) Reference and Adult Services
(D) Resources and Technical Services
(E) School and Children's Libraries

(F) Special Libraries
(G) Trustees and Friends of Libraries
(H) University and College Libraries
(I) Library Instruction Round Table
(J) New Members Round Table

(K) Government Documents Round Table
(L) Online Search Librarians Round Table
(M) Preservation Round Table
(N) Paraprofessional Round Table

If you wish to affiliate with more than TWO of the above, include $4.00 for each additional section affiliation.

MAXIMUM of FOUR (4) section affiliations.

*Section Membership Affiliation: 1st Choice _____ 2nd Choice _____ 3rd Choice _____ 4th Choice _____

Committee(s) on which you have an interest in serving. Limit your selection to THREE (3).

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(2B) Outstanding SE Library Program Award
(2C) Rothrock Award
(2D) President's Award
 (4) Committee on Committees
 (5) Conference (Local Arrangements)
 (6) Conference Site Selection
 (7) Constitution and By-Laws

 (8) Continuing Education and
     Staff Development
(25) Exhibits
(10) Handbook
(11) Headquarters Liaison
(12) Honorary Membership
(13) Intellectual Freedom
(24) Interstate Cooperation

(14) Legislative
(15) Planning and Development
(17) Media Utilization
(18) Membership
(19) Nominating
(21) Public Relations
(22) Resolutions
(23) Southern Books Competition

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