


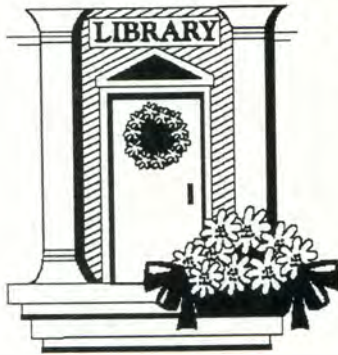
Volume 45, Number 1

SPRING 1995

# The Southeastern Librarian



PARAPROFESSIONALS



**PART OF THE TEAM**

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# The Southeastern Librarian

Spring 1995  
Volume 45, Number 1

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**Editor: Theresa Johnson**  
**Associate Editor: Catherine Preuit**

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## Guidelines for Submissions to *The Southeastern Librarian*

1. The Southeastern Librarian (*SELn*) seeks to publish articles, announcements, and news of professional interest to librarians in the Southeast. Articles need not be of a scholarly nature but should address professional concerns of the library community. *SELn* particularly seeks articles that have a broad southeastern scope and/or address topics identified as timely or important by SELA sections, round tables, or committees.
2. News releases, newsletters, clippings, and journals from libraries, state associations, and groups throughout the region may be used as sources of information.
3. Manuscripts should be directed to Theresa Johnson, *SELn* Editor, 6132 Arnies Way, Milton, FL 32570. E-mail: tjohnson@uwf.cc.uwf.edu or Telephone: (904) 474-2168.
4. Manuscripts should be submitted in duplicate on plain white paper measuring 8 1/2" x 11". Manuscripts should be 8-10 pages double-spaced, including text and references. Computer disks will be requested on publishing notification. Please contact the editor for further information.
5. The name, position, and professional address of the author should appear in the bottom left-hand corner of a separate title page.
6. Authors should use the author-date system of documentation. The editors will refer to *The Chicago Manual of Style*, 13th edition. The basic form for the reference within the text is as follows:  
(Hempel 1990, 24)

The basic form for articles and books in the reference list is as follows:

Hempel, Ruth. 1990. "Nice Librarians Do!" *American Libraries* 21 (January): 24-25.  
Senn, James A. 1984. *Analysis and Design of Information Systems*. New York: McGraw-Hill.

7. Photographs will be accepted for consideration but cannot be returned.
8. *The Southeastern Librarian* is not copyrighted. Copyright rests with the author. Upon receipt, a manuscript is acknowledged by the editor. Following review of a manuscript, a decision is communicated to the writer. A definite publication date is given just prior to publication. Publication can be reasonably expected within twelve months.
9. Ads for elected offices, other than those within the Southeastern Library Association, may be purchased. The appearance of an ad does not imply endorsement or sponsorship by SELA. Please contact the editor for further information

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

## President's Message

By the time this message appears, we will have concluded the Leadership/Planning Meeting for the biennium. This meeting, held in Atlanta, gives sections, round tables, and committees a chance to start planning the activities that will occur during the next two years; to decide whether to sponsor a program during the Lexington Conference; and to decide on an operational method for accomplishing the ongoing work of the Association. I want to thank our committee members, chairs, and vice-chairs for accepting their assignment and for their dedicated work. We are off to a great beginning, and I know it is just going to get better from here!



Hopefully, the board will by now have had the opportunity to discuss how best to deal with the issue of automating SELA information so that we can more fully share data throughout the membership. One giant step in this direction has been the placement of the *SELA Handbook* on the Gopher at Georgia Southern University. (Instructions for accessing the *SELA Handbook* are provided below.) Thanks to Ann Hamilton and the staff at Georgia Southern for their assistance in this endeavor. I hope we will have an SELA Gopher soon—a menu approach to SELA information. More news will follow on this!

South Carolina just hosted their joint SCASL/SCLA conference in Myrtle Beach. I was pleased to be able to bring greetings from SELA, attend sessions, and share views with old friends and new acquaintances among South Carolina's librarians, media specialists, paraprofessionals, trustees, and friends of libraries. Thanks for being stellar hosts! I look forward to attending as many of the state conventions as possible. Hopefully, I will be bringing SELA's greetings in your state soon. If you want me to participate in some other way while at your program, just ask.

There are exciting days ahead! Thanks for letting me and SELA be a part of your efforts.

Joe B. Forsee

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### Accessing the Georgia Southern Gopher

1. Telnet to gsvms2.cc.gasou.edu
  2. At the "username" prompt on the Welcome screen, type info and press enter
  3. The next screen is the Georgia Southern University Information Services screen. To access the gopher, choose Internet Gopher and press enter
  4. At the next screen, choose Georgia Southern University and press enter
  5. At the next screen, choose Henderson Library and press enter
  6. At the next screen, choose Other Organizations and press enter
  7. The next screen will list the various parts of the *SELA Handbook* which can be individually viewed
-

# LIBRARIANS AS AUTHORS, PART I

## STRATEGIES FOR SUCCESS

by Pamela Palmer

*Janet wonders what will happen. She's expected to publish before she comes up for tenure. Five years—surely it'll all be clear before then. But why does the computer screen seem so blank. Can you have writer's block before you're a writer?*

*Alex, too, stares at his screen. "I know what I want to write," he thinks, "why don't the words come?"*

Publishing rarely comes easy. Some deny problems, but most take steps to placate the writing gods. Successful authors follow a personal path into the next article, chapter, or book. Whether common sense or a ritual worthy of a winning coach, getting ready, then actually writing sometimes takes a little help. Who better to advise than librarian authors?

Knowing how other librarians succeed as authors may give Janet, Alex, and the rest of us new energy, inspiration, and maybe a laugh or two. After all, writing, like most serious topics, is best approached with a little humor.

Have you published? One article or a dozen bearing your name means you learned from the experience. I invite you to share what works for you. For the next three issues of *The Southeastern Librarian* issues, we'll use e-mail (or the postal service) to explore ideas.

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Mail: Pamela Palmer  
Reference Department  
Ned R. McWherter Library  
The University of Memphis  
Memphis, TN 38152

### **The How and the What**

"From the Beginning" is the title of the next column. It focuses on how to motivate yourself, settle on a topic, plan, and begin writing an article or a book. Tips, hints, techniques, strategies—briefly state your advice and send it to me by June 30.

I'll select as many as possible, provide a framework, and add a few ideas of my own. Include your name, e-mail or postal address, and affiliation. If several send the same idea, I'll cite the one seen first.

Didn't you always want to tell somebody . . . . Do it today!

### **Targeting Journals—Strategies**

Later columns center on the specifics, but for now consider general choices. Planning is under-rated, particularly among beginning writers who fear it stifles creativity. More likely, it stifles meandering.

### **Plan Wisely**

Start with a list of target journals, study their writer's guidelines, and analyze several issues. Guidelines usually are published in at least one issue each year. Look for journals compatible with your topic and approach. Obviously, *College & Research Libraries* differs from *Victorian*

*Studies, Library Trends, or BYTE.* Recognize the differences and use them to your advantage.

### Study the Fine Print

As you read, consider these points, perusing issues for clues if the topic is not addressed in the guidelines.

- Length—expressed in word count or number of pages
- References—many or few
- Format—research format, historical, chronological...
- Writing style—formal or conversational; third- or first-person
- Content preferences—research, historical, cutting edge, how-to...

A collection of guidelines with notes eliminates redoing analysis for each project. In fact, the process of compiling this information often sparks writing ideas and energy. Note these details:

- Tables, charts, illustrations—usually on separate sheets
- Author name—on separate sheet for blind review or on every page
- Style manual preferred
- Number of copies to submit
- Copyright—does the author retain or the journal
- Short pieces—often columns set up to provide publishing opportunities for a different writer each issue

### Outlines Help

Most of us have a longtime distaste for the formal sort. Instead of endless I., A., III, etc., note the article focus, slant,

and purpose. Jot down major points. Then write them on separate pages, adding details later.

As a quick check, mentally fill these blanks:

I want to write an article about\_\_\_\_\_, focusing on\_\_\_\_\_. This is significant to write about now, because\_\_\_\_\_. Major points to emphasize include \_\_\_\_\_. It's suitable for this journal, because \_\_\_\_\_.

If you're fuzzy about answers, find them before continuing. Editors, wily creatures, rarely fall for bluff.

### **Writer's Journals - Do They Help?**

It depends. Whether pouring out your heart or jotting an idea in brief form, meshing personality with format determines a journal's usefulness. Although the "Dear Diary" variety is often used as an emotional outlet, it rarely works as a tool toward scholarly publication.

Using a journal for writing ideas, tantalizing phrases, or sections of prose yet unfit into context is sound planning. The trick is to record these starting points while memory holds, then arrange them so that you can retrieve them later.

Writer's journals are as varied as writers. The important criterion is creating a format *you* will use. Whether loose-leaf notebook, tattered legal pad, or stapled pages, keeping ideas together is the goal. Who knows, that bit of elegant prose may trigger your best writing tomorrow—or a decade from now.

### **For Now**

While you're thinking about writing, why not send me e-mail now for the next column? Glance back to the first page for details and address. I'm hoping to hear from you.

## **Writing Pitfalls: A Positive Approach**

*Desire to Publish/Desire to Write*—Both are essential. Lack of writing desire makes dull reading, unlike topics that intrigue or tantalize. Market awareness guides thoughts into print.

*Tangent Detective*—Chasing tangents is tempting. Get back on track by re-reading the focus and slant. Note compelling tangents in a writer's journal for the next article.

*Arrested Style*—Re-writing a class paper dooms creativity. Still interested in the same idea? Fine, but start fresh at the writing stage, using article-writing style instead of classroom plod.

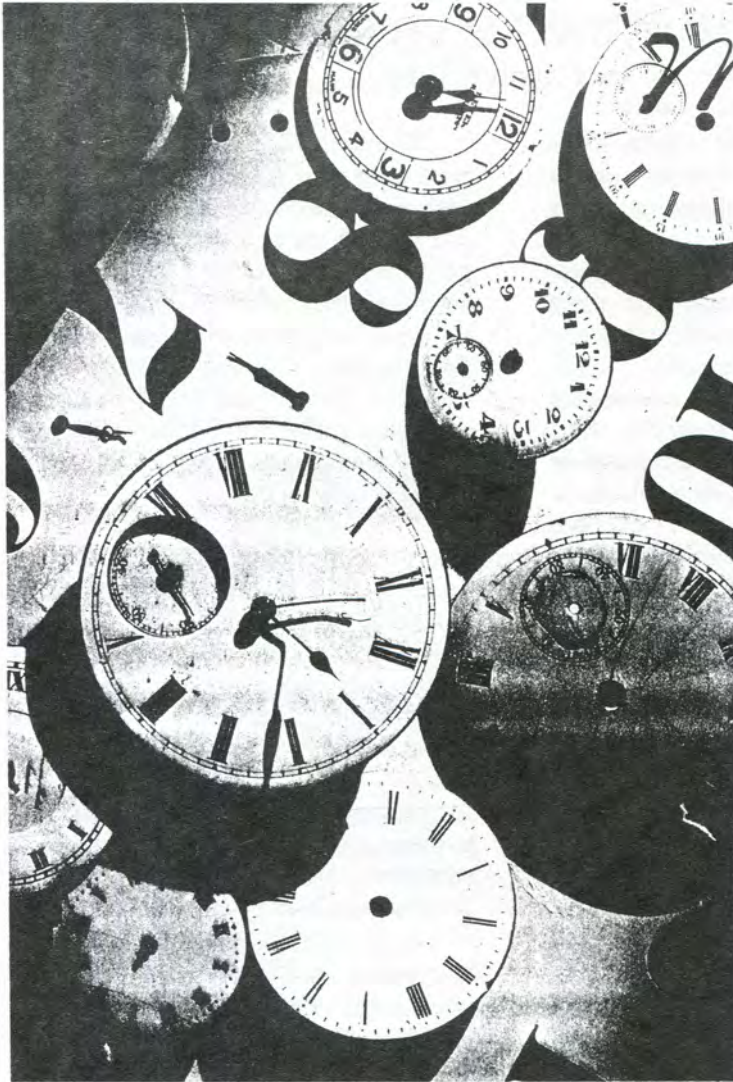
*Input Overload*—Astute colleagues' comments may help but too much paralyzes. Take responsibility by limiting pre-publication analysis. After all, only journal referees and editors decide the fate. Wait and impress colleagues with published copy.

