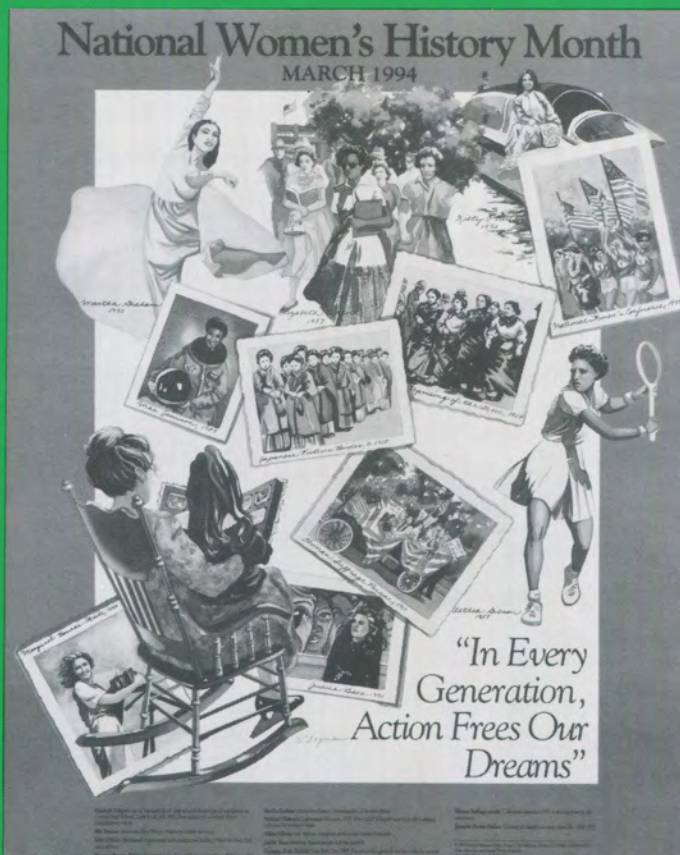


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The Southeastern Librarian



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



COVER PHOTO

The 1994 National Women's History month poster features 20th century women whose bold actions freed their personal dreams and brought about positive change for the likes of other women.

See page 95 for more information

President's Message

Happy New Year! It barely seems any time since I wrote those words a year ago—facing a two-year term that now seems like it will be over before it started. And what a year! I had an amazing, busy, and on-the-road fall visiting various state conferences. Georgia led off in Jekyll Island, followed by North Carolina in Winston-Salem; Kentucky in Lexington; and South Carolina in Charleston. Everywhere I went, people were excited about SELA, eager to join, and thrilled with the idea of coming to Charlotte **this** fall. I can't tell you how impressed I was at the vitality and activity at all of the meetings. It's fascinating to note how many similarities and how many differences there are in state associations. I thank all of you who hosted me, spoke to me, asked questions, expressed opinions, etc. Please, if I have not been to your state yet, I would love to be invited! I'll do everything I can to get there.



I'm trying to avoid New Year's resolutions. They're exercises in frustration at best, and goodness knows, I don't need any more of those. But I've noticed a trend this year—with me, in newspaper articles, with friends, and co-workers—to clean up, straighten up, and throw out. Everywhere I turn, someone is getting rid of stuff. Perhaps these things go in cycles, and we've all maxed out at the same time. In my case, whereas the amazing, busy fall was wonderful and stimulating, it certainly produced log jams at home and office. That may be the best value of the new year—to get off to a clean and tidy start after the whirlwind of the holidays. As the decks are cleared, my mind clears—and that is a good thing. SELA planning will gear up in earnest now. It will be October before we know it.

If, however, I were to have resolutions, they would include: reading journals when they arrive instead of