*Hold On Tight*—Bogging down for months of re-writing reflects personal fears. Set a deadline, do your best, and mail the manuscript on that date.

*Waiting & Waiting*—It's in the mail out of your control. Turn your mind to the next project. Months may pass before a reply, so take positive action now.

What pitfalls have you conquered? Additions to this list are appreciated and will appear in later columns.





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# INTRODUCING PART OF SELA

By Carolyn Tate

The Paraprofessional Round Table (PART) is one of the newest sections in the Southeastern Library Association (SELA). During the 1993 membership drive, Lit Maxwell, Director of the Business Information Center at the University of Richmond, where I work, encouraged me to become a SELA member. After perusing the membership form, I decided that there was little incentive for me, as a paraprofessional, to join. I informed Maxwell of my decision. His reply was quick, "So organize something for paraprofessionals." At that moment, I thought that his elevator did not reach the top floor but pondering on his comment, I thought WHY NOT! WE CAN DO IT! AND WE DID!

A call to the SELA Executive Office put me in touch with Claudia Medori who graciously answered all questions and mailed the needed information. Our work was cut out for us. We began drafting the statement of purpose and the request to form the SELA Paraprofessional Round Table (PART) accompanied by a form for member signatures. Our pool of contacts was small, so we started with the people that we knew and branched out from there. The states which provided the cornerstones for PART were North Carolina, Tennessee, Virginia, and Florida. The required 100 SELA member signatures were acquired and the petition was submitted by Maxwell to the Executive Board. The resolution was passed on March 5, 1993.

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*Carolyn Tate is Head of Circulation at the Boatwright Memorial Library at the University of Richmond in VA.*

The newly organized PART had more work to do prior to the biennial conference held in Charlotte, North Carolina. We had to draft the by-laws, submit a list of candidates for office for 1994-96, determine committees needed and their responsibilities, prepare an agenda for the first business meeting, contact state chairs/chairs-elect and PART members, and sponsor a program at the conference. We accomplished all we set out to do thanks to many of you!

As John Berry, editor of *Library Journal*, so aptly put it, the "other librarians" are organizing. Paraprofessionals are being recognized for their worth and hopefully being justifiably compensated. It has been a long road, but we are definitely on the progressive path.

Six states were represented at the first business meeting. Using E-mail, FAX, telephone, and letters, we hope to communicate with paraprofessionals in all 12 member states in the coming months to encourage and challenge more to take an active role in PART. The first step is to become a member, then get involved in PART. This Round Table belongs to all of us!

Some of the advantages of SELA and the Paraprofessional Round Table membership include:

- Promotes library development, services, and new programs within the region
- Offers reduced first year membership (\$10.00)

- Provides opportunities to discuss topics of interest, meet new challenges, and initiate regional cooperatives
- Offers outstanding and diverse programs and speakers at the biennial conference
- Provides member states representation on the Executive Board
- Presents opportunities for individual members to refine leadership skills
- Keeps members informed of current library trends and topics through *The Southeastern Librarian*
- Provides SELA publications to members
- Provides continuing education opportunities for all library personnel
- Provides opportunities for personnel in all types of libraries to share ideas, discuss issues and concerns, and to solve problems

On behalf of PART, I challenge you to take an active role in professional organizations. This is our responsibility. As support staff, we are the foundation of the library and should have an objective to work as a contributing member of the team with supervisors, librarians, and administration. This is not just a job but a career. I encourage you to grow both personally and professionally by taking an active role in PART. We want each of the 12 states represented. Volunteer to serve on one of the following four PART committees: Program, Membership, Publicity, and Nominating. The next business meeting will be at the biennial

conference in Lexington, Kentucky in 1996. See you there!

Our first PART project is this issue of *The Southeastern Librarian*. Theresa Johnson, *SELn* editor, attended our business meeting and shared publication information with us. It was PART's responsibility to coordinate this issue by and about paraprofessionals and our activities. State chairs/chairs-elect, and PART members were contacted for information and events in their respective states. Paraprofessionals in the Southeast have really been busy as you will find after reading this issue. Congratulations!

For additional information or any questions, please contact any of the 1994-96 PART officers listed below:

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# THE GOLDEN RULE REVISITED

## PARAPROFESSIONALS AND PROFESSIONALS WORKING TOGETHER AS MEMBERS OF A TEAM

By Linda Farynk

I was quite pleased to be asked to be part of this panel, because it gives me the opportunity to explain how much I, as a library director, admire and appreciate the contributions that paraprofessionals and support staff make to libraries. They are truly invaluable, and anyone who thinks otherwise must not have a clue about what they do.

This respect I have for paraprofessionals is not a recent development; I have felt this way for a long time, since my first job as a librarian, in fact. During my early years as a reference librarian, I had a lot to learn and knew that I could learn something from everyone, not just my librarian colleagues. I realized very quickly how much I depended upon support staff to do my own job as a reference librarian on a daily basis. I relied on the staff for a lot of the information I needed to provide good service to our users. For example, if a patron had a problem locating the latest issue of a particular periodical, I would talk to the staff who checked in periodicals or the staff who took care of bindery shipments. All of these people who helped me do my job were support staff. Working together, we were a team, and teamwork, I knew, was exactly what it takes to provide excellent service to our users. After all, that is the reason why we were all there in the first place—to provide excellent service and to meet the information needs of our users.

---

*Linda Farynk is a University Librarian at Radford University in Radford, Virginia.*

My respect for support staff deepened as I learned in more detail about the wide range of duties and responsibilities they had to handle. I saw how much they had to know in order to carry out their work.

My first managerial position was as Assistant Director for Public Services at the University of Detroit library. There were three departments in Public Services—Reference, Circulation, and the Library Media Center. The Head of Reference was a librarian, but the Head of Circulation and the Head of the Library Media Center were paraprofessionals. The services provided by those three departments were equally important to our students and faculty. Managing each of those departments required specialized knowledge, and each department placed unique demands upon the person in charge. They all bore equal responsibility for explaining and consistently applying policies, and for providing excellent service to our users.

I have found that our users have never expected less than excellent service just because the person in charge of a department or the person helping them is not a librarian; indeed, they very often do not know the difference between a paraprofessional and a librarian, as we all know! They do not make the distinctions that we who work in libraries make among ourselves.

I must confess that I do not like the distinctions that have been perpetuated by what we who work in libraries call each other. We need to get rid of the mindset

that categorizes librarians as "professionals" and support staff as "non-professionals". I have frequently praised deserving support staff in their annual performance evaluations for handling their responsibilities in a "professional and competent manner". Professionalism is an attribute that transcends distinctions based on educational credentials. Everyone should aspire to producing work of professional quality or to carry out their responsibilities in a professional manner. Everyone is capable of it, and everyone should be recognized for it.

The term "non-professional" is thoughtlessly demeaning to paraprofessionals. And yet, up until 1990, if you were looking for journal articles about library paraprofessionals in the index *Library Literature*, the subject heading in use was "non-professional assistants". Even since 1990, you can find articles with titles like "Nonprofessional Staff in Libraries: A Mismanaged Resource" or "Non-professional Catalogers and LC Subject Headings". Librarians ought to know better than that, and I have not hesitated to lecture some of my unenlightened librarian colleagues when they use the term "non-professional" to refer to support staff.

The sensitive use of language in characterizing our work relationships is very important to me as a library director. The words we use when we talk about our co-workers play a critical role, not only in reflecting our own internal values, but in shaping the values and attitudes of others as well.

There are many ways to define the role of the library director. I like to say, quite simply, that the job of the library director is to define reality and to say thank you. But down deep, I know that I have to be an educator, a facilitator, and a

team builder. I have to create the conditions and establish the values that make it possible for a group of people (librarians and support staff) to work together to accomplish the mission and goals of the library.

Now, how is that done? To build a sense of teamwork, you have to be a good educator. It is the responsibility of those in leadership positions to make clear how all work assignments contribute to total library service. If all staff understand how their tasks contribute to the functioning of the whole by viewing their work as essential to fulfilling the mission of the entire library, they will be more likely to feel engaged in their jobs. All library tasks need to be understood as indispensable contributions to quality library service. (Bechtel 1993, 355) Librarians and paraprofessionals need to understand and value each other's work. I have to help them see the "big picture" and foster in everyone a sense of ownership in the library's mission and goals.

Each member of the staff needs to feel included in the work of the whole. By drawing everyone into the process and by emphasizing the inter-relatedness of the work everyone does, a "web of inclusion" starts to develop. (Helgesen 1990, 28) I like the image of a web of inclusion, of weaving together the work of paraprofessionals and librarians. What are some of the other ways that librarians and support staff work together and expand this web of inclusion?

In my experience as a director and an assistant director, I have seen and created many opportunities for librarians and paraprofessionals to work together. For example, selecting and implementing a new automated system is a major undertaking that affects and involves everyone in the library. When we first

began the process of selecting a new system, several vendors came to the library to demonstrate their systems; all staff were invited to attend the demonstrations. When the written proposals were submitted by the vendors, my department heads reviewed them with their staff members and sought their opinions about the different systems they had seen. Now that we are heavily involved in the process of implementing our new system, paraprofessionals and librarians are working together to profile and test the system.

I expect librarians and support staff alike to apply their knowledge and expertise to the identification and resolution of problems. Individuals feel significantly included in the library effort when they are invited to get together with others to share information and to think about a problem or issue. Both librarians and support staff have expert knowledge that needs to be tapped for the good of library service. (Bechtel 1993, 356) Thus, it is beneficial to use teams or committees or task forces to address problems or to handle special projects. These committees and task forces need to be comprised of those who have ideas and special expertise, and those who have to carry out the solutions to the problem.

At Radford University, I have seen a committee of three support staff and one librarian come up with better ways of processing, cataloging, and shelving Virginia Documents in order to make them more accessible to our patrons. At Old Dominion University, a committee of librarians and paraprofessionals formulated that library's first comprehensive, written staff development policy, which begins with a statement of philosophy concerning staff development, and includes specific procedures and even the forms to be used for requesting funding

and leave for staff development workshops. I expect people to think about their work and to come up with ideas for doing things better. Encouraging suggestions and being receptive to new ideas creates an environment that enables people to work together and learn from each other while bettering library service.

I think it is very important for directors to demonstrate how much they value their staff members by investing in their continuous growth and development, especially with regard to support staff. Paraprofessionals should receive the systematic training, staff development, and continuing education opportunities that are needed to ensure the conditions required for their success. (Oberg 1992, 107) Technology has radically changed what we do in libraries and how we do it. It has broken down the traditional separation of technical services and public services. Librarians and support staff must work together to master the complexities of new technology and to make systems serve the needs and expectations of our users. A solid investment of dollars (not lip service) in training and staff development programs that are open to all staff is imperative if the library is to maintain its commitment to providing excellent service during times of rapid and profound changes in information technology.

At Radford, librarians and support staff are equally encouraged to participate in training and staff development activities, and, in accordance with a university-wide policy, the library pays 80 percent of the costs for any staff member. I also look for creative ways to provide quality training and development opportunities for staff that do not require travel or paying part of the cost out of their own pockets. We have been able to do this by hosting several excellent SOLINET workshops.

I also encourage staff to attend Virginia Library Association workshops (long before I became President-Elect of VLA!), not only to enhance their job skills, but also to meet and get to know their colleagues in other libraries, to share experiences and ideas, to get a different perspective, and to expand their horizons. I also believe they should experience the greater satisfaction that comes from being involved in the work of VLA.

As a member of VLA Council for many years, and as a member of the Executive Committee, I have been impressed by the hard work, the energy, the enthusiasm, and the accomplishments of the Paraprofessional Forum. I see the same commitment to the responsibilities of holding a position in VLA as I see paraprofessionals put into their responsibilities on the job. VLA recognizes the importance of paraprofessionals, and the significance of continuing education needs. It also recognizes career development needs and demonstrates its support by offering two \$2,000 scholarships to paraprofessionals who are either enrolled in an ALA-accredited MLS program or who have been admitted to one. So, the web of inclusion extends beyond the walls of our own libraries.

I think there are many ways that librarians and support staff can and do work together, not only inside libraries but outside libraries. It is possible to learn from one another and to respect each other's unique contributions. I appreciate the opportunity to share my thoughts with you and to be a part of this conference, even though I am a librarian and a director, too!

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# TAKING THE MYSTERY OUT OF FEDERAL DEPOSITORY INSPECTION

By Leanne B. Battle

*"The Superintendent of Documents  
shall make firsthand investigation  
of conditions..."*

*--Title 44 Chapter 19 United States Code*

**T**itle 44 of the *United States Code* is devoted to the subject of public printing and documents. Chapter 19 deals specifically with the Federal Depository Library Program. The short version is that the government agrees to send government publications to certain libraries free of charge, and in return the libraries agree to maintain those publications so that they are accessible to the public. The specific guidelines for maintaining documents are provided through the office of the Superintendent of Documents. Part of the process is that each depository library is to be inspected in order to ensure that the library is in compliance with government regulations. The inspection is also a means of communicating concerns and suggestions about the depository program to the inspector.

I was first informed that the University of Richmond's Boatwright Library was scheduled for inspection when I had been in my position as Documents Assistant less than a year. Our inspection was scheduled for April 29, 1994. Those of you who work in academic libraries

understand that this is not the most convenient time of the semester to have a review of your collection, but we were determined to be prepared. Just as I was firming up my resolve to be prepared, I realized that I was not really sure what it meant to be "prepared." Fortunately, the government provides a publication entitled, "Preparing for a Depository Inspection."

Libraries are evaluated on the basis of their compliance with Title 44 of the *U.S. Code* and the regulations set forth in *Instructions to Depository Libraries*. There are seven areas which are reviewed: collection development, bibliographic control, maintenance, human resources, physical facilities, public service, and cooperative efforts. My responsibilities fall primarily within the categories of bibliographic control and maintenance.

Bibliographic control includes processing items in several formats and keeping records of receipts, discards, and claims. Depositories are required to keep a piece-level count of all items in their collections. All items must also be marked in some way as depository items. An inspector checks to see that items are properly recorded and processed.

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*Leanne B. Battle is the Government Documents Assistant at the University of Richmond's Boatwright Memorial Library in Richmond, VA.*



Maintenance includes regular weeding of the collection, as well as keeping the items in the collection easily accessible and in good repair. Accessibility is one of the most important aspects of a depository collection. Since documents are the property of the U.S. Government, they must be accessible to the public. An inspector examines everything from the circulation policy to shelving procedures to ensure that documents are available to all users.

Document collections are inspected only once every six years so each inspection can be a major undertaking. My students and I worked very hard during spring semester of 1994 to get ready. We made all of the projects that had been pushed to the bottom of the list priority items. These included major shelf shifting and re-labeling all the signs and guides so that they would be neat and clean, as well as correct. As we reached the halfway point in most of our projects, we were informed that our inspector had been promoted and our inspection would have to be rescheduled. After several weeks had passed and we had heard nothing about a new date, the wind was completely out of our sails. Many of our projects were pushed back to the bottom of the list.

Just as fall semester was getting into full swing and I was in the process of training new student assistants, we received word that our inspection had been rescheduled for November 15, 1994. Documents once again became a whirl of activity. Labeling projects were completed, and map cabinets were organized. Some students even worked extra hours the week before inspection so that the shelving would be done when the inspector arrived.

Inspection is a day-long process, while the inspector discusses the collection with the depository librarian. The inspector seemed interested in my opinions as a paraprofessional about staffing and equipment issues. She asked me directly about processing procedures and about the responsibilities of the student assistants.

After getting an overview of the collection, the inspector walks through the entire collection and examines the condition of the stacks and cabinets. After lunch, the inspector discusses their findings with the depository staff and gives an indication of what recommendations will be made on the final report. This is also an opportunity for the staff to voice any questions or concerns about the depository library program. Finally, the inspector meets with the library director to discuss the recommendations that will be made so that there will be no surprises in the final report. These recommendations can be used to support extra equipment or staffing requests, as well as serve as a guideline for improvement within the documents department.

Depository inspection is an exhausting process, since preparation begins weeks before the inspection, but it is a very worthwhile process. It helped to give me a sense of the depository system outside my library. Being able to see and talk to an inspector also helped the depository library system seem a little more personal. Depositories are a great library resource, and keeping them well-maintained is crucial. Inspection is a great incentive to do the straightening and checking that sometimes goes undone.

We received the written report in January. Our collection was found in compliance with regulations in every area.

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For an extensive listing, contact the Editor.

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### SELA Listserv

Beth Hanson, Director of the Virginia Technical Information Center at VPI & SU in Blacksburg (VA), has assisted the Southeastern Library Association in moving onto the information super-highway by creating a listserv. This list is for the general discussion of SELA. Anyone may subscribe by sending the following message to  
listserver@nebula.lib.vt.edu

sub sela-l (your name)

Do not put anything in the subject line header, and do not send a signature with the message. For example, to sign myself up, I would send the following message:

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From: tjohnson@uwf.cc.uwf.edu  
Subject:

sub sela-l Theresa Johnson

In addition, Beth Hanson will also provide a regular column in *SELN* on Internet-related issues.

## FROM THE STATES

### The Paraprofessional Round Table of the Alabama Library Association

Librarianship, like many professions, is not only a matter of professionals performing much-needed functions in their work environments. Many of the day-to-day duties in our libraries are performed by support staff who do not allow their lack of an MLS degree to blunt their enthusiasm for their work or their pride of accomplishment. Realizing the interest, pride, and dedication of many paraprofessionals, the American Library Association formed round tables throughout the U.S. in an effort to encourage and instill pride in the role of the paraprofessional in our libraries. Ms. Nancy Rogers, Head Librarian at Samford University's School of Nursing, and two paraprofessionals, Ginney Becker and Anne Hallmark, both of Mervyn Sterne Library, University of Alabama at Birmingham, were instrumental in arousing interest in and support for a paraprofessional round table within the Alabama Library Association. As a result of their efforts, the Alabama Library Association (AlaLA) voted PART into being as an official round table on April 8, 1977.

The very acronym symbolizes support personnel as an integral part of the library team. "Paraprofessional may refer to any library support personnel who perform their duties in a professional manner." The stated definition of "paraprofessional," strives to be inclusive of all the people who make our libraries the pleasant places we would all like them to be.

The purposes of PART are to encourage membership in orientation to professional library organizations, to encourage the interchange of ideas among the support personnel and professional library staff members, and to promote the development of library services and librarianship in the state of Alabama. These purposes are carried out through workshops which have had a variety of professional speakers with programs of varied application to library duties, through the giving of cash grants and awards for professionalism, and through the promotion of the role of the paraprofessional both on the job and in the community.

In addition to its session at the Alabama Library Association's annual convention, PART presents at least one day-long workshop a year and often a mini-workshop as well. The organization takes pride in the fact that its workshops are usually cost-effective and are a major public relations tool in attracting new members and support from professionals. Themes have ranged from Excellence in Your Library to Automation and the Library Paraprofessional, from Management Skills to Focus on Your Professional Growth in an Age of Change. These titles and the others highlight the on-going concern with professionalism on the job and growth in our personal lives that characterize the Round Table members. Speakers have ranged from management expert Dr. William Garove to Senator Ann Bedsole. Through these workshops, PART

strives to give paraprofessionals the continuing education and opportunity for interaction that only membership in a work-related organization can provide.

Another way in which the Paraprofessional Round Table demonstrates its commitment to excellence and to paraprofessional librarianship as a craft is by means of an annual cash grant given to a paraprofessional who has not only maintained a level of excellence on his or her own job, but has succeeded in holding up a standard of excellence to other employees which will inspire them on their jobs. EBSCO underwrote this award in the amount of \$500 from its inception in 1987 until 1991. It was continued in the amount of \$250 due to the support of Senator Ann Bedsole in 1993. PART is currently seeking new public sponsorship for the Cash Grant Award but will fund the award at \$250 from its own funds for as long as possible. PART also gives a Commitment to Excellence Award to those outside its immediate organization who "have encouraged the growth of library paraprofessionals across the State of Alabama or within a specific library". The winner of this award is one "who best exemplifies the following: exhibits true interest in the library paraprofessional; advocates the positive aspects of the library paraprofessional; and provides inspiration and motivation to library paraprofessionals resulting in enthusiasm, commitment, and higher morale among these paraprofessionals." Former recipients of this award include Dallas Baillio, Mobile Public Library Director, and Nancy Rogers-Ruzicka, retired from EBSCO and instrumental in the formation of the Paraprofessional Round Table.

On every level, PART attempts to demonstrate the sincere interest and professional attitude with which most library employees approach their chosen field, whether or not they have an MLS degree. By giving these employees a forum and a source of information and support, the Paraprofessional Round Table takes its place as a viable organ of the Alabama Library Association.

Mary Hammet, Publications/PART  
Auburn University

### Arkansas

For an organization that is barely three years old, the Arkansas Library Paraprofessionals (ALPS) is rapidly becoming one of the more active paraprofessional groups in the region.

The driving force behind ALPS is the Paraprofessional Round Table of the Arkansas Library Association (ArLA). The members of the Round Table and ALPS have impressed the Association with their initiative and accomplishments: two state-wide paraprofessional conferences and numerous workshops, Round Table activities at ArLA's annual conference, participation in a reference training series, nation-wide networking, service on ArLA committees, and the publication of *Arkansas Library Paraprofessionals Newsletter*.

1995 will see a vigorous increase in paraprofessional activities. Through a grant from the Arkansas State Library, the "Soaring to Excellence" teleconference is being aired at five Arkansas locations. Three regional workshops were held in March and the annual INFOBITS seminar

will be held in September. In May, the ALPS three-day conference, "Shadows of the Past, Visions of the Future," offered a variety of presentations by paraprofessionals, librarians, and administrators. In addition to the workshops and conferences, members are currently establishing an innovative lending library. The library will consist of conference and workshop videos and a variety of educational and professional development materials. By using the library, paraprofessionals who cannot participate in some ALPS activities will still have the opportunity to benefit from them.

Since its inception in 1991, ALPS has strived to increase the status and image of paraprofessionals as contributing partners in Arkansas libraries. The members are proud of their accomplishments, and they are determined to welcome future challenges as opportunities for success.

Dusty Domanski, Administrative and  
Reference Assistant  
Henderson State University

### **Florida Happenings 1994/95**

February 17-19, 1994 the Library Paraprofessional Development Group (LPDG) of the University of Florida Libraries presented the state's first three-day paraprofessional conference on Staff Development and Networking. Approximately 150 attendees from 36 institutions in 13 states participated in 35 hours of lectures, workshops, discussion sessions, tours, and hands-on experiences.

May 6, 1994 saw the consummation of the Second Annual Florida Library Paraprofessional Workshop by the Indian River Community College (IRCC) in Fort Pierce, which focused this year on

computer literacy. The Workshop was a huge success with over 200 people attending the one-day event

May 10, 1994, the first-ever pre-conference for Paraprofessionals in Florida took place at the Twin Towers in Orlando. The event focused on educational and developmental opportunities for support staff. Fifty-one people attended that all-day session and returned for the two-hour session the next day. FLA executives viewed our attempts to rejuvenate the Caucus as an excellent first step. Bylaws were revised and a Procedures Manual was developed to clarify routines and duties of the Library Paraprofessional Caucus members. Two of the larger regions were divided, so that dissemination of materials, which include the newly created newsletter for paraprofessionals, would be more timely. Five of the six Regional Director positions are currently filled and next year is very promising.

1995 saw the LPDG hosting its third conference on February 17-18. The IRCC presented their 3rd annual workshop on May 5 at the Indian River Community College in Ft. Pierce. The FLA Library Paraprofessional Caucus sponsored another pre-conference for May 9 and a regular session on the 10th. They also co-sponsored a session with the Academic Libraries Caucus on May 10 featuring Michael Gorman and Tinker Massey speaking about "The Role and Future of Paraprofessionals in Academic Libraries."

1994 was the reorganization and rejuvenation year, so 1995 will be the year of development and involvement for support staff in state activities.

Tinker Massey, Chair  
FLA Library Paraprofessional Caucus  
University of Florida



## Georgia Support Staff Group

The Support Staff and Paraprofessional Interest Group (SPRIG) of the Georgia Library Association was established in 1992.

In 1994, the new officers decided to concentrate on publicizing the existence of SPRIG to all libraries in the state of Georgia. This task was accomplished with a letter of information to directors of all libraries in the state. Next, the Chair secured funds for five grants for support staff to attend the GLA/COMO conference in Augusta. The grants were publicized with flyers, questionnaires, buttons, and announcements at local and state meetings.

SPRIG requested and received a broader slate of programming for support staff at the conference. The sessions presented were:

- "Almost a Librarian: Empowering Support Staff"
- "Job Alike" (Presented by a group of support staff)
- "Customer Service: You Can Make a Difference"
- "Down the Yellow Brick Road: Applying for Grants and Scholarships"
- SPRIG/NMRT Reception
- SPRIG Awards Presentation at the Gala Awards Dinner

Our publicity and programming paid off, with the largest number of support staff ever to attend the annual conference.

Plans for an exciting 1995 are under way. A leadership and planning meeting was held in November to promote SPRIG and to encourage support staff to get involved. It was announced that SPRIG and DeKalb College are co-sponsoring five telecasts from the College of DuPage and that a one-day conference for support staff is being considered. The GLA grants will again be promoted and awarded in 1995. SPRIG will submit proposals to COMO for programming at the state conference for sessions that will be of interest to paraprofessionals and support staff. The group has also asked the editorial board of the *Georgia Librarian* for dedicated space for news items from support staff.

SPRIG Chair, Nora Symmers, Senior Library Assistant at DeKalb County Public Library System, says the greatest challenge in chairing such a group is determining the most effective ways to reach support staff. The greatest reward is sharing the excitement and enthusiasm of conference first-timers and watching them network.

She feels that the time is "now" for support staff to get involved. In working with different library organizations she is seeing an increase in the interest of administrators who want an organization for support staff which addresses their unique needs and concerns. The support of our administrators is essential to the success of our organizations.

For those out there who really want to get involved, she offers this advice:

- "Ask" for permission to attend conferences and workshops.
- Do not wait for an invitation. It may never come.

- Be willing to share some of the expenses.
- Attend some functions on your own time.
- Share your enthusiasm with supervisors and other support staff.
- Report on your gains from attending conferences to administration: a conference is meant to be a learning experience and administrators need to know what they are getting for their investment.

Remember "INVOLVEMENT" is the key word.

### **Georgia Support Staff Group**

The DeKalb County Public Library (DCPL) of Decatur founded an organization for support staff in 1989. Library Information for Support Staff (LISS) was organized by support staff and represents all 26 branches of DCPL.

Nora Symmers, a Senior Library Assistant at DCPL, observed that librarians held regular monthly meetings to obtain information and share ideas but support staff had no such organization. With the encouragement of her supervisor, she approached administration about forming a committee that would address these same needs for support staff. In support, administration provided a librarian to act as liaison with the newly formed committee and required support staff to attend at least two programs each year. The support of administration and supervisors who have given support staff time to attend meetings and training sessions has been crucial to the success of LISS.

In a sense, this group is tailor-made to meet the needs of DCPL support staff. It

works well, because the system is large enough so that a percentage of the staff is able to participate while the remaining employees staff the branches and departments. Smaller systems interested in an organization such as LISS might want to join other area libraries to form a group.

LISS is a service organization made up of six committee members plus the administrative liaison, in this case the staff coordinator. Each member serves for two years with three members being replaced each year. This gives continuity to the leadership of the group. The Chair is chosen from a second-year member. LISS has never had a problem with recruiting staff to serve on the committee. The group has a wonderful reputation and most of the support staff consider it an honor to be affiliated with LISS.

The objectives of LISS are:

- To furnish training and information on issues which pertain to the library support staff
- To provide frequent occasion for professional communication
- To serve as a vehicle to express the unique concerns of support staff
- To present the opportunity for support staff to obtain fresh perspectives on system-wide issues
- To encourage support staff to become involved in local, state, and national organizations

LISS believes that getting involved is a great way to increase self-motivation. Their slogan is "Motivation is the fuel that keeps our motors running at peak performance."

The group organizes and conducts five programs with timely topics each year. When the annual library calendar is planned, administration includes these five two-hour time slots for LISS programs. Refreshments and interaction takes place during the first half hour. This brief social time is considered a very important part of these programs because it creates the setting for interaction between public and technical services employees. Also, lively discussions about current concerns or problems occur during this time. A program which conveys pertinent library information follows. Attendance sheets and evaluation forms are completed by those in attendance. The evaluation form gives all support staff an opportunity to have a voice in programming.

LISS conducts its committee meetings with professionalism. Brown-bag lunch-time meetings are held to cut down on the time spent away from the job. Minutes are taken at each planning session and copies are made available to administration and supervisors. The group plans programs, reviews evaluations, and assigns duties in presenting programs. The programs are promoted with flyers, E-mail messages, and newsletter announcements. Programs are offered at different branch locations to give the staff an opportunity to visit many of the 26 branches in DeKalb County.

There are no funds available for program presenters; however, the group sees this as a challenge to be resourceful in obtaining speakers who will do training and workshops as a public service. For example, the police department has done safety programs; the telephone company covered telephone etiquette and phone problems; a local hospital provided a session on dealing with difficult patrons; a spinal clinic did a program on service to patrons with disabilities; and a

representative from employee benefits furnished information and answered questions about insurance, retirement, deferred compensation, etc. Our best source for program presenters is members of our own staff. A wealth of information and assistance has been provided to the support staff at DCPL which would not have been available without the involvement of LISS.

Because LISS is popular and has been well received at all levels of the library system, the committee has been involved with activities other than programs for support staff. LISS presented several different sessions at "DCPL's System-wide Annual Staff Conference." Its members have been involved in training staff in the use of new technologies and participating in the "Employee Appreciation Breakfast."

Some of the benefits to support staff who serve with LISS are:

- Professional growth and awareness that support staff are professionals without an MLS degree
- Experience of working with a group to achieve a common goal
- The realization that you "can" make a difference by getting involved
- Being recognized as a leader
- Knowing and dealing with the anxiety of speaking to a group of peers
- Increased self-esteem
- Framed certificates are presented to LISS participants and documentation of service is placed in personal files, which is taken into consideration during promotions

The DCPL Library Board of Trustees recently designed and implemented the "Library Employee-of-the-Quarter Award" to recognize staff members for outstanding contributions and services. The first two awards were presented to support staffers who are former Chairs of the LISS committee. Nora Symmers holds the special honor of being the very first recipient. She still works with the LISS committee as an honorary member and continues to support and advise the group.

Support staff at DCPL are much better informed than they were five years ago. LISS has made the difference.

Nora Symmers  
Senior Library Assistant  
DeKalb County Public Library System

## **Louisiana**

The Louisiana Library Support Staff Interest Group is an organization whose goal is to provide a network for communication among our members in order to enhance our position in the library community. Our membership includes anyone who works in a library and cares about issues that concern library support staff. This includes library associates, library assistants, library aides, library technicians, library paraprofessionals, library clerks, secretaries, and account clerks.

The formal structuring of this group took place on March 20th, 1992 at the Louisiana Library Association meeting in New Orleans. Virginia Gerster was our guest speaker and from this meeting, a steering committee was formed. Southeastern Louisiana University in Hammond was the site of our first meeting as an official committee.

The Louisiana Library Support Staff Interest Group's first statewide forum was held January 29th, 1993, at Southeastern Louisiana University. We divided into discussion groups to share ideas with others who perform the same kind of services, and re-convened in the afternoon for a question and answer period. A second statewide meeting was held on September 30, 1994 in Alexandria, Louisiana. The format of this session was talk tables with moderators.

We have also met as an Interest Group during the Louisiana Library Association Conventions in 1991-1995.

Because of the physical size of the state of Louisiana and its population distribution, the steering committee divided the state into three regions at the LA Meeting in March, 1993. Each of the three regions (North, Southwest, and Southeast) has a co-coordinator who reports to the steering committee. Lois Grant (North) hosted our January 30, 1994 statewide meeting in Alexandria; Barbara Royer (Southwest) held a regional meeting on July 15, 1994; and Barbara Cutrera (Southeast) held her meeting February 10, 1994. All of the forums were well attended.

Continuing education is the key to enhance our communication, reference, and supervisory skills. The Louisiana Library Support Staff Interest Group hopes to achieve the following goals:

- Provide opportunities for continuing education programs and professional development
- Promote the sharing of ideas among other support staff with similar work responsibilities in other libraries

- Encourage support staff to achieve a common goal of quality service
- Represent support staff in state and national associations
- Enhance the image of support staff
- Ensure mutual respect between librarians and support staff
- Seek greater input into long range library planning
- Recognize work experience as a factor in promoting and hiring

Statistically, the majority of library workers are support staff. LLSSIG encourages teamwork between support staff and librarians to achieve excellence in service in all types of libraries.

Patricia N. Litz  
Acquisitions Unit Head  
Louisiana State University

### **History of the North Carolina Library Paraprofessional Association**

The North Carolina Library Paraprofessional Association was born on July 29, 1988 but the labor pains began in December 1987 when the President of the North Carolina Library Association appointed a committee to study the issue of paraprofessional concerns.

Using the American Library directory and the North Carolina Education Directory as guides, the committee surveyed 292 libraries and asked paraprofessionals in public, academic, and school libraries about their interest in forming an association for paraprofessionals. By April 1988, responses had been received from 726 paraprofessionals of which only 61 were currently members of the North Carolina Library Association

(NCLA). However, 481 respondees expressed an interest in joining NCLA, provided that a committee or round table was created for paraprofessionals.

Academic paraprofessionals were the most vocal in their responses for assistance and also proved to be the most vocal in subsequent meetings. There was very little response from school media paraprofessionals because getting the information to the schools was difficult. The few who did respond reflected the same interests and problems as the others and seemed to indicate that their access to time and funds for training were even more limited. Response from public libraries was greatest of the three groups but with the same results and desires for a round table.

A petition containing the required 100 signatures was presented to the Executive Board and round table status was granted in July 1988. An organizational meeting was held in November 1988 with over 120 paraprofessionals attending. Participants were divided into discussion groups, and the most frequently voiced concerns were (1) the need for training and (2) some form of certification. Other concerns included:

Travel Funds. Participants contended that with more and more paraprofessionals being put in positions of authority without the necessary training for these responsibilities, the need for increased travel funds becomes a top priority.

Communication. Participants alleged that better channels of communication are needed across all types of libraries, since paraprofessionals do not always receive communication from above.

Respect. Participants stated that the paraprofessional wants respect—especially

from librarians on the same staff—along with assertiveness training.

Recognition. Participants insisted that recognition for work well done is as necessary as salary increases.

Job Descriptions. Participants maintained that job descriptions do not accurately reflect the work being done. Uniform job descriptions and classifications are lacking throughout the state and in all types of libraries. There must be consistency in job descriptions before there can be any discussion about salary discrepancies and certification.

Temporary Upgrades. Participants claimed that temporary upgrades are needed for paraprofessionals taking over responsibilities of vacant professional positions. There is a need for paraprofessionals to learn procedures for requesting reclassifications, upgrades, etc. to relieve salary discrepancies.

One of the more interesting and time-consuming discussions at the organizational meeting dealt with the issue of "what do we call ourselves." Among suggestions were "paraprofessional," "support staff," "library assistants," and "paralibrarians." After spending a great deal of time discussing the issue, the majority of members present voted for the name North Carolina Library Paraprofessional Association. It was determined that this name best identified who we were by state (North Carolina); by institution (library); by type of work (paraprofessional); and by type of organization (association).

At no time was there consideration of forming outside the umbrella of the state library association. NCLA supported paraprofessionals in forming a round table and even offered start-up financial aid. The organizing committee preferred working from within the already-established framework of a library organization to promote harmony between librarians and paraprofessionals rather than to organize as a separate entity and promote artificial barriers within the library community. At no time has there been cause to regret this decision.

At the close of the organizational meeting, a list of persons interested in being a part of the steering committee was prepared. All those persons were later notified in writing of a meeting of the steering committee held in January 1989. At that meeting, interim officers were elected and committees were appointed to consider bylaws, membership, training, newsletter, nomination of officers for the next biennium, and NCLA conference planning.

### **What We Have Done ...**

This round table has worked very diligently in responding to the wants and needs of its members. The very first projects included:

#### Certification

The certification committee solicited information about paraprofessionals from four segments of the library community from within the state - public libraries, community/technical colleges, public school, and public academic universities. Only "public" academic universities were chosen because much of the information being sought is public information.

The information obtained includes (a) names of paraprofessionals; (b) years of service; (c) whether the person has a degree; (d) title; and (e) salary. All of the information is currently stored in a database.

### Programming

Workshops have been held in various locations across the state and have included such topics as Intellectual Freedom; Book Mending; Reference Services; Readers' Advisory; Customer Service; Using OCLC in a More Cost Effective Manner; How To Get What You Want From Your Supervisor; Motivation for the Plateaued Employee; Certification for the Paraprofessional; and Paraprofessionals in Administrative/Management Positions.

Registration fees for most workshops are \$10 for members and \$17 for non-members. The fact that the round table takes the programs to the people (who generally have little access to travel funds) has proven to be highly successful. The regions have been expanded from three to four in order to provide even better service and representation.

### Membership

Membership in the round table increased from 112 in July 1991 to 152 in December 1994. The increase was achieved through the mailing of membership packets to paraprofessionals across the state.

### Other Services

Childrens' Services. The Childrens' Services Section of NCLA invited our round table to appoint a member to serve as liaison and provide communication between CSS librarians and paraprofessionals.

Archives. The round table increased our holdings in the NCLA archives, which includes quarterly NCLPA reports; certification information; a complete run of newsletters; and various articles written by our members.

Newsletter. *Visions* is the official newsletter of the round table. It is published quarterly and is free to members of the round table. The purpose of *Visions* is to disseminate information and news to round table members; to alert members to developments of interest in the library world; and to inform members of NCLPA board actions, state and regional events, and programs and committee activities.

Bylaws. Bylaws are reviewed and changes are voted on by the membership at the business meetings held during the biennial conference.

Regional Directors. The round table has a regional director for each of the four regions of the state. These directors serve as a liaison between the executive board and the members from their region.

Outreach. The entire executive board has traveled to each section of the state to explain the history of NCLPA and its goals; to promote membership; and to answer questions.

### **Where Do We Go From Here ...**

Although many hours have been spent researching and debating the question of certification, the round table has yet to agree to a plan for implementation or to even agree that it should move forward.

Membership has fallen short of expectations. In 1988, there were 481 paraprofessionals who indicated a desire for a round table. Yet in 1994, membership numbers less than 160. How

do we reach the other 300+ paraprofessionals who indicated an interest? This will be a topic of discussion and a priority for the future.

The North Carolina Library Paraprofessional Association will continue to speak out for the rights of paraprofessionals. Our members recognize our potential and realize our future lies in our own hands. As an organization, the NCLPA will continue to prepare our members for the challenges we will face in our roles within the library community.

Meralyn Meadows  
Immediate Past Chair, NCLPA  
Stanly County Public Library

### **The Birth of the SCLA Paraprofessional Round Table**

As I worked on fiscal year-end statistics in June 1991, Mary Lynn Moon, the Business Reference Librarian at Clemson University approached me with a question. "Would you be interested in starting a South Carolina Library Association round table for library paraprofessionals?" I had to think about it for at least 30 seconds...while my internal computer analyzed the pros and cons of such an enormous undertaking. My immediate response was "Yes, that's a great idea!"

The SCLA Membership Committee, including Ms. Moon, had decided a good way to boost membership was to invite the state's paraprofessionals to become more involved. Besides, as I later learned, South Carolina was one of the few states that did not have a library paraprofessional organization. It was time to start one.

The first step was to put an article with accompanying interest survey in the August 1991 issue of *News and Views*, the SCLA newsletter. I received a total of 54 responses by the deadline of October 31.

Step two involved getting more than 50 signatures of current SCLA members on a petition at the annual convention in Greenville in November. I cornered every librarian I worked with at Clemson, as well as a few from other libraries, to sign the petition.

At the January 1992 meeting of the SCLA Executive Board, the Paraprofessional Round Table was formally recognized and I was appointed Chair. The professionalism and friendliness of the board members impressed me.

From the survey responses, I chose the names of two people who offered to help. Jodia Lashua of the Spartanburg Public Library agreed to be Vice-Chair (and is current Chair) and Lee Whitlock of the Greenville Technical College Library agreed to be Secretary. On Saturday, March 25, the three officers met for lunch in Greenville and started planning for the future. A purpose statement was written and five goals were established. Eventually, a set of by-laws was formed.

Since that spring day in 1992, the Paraprofessional Round Table has truly blossomed. There have been two successful session presentations made at the annual conventions in 1992 and 1993 and two highly successful workshops, one at the new Richland County Public Library in Columbia in 1993 and one at South Carolina State University in Orangeburg in 1994.



The membership roll continues to include 70-75 members per year and the treasury is in the best shape of all the SCLA round tables. In addition, maintaining the scrapbook through meeting minutes, brochures, and photographs documents the history of the organization and preserves items for future reference.

The Paraprofessional Round Table is a team effort. The current officers are doing an excellent job of providing leadership and promoting the organization. For more information, contact Tracy Thomas, Vice-Chair and Chair Elect, S.C. State University Library, Orangeburg, SC, by phone (803)-536-8643 or FAX (803)-536-8902.

Betty Cook  
ILL Office Manager  
Clemson University

### **A New Star Rising: The Tennessee Library Association Paraprofessional Round Table**

The Tennessee Library Association Paraprofessional Round Table (PPRT) dates to 1991, when a small group of library technicians in middle Tennessee contacted the TLA President to test the waters of support within TLA for inclusion of paraprofessionals in the statewide library organization. This initial group, unofficially headed by Peg Earheart of Vanderbilt University, consisted of long-time, predominantly academic library employees who were seeking both increased recognition of the contributions made by paraprofessionals to libraries as well as a means by which support staff might integrate themselves into the statewide library association and community. Support for such a move from the TLA Board of Directors was immediate and unreserved. The group

began a petition drive to have a Paraprofessional Round Table officially chartered and sanctioned.

TLA by-laws required that a petition signed by at least 25 current TLA members in good standing be presented to the Board before a Round Table could be recognized. Although any TLA member—professional or paraprofessional—could sign the petition. Signers also had to be willing to join the Round Table and participate in its activities. In essence, then, it was necessary to locate, recruit, and obtain the signatures of 25 paraprofessionals who were willing to participate in the venture. Due to the unusual geography of Tennessee, most participants came from the middle Tennessee area, primarily Nashville. As time passed, more from East Tennessee began to join the Round Table. The required members and signatures were obtained by the end of 1992 and the petition was presented to the Board, who recognized the fledgling Round Table in early 1993. Even before official recognition, however, plans were being made for the Round Table's first statewide conference in April 1993.

At the first business meeting, it would be necessary to approve by-laws and elect officers. Focus teams (in lieu of "committees") were created to divide the responsibility for the major functions of the Round Table. Standing focus teams included Membership, Career Development/Continuing Education, and Communications/Public Relations. Each year's Nominating and Program Committees were to be led by the Round Table Chair and Vice-Chair/Chair-Elect, respectively. A Member-at-Large from each geographical division of the state was appointed to represent members across the breadth of the state. While an elected Chair, Vice-Chair/Chair-Elect, and

Secretary were specified as the group's officers, a larger, more inclusive Executive Committee was created to handle the general business and conduct of the Round Table. The Executive Committee was to include the three officers, the immediate past Chair, leaders of each focus team, and the three Members-at-Large.

The first meeting, at the TLA 1993 Annual Conference in Nashville, was a tremendous success. Over 60 attendees were present for the Round Table's initial business meeting and program. Officers were elected and by-laws were approved without changes. Those in attendance included academic, public, and school library workers representing almost every library function, from technical services to circulation to administration. Each area of the state was represented. The small group of organizers were ecstatic with the enthusiasm and interest expressed by the attendees.

After the first conference, work began on consolidating the gains already made and increasing the membership. Questionnaires from the first meeting were collected and information was entered into a database which indexed members by type of work. Names, libraries, telephone numbers, and e-mail addresses were exchanged by all present. Regional chapters in East and Middle Tennessee were officially set in motion by the Members-At-Large. Focus team leaders were appointed. Even with the enthusiasm of this small group of members, however, various obstacles were encountered, with some being overcome and others proving a major bar to a cohesive statewide organization. Foremost were geographic limitations (Tennessee's three regions have historically been somewhat isolated from each other) and the ineffectiveness of

sending recruitment materials to the Directors of Libraries, where often they do not filter down to the rank-and-file. The most successful recruitment continued to be from person-to-person contact between current and potential members.

Planning began later in 1993 for the 1994 Annual Conference in Memphis. Despite a concern that attendance from Middle Tennessee would be minimal and attendance from East Tennessee would be almost non-existent, two and a half full days of programs were planned. Thursday and Friday presented an Idea Exchange and Networking Suite, with short 15-minute presentations every hour on the hour and the remainder of the time for small group discussion. More importantly, the Suite provided a home base for first-time paraprofessional attendees who might be uncertain about their role and place in an organization dominated by those with professional degrees. The group's main program was held on Saturday morning in order to maximize the opportunity for attendance; Tinker Massey, a nationally-known paraprofessional speaker from the University of Florida at Gainesville, was invited to present "Developing the Flame of Life in Your Library Career."

Despite the difficulties of travel, attendance at the 1994 conference was gratifying. Paraprofessionals from all parts of the state made the trip to participate. Some attendees came to almost every session, while others divided their time between the Conference's other programs and the mini-sessions offered by the Round Table. Evaluation and comments of the program expressed an almost unanimous opinion that the small sessions provided a much-needed morale boost and opportunity to focus on the unique needs and concerns of paraprofessionals in a "friendly" space.

In the fall of 1994, two new initiatives were begun. The first issue of *PPRT NEWS* was created by the Communications/Public Relations Focus Team and mailed to all Round Table members. When this first issue was printed and mailed courtesy of Nashville State Technical Institute, the TLA Board subsequently approved funding for two additional issues of the newsletter during the 1994-95 year. Executive Committee members also began work on long-range plans for the Round Table that will cover goals through the end of the century. Meanwhile, planning was underway for the 1995 TLA Conference in Nashville, with the several-small-plus-one-big-program idea being repeated on a slightly smaller scale.

The small cadre of original members continues to be the most active in Round Table affairs. This group of about ten members is responsible for not only the creation but also the promulgation of the Round Table. As time passes new members appear on the scene and are greeted with a questionnaire asking "What would you like to do?" The organization can only be as good as its members' efforts. New ideas and personalities are essential in making the Round Table prosper in its change from infancy to adolescence. The Round Table still faces difficulties in disseminating information to the thousands of potential new members across the state and with encouraging support for career development opportunities for these individuals. Once again, an organization can only be as good as its members. *PPRT's* goal is to add to the knowledge and capabilities of Tennessee paraprofessionals and thus improve the libraries that they call "home."

Glenn Selfe, Chair  
TLA Paraprofessional Round Table  
Knox County Public Library

## **Yes, Virginia, There is a Paraprofessional Forum!**

On May 23-24, 1994, the Paraprofessional Forum of the Virginia Library Association held its second annual conference. Attendance exceeded all expectations with almost 400 paraprofessionals descending on the University of Richmond campus for two days of workshops and networking. Programs covered such diverse topics as time management, writing skills, electronic mail, preservation of materials, effective communication, staff training, investments, and the Internet.

The seeds for this conference were planted over 15 years ago when two paraprofessionals from the Central Rappahannock Regional Library in Fredericksburg surveyed paraprofessionals throughout the state. The survey showed a need for an organization to represent this growing group of library workers who were not called librarians! They were interested in job training and in career development, and they wanted recognition for the important part they played in the functioning of their libraries.

In December 1979, the Virginia Library Association granted this fledgling group forum status in the state organization, and the Paraprofessional Forum became a reality. The objectives stated then are still the aims of the forum: to provide members with pertinent information, to increase the opportunities for training, to increase general awareness of the role of paraprofessionals in providing library service, and to create a formal structure whereby members may make meaningful contributions to VLA and may benefit from the Association's support and guidance.

The forum presented its first program at the 1980 VLA Conference. The program, "The Paraprofessional and the New Technology," played to a packed room even though it was scheduled very early in the day. And the Forum's programs have continued to be among the best attended at the annual VLA conferences.

The Forum has always tried to be inclusive and to promote participation. The Executive Board consists of seven elected officers, but there are as many as 12 volunteer members-at-large serving on the Board. This is a hardworking group of enthusiastic folks who plan and produce a program for the annual fall meeting of VLA and for the past two years, they have expanded their spring meeting into a major event, a two-day conference.

At the premier conference in 1993, the Forum was fortunate to have Barbara Ford, Director of University Library Services, Virginia Commonwealth University, and paraprofessional Tinker Massey as keynote speakers as well as Dr. John C. Tyson, former State Librarian of the Commonwealth, to speak at the banquet. Professionals and paraprofessionals alike made presentations and led workshops and discussions.

At the second conference in May 1994, AnnaMarie Kehnast, President-Elect of ALA SSIRT, and Ed Gillen, then NYSLLA Secretary, gave excellent keynote addresses. The most popular workshops were the hands-on Internet sessions which were repeated at the 1995 conference.

Not content with past successes, the Forum is breaking new ground. Noting that paraprofessionals in the western part of the state are not as involved in the Forum or in VLA as they might be, the

Forum, is sponsoring a one day program in the fall of 1995 at Virginia Polytechnic Institute & State University in Blacksburg to introduce the forum and encourage membership in it and in VLA.

The State Association has been supportive of the Forum. The President and Vice-President/President-Elect of VLA have met with the Executive Board of the Forum and listened to their concerns and ideas. The VLA leadership agreed that the goals of the two groups are the same, and many of the Forum's concerns are quite legitimate and could profit from further discussion. Several paraprofessionals serve on VLA committees, and the Chair of the Forum is a voting member on the VLA Council.

Yes, Virginia, there is a Paraprofessional Forum! And there is a place in it for you—to network, to gain new skills, to learn about the latest technology, to lead, to share experiences, and to be rejuvenated!

Elna Ann Mayo  
Library Assistant in Cataloguing  
Hampden-Sydney College

### **West Virginia Time Has Paid Off!!!**

Patricia Abbot, former Library Assistant for nine years at the Chapmanville Public Library, is currently Branch Manager for the Sissonville Library, Kanawha County Public Library system.

In 1992, Patricia took advantage of a special two-week summer course offered to state library support staff to work on the Board of Regents portfolio. The course was offered by the West Virginia Library Commission in conjunction with the West Virginia Institute of Technology. Patricia

converted her life experience, community involvement, and work experience into college credit hours. Using the nine years of work experience received from Chapmanville Library, the five years of Branch Manager responsibilities and numerous on and off job training sessions offered by Kanawha County Public Library, Patricia received 88 credit hours toward her Board of Regents degree. Patricia has continued college classes for the past two years and will graduate with her Regents Bachelor of Arts degree in May 1995!

Time has paid off for Patricia Abbott. She hopes in the near future to receive her Master of Library Science degree and continue working in the library field.

Traletta Wallace, Chair  
Marnet Branch Library

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Special thanks to all who contributed to the success of this issue: the authors for articles and information on paraprofessional activities within the states; University of Richmond Students, Justin T. Dangler and Kara Van Roten; Boatwright Memorial Library secretary, Corinne Schneider; my supervisor, Lucretia McCulley, Director of Public Services, and Judith Hunt, University Librarian; to Theresa Johnson and Catherine Preuit, editors of *The Southeastern Librarian* for this opportunity; and to Meralyn Meadows and Beth Perkins who spent long hours helping to coordinate this project.

Carolyn Tate

### Theme Issues

Based on input from readers, the Editors propose the continued use of theme issues. Listed below are suggested themes for the 1995/96 volume years. Please contact the Editor to volunteer to write an article, to write a guest editorial, to volunteer a colleague to write an article or editorial, to prepare a bibliography, or to suggest alternative themes.

Summer 1995	library school education
Fall 1995	publishing/writing for professional journals
Winter 1995	regional information super highway projects (Charlotte's Web, Monticello)
Spring 1996	coordinated by the SELA Paraprofessional Round Table
Summer 1996	staff development or graying line between technical and public services
Fall 1996	personnel issues (student workers/volunteers)
Winter 1996	conference review

# PEOPLE

- ◆ **Carol Danner Benfield** has been named Director of Development for the University of South Carolina Libraries.
- ◆ **Beth Bensman** has been appointed Assistant Project Archivist for the General Libraries of Emory University in Atlanta (GA) for an NEH-funded archives and manuscript retrospective conversion project.
- ◆ The new Department Head of Technical Services with the Orange County (FL) Library System is **Carol A. Brice**.
- ◆ **Carl M. Brown** is a new Assistant Manager in the Orange County (FL) Library System's Division of Reference and Information.
- ◆ **Luella Davis**, Reference Librarian and Bibliographic Instruction Coordinator in the General Libraries of Emory University in Atlanta (GA) since 1981, recently accepted a position with the Foreign Service Division of the U.S. Information Agency.
- ◆ **Mark Dibble** has been appointed Information Services Librarian at Valdosta State University in Valdosta (GA).
- ◆ The Orange County (FL) Library District Board of Trustees has selected **Dorothy W. Field** as the new Library Director for the Orange County (FL) Library System effective in May 1995.
- ◆ **Angela Hall** has been appointed Information Services Librarian at Valdosta State University in Valdosta (GA).
- ◆ **Theresa Johnson**, Head, Circulation Department at the University of West Florida in Pensacola (FL), was one of three faculty members selected to participate in The Northwest Florida Leadership Enhancement Program.
- ◆ **Gail P. Lacy** has been promoted from Assistant Manager in the Orange County (FL) Library System's Division of Technical Support to Department Head of Special Services/Delivery.
- ◆ **Susan McDonald** has been appointed Project Archivist for the General Libraries of Emory University in Atlanta (GA) for an NEH-funded archives and manuscript retrospective conversion project.
- ◆ **Nicholas E. Mercury**, Director of Information Services, System Planning Corporation in Arlington (VA) recently received the John Cotton Dana Award presented by the Special Library Association in recognition for his exceptional service to special librarianship.
- ◆ **Beverly A. Patrick** is a new Assistant Manager in the Orange County (FL) Library System's Division of Reference and Information.

- ◆ **Elizabeth Patterson** is the new Digital Library Project Coordinator for the General Libraries of Emory University in Atlanta (GA).
- ◆ The new Catalog Librarian at Valdosta State University in Valdosta (GA) is **Maureen Puffer**.
- ◆ **Barbara P. Semonche**, Library Director, University of North Carolina, School of Journalism Library, in Chapel Hill (NC) was recently honored by the Special Library Association with the designation of Fellow of the Special Library Association for her contributions to the association and the profession.
- ◆ **Dianne Smith** is the Library Human Resources Officer for the General Libraries of Emory University in Atlanta (GA).
- ◆ "Augusta, the Host City" by **Tom Sutherland** appeared in the summer 1994 issue of *The Georgia Librarian*.
- ◆ **Ramona H. Thiss** has been appointed HIV/AIDS Outreach Librarian at Tompkins-McCaw Library, Virginia Commonwealth University's Health Science Library.
- ◆ A new Assistant Manager in the Orange County (FL) Library System's Division of Reference and Information is **Debra E. Tour**.
- ◆ **Glenn Tripplett**, Director of the Learning Resources Center at Okaloosa-Walton Community College in Niceville (FL) recently received an Award of Excellence at the 1994 National Institute for Staff and Organizational Development.

## Retirements

- ◆ **Glenn F. Miller**, Director of the Orange County (FL) Library System retired on March 31. His 25 years of service were marked by innovative and progressive library facilities and services.
- ◆ **Janet Paulk** retired as Library Human Resources Officer from the General Libraries of Emory University in Atlanta (GA) in August, 1994 after 20 years on the library staff.

## Deaths

- ◆ **Elise D. Barrette**, 83, formerly the Director of the Library Science program at East Tennessee State University in Johnson City (TN) from 1949-1977, and a librarian at both Shorter College in Rome (GA) and at David Lipscomb University in Nashville (TN) died Saturday, November 19, 1994 at a Nashville nursing home.
- ◆ **Pauline Foster**, Tuscaloosa (AL), Alabama Library Association President (1943-1945) died January 16, 1995.
- ◆ Other recent deaths include **William G. Bridgman**, Director of Libraries for the Sandhill Regional Library System in Rockingham (NC), and **Helen Williams**, Rock Hill (SC).

□

# WELCOME TO SELA NEW MEMBERS

(As of February 21, 1995)

## Alabama

Clark E. Center, Jr.  
Cottondale

Janet L. DeForest  
Tuscaloosa

Ann Griffith  
Birmingham

## Florida

Douglas S. Cisney  
St. Augustine

Mary C. Geisel  
St. Augustine

Deborah C. George  
Tallahassee

Kathy Sue Graw  
St. Augustine

Wendy L. Helmstetter  
Satellite Beach

Cheryl E. Hirschi  
Ponte Vedra Beach

Mary Jane Little  
East Palatka

Patricia Price  
St. Augustine

Rick Roegiers  
(Exhibitor)  
Boca Raton

Steven L. Stangle  
St. Augustine

## Georgia

Mary M. Beachum  
Martinez

Gloria B. Chandler  
Augusta

Laura Davidson  
Statesboro

Nancy R. Farmer  
Carrollton

Pattie J. Johnson  
Atlanta

Deborah K. McAnallen  
Athens

Sharon Shotwell  
Dunwoody

Nora L. Symmers  
Decatur

Candace L. Springer  
Atlanta

## Kentucky

Pierce D. Hellams  
Lynch

## Louisiana

Gad Engler  
Baton Rouge

## Mississippi

Ellis C. Barthe  
Tylertown

Allisa L. Beck  
Long Beach

Sandra A. Briggs  
Gautier

Russell Burns  
Brookhaven

Carol D. Green  
Hattiesburg

Susan E. Hahn  
Cleveland

Henrietta L. Moore  
Gulfport

Sara M. Scales  
Cleveland

## North Carolina

Evelyn V. Blount  
Greensboro

Brother Leo B. Fowler  
Belmont

Nancy I. Garner  
Southern Pines

Dorothy M.  
Schmalgemeier  
Charlotte

Richard T. Wells  
Asheboro

## South Carolina

Cynthia Bledsoe  
Summerville



Nancy A. Jefforads  
Florence

**Tennessee**

Kristin H. Kulby  
Antioch

**Virginia**

Frederica F. Taff  
Chesapeake

**Other**

Fern F. Hieb  
Westboro, MA

Susan K. Mason  
Dublin, OH

□



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## BULLETIN BOARD



### Library Postal Rate Increases Despite Fight

The library rate charged by the U.S. Postal Service increased January 1 despite attempts by the American Library Association to fight the increase. Costs for mailing books have gone up from 66 cents a pound to \$1.12, which has forced some major library-rate mailers to scale back or discontinue services.

In testimony last year before the Postal Rate Commission, ALA argued that the proposed rate increase was unjustified compared with the 10% average increase proposed for all other rates. However, the Postal Service did not agree to cut back the proposed increase. ALA urges library-rate mailers considering private delivery to combine package mail throughout the library systems or cooperatives or with other mailers, and to bargain for favorable contracts or volume discounts. While the Postal Service is limited to a specific rate schedule, libraries may be able to negotiate with private providers.

Carol Henderson, Director of the ALA Washington Office, asks library employees to send documentation on the impact of the increase to: ALA Washington Office, 110 Maryland Avenue, NE, Washington, DC, 20002. FAX: (303) 547-7363. E-mail: [alawash@alawash.org](mailto:alawash@alawash.org)

### "Singing the PR Blues"

Library employees from across the country are asked to share their best public relations materials at "Singing the PR Blues: Hit the Right Note" at Chicago Swap and Shop on Sunday, June 25 from 11:00 a.m. to 1:30 p.m., during the American Library Association Annual Conference in Chicago. This annual display and give-away, sponsored by the Library Administration and Management Association (LAMA) Public Relations Section, showcases library creativity and provides free samples of materials to conference participants.

Libraries of all types are encouraged to send 100 to 300 copies of posters, newsletters, service brochures, materials lists, annual reports, library guides, and other publicity materials to: "Swap and Shop 1995", c/o Olivia Chen, Chicago Public Library, Room 2 S-10, 400 S. State Street, Chicago, IL 60605. Materials must be received by June 15.

For more information, contact Sarah Kelley, Bluegrass North Regional Library, 305 Wapping Street, Frankfort, KY 40601. Telephone: (502) 564-7831. E-mail: [skell2@ukcc.uky.edu](mailto:skell2@ukcc.uky.edu)

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## NEW AND USEFUL



### **ALA Gopher and Listservs Guide Available**

An informational guide, "What's Up with the ALA Gopher and ALA Listservs", designed to assist ALA members and others is available from the ALA Headquarters Library and Information Center.

ALA hosts its own Gopher and more than 20 Internet public listservs and electronic journals, enabling the association to disseminate information electronically and to facilitate discussion of professional issues on the Internet. The electronic journals and listservs cover a wide range of interests as diverse as the ALA Washington Office *Newsline*, with the latest legislative news affecting libraries; ALAWORLD, a listserv for discussion of international relations and libraries; and ALAOIF, a listserv for intellectual freedom issues.

The guide is available in print and electronic forms. To obtain the print version, send a stamped self-addressed envelope to: ALA Headquarters Library and Information Center, 50 E. Huron Street, Chicago, IL 60611. To receive electronically, either download the information from the ALA Gopher, located under the second menu item "About ALA", or send an e-mail message to: Charles.Harmon@ala.org requesting the information via e-mail.

To locate the ALA Gopher, point your gopher client to gopher.uic.edu port 70, select the menu option "The Library" in the first screen of the UIC gopher and then choose "American Library Association" under the "The Library" menu.

### **Information Services Group Formed at EBSCO**

EBSCO is grouping several of their divisions and services together under a new name—EBSCO Information Services—to signify the company's ability to provide fully integrated serial information management in a convenient, cost-effective manner. Services included in this group are: subscription management, reference database development and production, online multi-media access, and document delivery.

The EBSCO Information Services group consists of four components: EBSCO Subscription Services, EBSCO Publishing, EBSCOhost, and EBSCOdoc™. EBSCO Subscription Services, the largest subscription service agency in the world, offers customized serials management services, EDI, and it interfaces with most major automated library systems, innovative management reports, retrospective conversion, bar code input services for serial information, and the EBSCONET® Online Subscription Service. EBSCO Publishing produces abstracts and indexing for a growing number of journals. Current coverage of 2,300 journals is included on more than 35

proprietary titles. Approximately 1,000 full-text journals will be available in EBSCO Publishing databases in 1995.

EBSCOhost is an online system that will allow users to search dozens of bibliographic and full-text databases and order documents via the Internet, EBSCONET®, or dial-up access. EBSCOhost was inaugurated with a single database, *Current Citations™ Online*, which consists of citations to articles from more than 10,000 journals. An enhanced client-server, multiple database host will be available this year and will run on a wide variety of platforms including DOS, Windows, MAC, and a number of UNIX implementations. EBSCOdoc™ is a full service document delivery source formerly known as Dynamic Information. EBSCOdoc fulfills orders generated electronically through EBSCO's *Current Citations* database and orders sent directly via phone, fax, electronic mail, and a variety of other sources.

For more information, contact any EBSCO Regional Office.

### **Innovative Interfaces and EBSCO Collaborate on Interface**

EBSCO Subscription Services customers who use the INNOPAC system from Innovative Interfaces Inc. can now claim journal issues by sending a file via Internet e-mail. This allows users to quickly and accurately batch transmit claims using the new Electronic Claiming of Serial Issues, Product Code 506 module from Innovative. Neither EDI translation software nor a value added network (VAN) are necessary for the process.

Once the electronic serial claiming software is installed on the INNOPAC system, the customer enters data,

including EBSCO's Internet address, into the vendor record for EBSCO. This is a one-time modification. Staff using the INNOPAC claiming function will review and request claims exactly as done now. When the system is instructed to "print" claims, EBSCO claims will automatically be sent electronically.

For more information about EBSCO's electronic services, contact EBSCO's library automation team in the United States at (205) 991-1165 or any EBSCO Regional Office. For more information about INNOPAC, contact Sandra R. Westall at Innovative Interfaces Inc. Telephone: (510) 655-6200.

### **New Book Available on Georgia's Private Presses**

*Fine Printing in Georgia, 1950s-1990* by Dr. Martha Jane K. Zachert is now available. The book is a study of six prominent private presses which operated in Georgia in the latter half of the twentieth century, complete with checklists of the publications of each press.

Martha Jane K. Zachert studied book arts and the history of books at Emory University and at Columbia University where she received her doctoral degree. She has taught in the library schools at Emory, Florida State, and the University of South Carolina. In addition, Dr. Zachert was a recent recipient of the Rothrock Award from the Southeastern Library Association.

*Fine Printing in Georgia, 1950s-1990* (ISBN 0-912960-21-3) is available from The Press of the Nightowl, 320 Snapfinger Drive, Athens, GA 30605. For more information, contact Dwight Anger. Telephone: (706) 353-7719. E-mail: [dwightanger@delphi.com](mailto:dwightanger@delphi.com)

## SIRSI Releases Procite Export Options

Adding to its list of client service capabilities, SIRSI released the PROCITE INTERFACE for UNICORN/STILAS users. With UNICORN/STILAS Version 7.1, users will be able to use UNICORN/STILAS bibliographic records with ProCite bibliographic management software. SIRSI's new EMAIL and DOWNLOAD MARKED RESULTS options convert UNICORN/STILAS bibliographic records to the ProCite format. The converted records can then be used to create databases, bibliographies, and item lists.

When searching the UNICORN/STILAS database, users are able to flag records using the MARK button. Marked citations can then be downloaded using the EMAIL or DOWNLOAD SEARCH features of UNICORN and STILAS. Unlike other library systems, UNICORN/STILAS provides for all of the bibliographic work forms cited in ProCite. The entire process is completely automated, so users spend no time manually re-keying information.

Once bibliographic records are in ProCite, users have tools for generating and printing various types of bibliographies and lists. Information can be presented as needed using any of ProCite's 28 different bibliographic styles, including University of Chicago, Turabian, and APA. Other bibliographic styles can also be added.

SIRSI's ProCite Interface software is available for purchase with the 7.1 release of UNICORN and STILAS. For more information, contact Greg Hathorn. Telephone: (205) 922-9825.

## Young Adult Speakers and Consultants

The Young Adult Library Services Association (YALSA) recently announced the availability of a resource directory of more than 50 speakers and consultants in the field of young adult services. The directory is designed for those looking for a speaker or consultant to provide continuing education opportunities for school library media specialists, public library generalists, or youth workers.

The individuals included in the database are from across the country and have expertise in a wide variety of areas, such as at-risk adolescents, youth participation, and policy development. All participants have submitted a data form detailing the times of the year they are available, experience and publications, references, preferred audiences, and fees.

A database search based on needs is available free from: YALSA, 50 E. Huron Street, Chicago, IL 60611. Telephone: (800) 545-2433, ext. 4390.

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# STATESIDE VIEW

## ALABAMA



### AlaLA Jobline

In a continued effort to offer their membership more services, the Alabama Library Association (AlaLA) began offering a Jobline beginning February 1. To find out what positions are available, interested individuals should call (334) 262-5255 for a recorded message. The information will be updated as soon as the Association is notified of new positions. Individuals interested in listing a position should write the Association Office at 400 S. Union Street, #255, Montgomery, AL 36104. Telephone: (334) 262-5210

## ARKANSAS



### County to Proceed with New Libraries

The Cumberland (AR) County Commissioners recently agreed to proceed with a plan to build two regional libraries and a Spring Lake branch. The libraries will be built with \$11.4 million from a bond issue that voters approved in November 1992.

The first regional library to be built will be a 24,000 square foot facility which will serve north-central Cumberland County. Scheduled to open in the spring of 1997, the facility will cost an estimated \$5.15 million. The second regional library will be 20,000 square feet and will cost \$4 million. It is slated to open in the spring of 1998 and serve all areas east of the Cape Fear River. The final library will be a 12,000 square foot branch and will cost \$2.33 million. It will open in the summer of 1998.

## GEORGIA



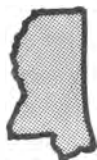
### Kirkwood Library Moves

After 53 years of service to the public from a facility that was once a fire station, the Kirkwood (GA) Branch Library moved to a new facility three blocks away. Located on the corner of Kirkwood Avenue and Boulevard Drive, the new facility is more than twice the size of the old 3,300 square-foot building, with three times the on-site parking area.

The one-story 7,500 square-foot facility will offer adult and children's collections; video cassettes; books-on-tape; compact discs; and online electronic information, including the access to the Internet and to some 2,300 indexed and summarized magazine articles. The branch has a 75-seat meeting room and is

handicapped accessible. The branch's current 16,000-item collection will be moved to the new library. Additional materials funds have been designated for the branch to increase the collection to around 20,000 volumes by the end of 1995. The branch has a maximum capacity of 35,000 volumes, which will be reached over a period of years.

## MISSISSIPPI



### Mississippi Gulf Coast Community College Chooses UNICORN

SIRSI Corporation's UNICORN Collection Management System was recently installed at Mississippi Gulf Coast Community College. UNICORN will help the college control long-range cost by establishing a union catalog that will allow the college's libraries to better share resources. The college libraries house approximately 100,000 volumes and, in some areas, support the local school and public libraries.

UNICORN was installed on an IBM RISC System/6000 Model 360 host computer in the computer center at Mississippi Gulf Coast's Jefferson Davis Campus, located in Gulfport. Three campus libraries (Perkinston, Jefferson Davis, and Jackson County) will be fully connected to the system's union catalog. Additionally, four learning centers will be supplied with terminals to allow student to access the main union catalog. These learning centers are the George County Occupational Training Center in Lucedale, the West Harrison County Occupational

Training Center in Long Beach, the Mississippi Gulf Coast Applied Technology and Development Center in Gulfport, and Keesler Air Force Base in Biloxi.

The college has licensed the Academic Reserves, Acquisitions, Authority Control, Bibliographic and Inventory Control, Circulation, Enhanced Public Access, Request, and Serials Control Modules. In addition, the Internet Navigator and Reference Database Manager to IAC databases will be available.

### Supreme Court Decision

On January 12, 1995, the Mississippi Supreme Court ruled that Governor Kirk Fordice went too far in crossing out items in bond bills and substituting his own figures. In a 7-2 decision, justices settled the biggest battle between the executive and legislative branches since the court ruled in 1984 that law makers could not serve on state agencies or boards.

The justices declared unconstitutional Fordice's striking \$60 million from \$74 million in bonds for Mississippi universities and historical sites. The ruling stated that the governor has the authority to use line-item veto on appropriate bills but not bond bills.

The result of the ruling means that improvements at state universities, junior colleges, and various historic sites can begin as soon as the bonds are sold. Included in the bond bill was \$4.5 million for the expansion and renovation of Roberts Library at Delta State University.

## NORTH CAROLINA



### "Born to Read" Demonstration Site

The H. Leslie Perry Memorial Library in Henderson (NC) was selected as one of three libraries to serve as a national demonstration site for the "Born to Read: How to Nurture a Love of Learning" project administered by the Association for Library Service to Children (ALSC) and funded by The Prudential Foundation.

The library received \$30,000 to implement the program which began on March 1, 1995. Targeting expectant teen parents, the H. Leslie Perry Memorial Library will provide on-site parenting classes at three local housing projects.

## SOUTH CAROLINA



### Internet Forum for South Carolina Library Personnel

SCLIBN-L is a new un-moderated Internet forum for the discussion of topics of interest to South Carolina library personnel. These topics might range from inquiring about a research source to testing out a new idea, to philosophical discussion of problems affecting the libraries in South Carolina.

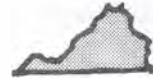
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For questions or additional information, contact the listowner at the following address:

[llgyles@univscvm.csd.scarolina.edu](mailto:llgyles@univscvm.csd.scarolina.edu)

## VIRGINIA



### Games Benefit Black History Archives Project

The Virginia Commonwealth University (VCU) Athletic Department contributed \$6,000 of the proceeds from the VCU vs. Virginia Union (VUU) basketball game held on January 21, 1995 to the VCU Libraries' Black History Archives Project. This contribution will further the work of the project by helping to fund electronic and personnel resources.

The Black History Archives Project is a cooperative effort by VCU, VUU, and the Black History Museum and Cultural Center of Virginia, Inc. to find, preserve, and make available for public use the historical records of African-Americans within the Commonwealth of Virginia.

The project, which supports research and educational needs, is a major component of a program funded since 1990 by the Ford Foundation, IBM, and VCU. The project uses advanced technology to digitize and store information in a database. The database now includes records of the Southern Christian Leadership Conference, the Richmond Crusade for Voters, Fourth Baptist Church, Gillfield Baptist Church, and Astoria Beneficial Club.



## VCU Health Sciences Library Awarded Grant

Tompkins-McCaw Library, Virginia Commonwealth University's Health Sciences Library, was recently awarded a two-year grant of \$290,000 from the National Library of Medicine to make available a Drug Information Automated Library (DIAL) throughout the Medical College of Virginia Campus of VCU. The schools include the Schools of Allied Health, Dentistry, Medicine, Nursing, and Pharmacy.

This drug information resource will consist of *MICROMEDIX*—commercially available databases—and information developed by the MCV Hospital Drug

Information Center. Additional information from the information center will be made available through a user-assisted query module with electronic access to a pharmacist. Curriculum specific educational and training programs for each of the five schools on the MCV Campus, incorporating the use of a videotape, will be produced.

Specific populations which have been targeted for initial training and evaluation are third-year medical students and graduate pharmacology students and faculty. The evaluation design seeks to answer the question, "Does access to drug information make a difference?"

□

### *Fine Printing in Georgia, 1950s–1990* Six Prize-winning Private Presses

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# Calendar

## 1995-1996

### 1995

October 2-6	NC	NCLA Biennial Conference. Koury Convention Center. Greensboro, NC
October 14-16	AR	ArkLA Annual Conference. Holiday Inn Civic Center. Fort Smith, AR
October 19-21	WV	WVLA. Canaan Valley Resort and Conference Center. Davis, WV
October 25-27	MS	MLA Annual Conference. Jackson, MS
October 25-28	KY	KLA/KSMA. Executive Inn. Paducah, KY
October 26-28	GA	GLA (COMO Annual Conference). Convention Center. Jekyll Island, GA. (COMO VII-Joint Conference with GLMA, GAIT, & GAMR)
November 9-11	WV	VLA Annual Conference. Hotel Roanoke. Roanoke, VA
December 6-8	SC	SCLA. Sheraton. Columbia, SC

### 1996

October 17-19	WV	WVLA Annual Conference. Radisson Hotel. Huntington, WV
October 22-26	KY	SELA/KLA Joint Conference. Radisson Hotel/Lexington Center. Lexington, KY
Oct. 29-Nov. 1	SC	SCLA. Hyatt. Greenville, SC



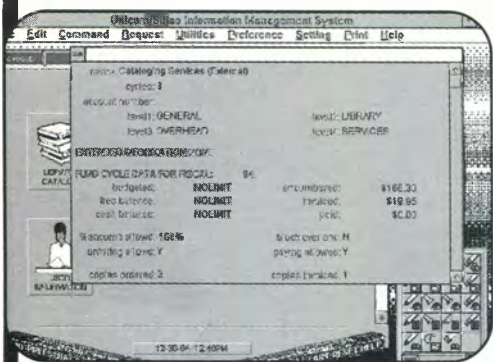
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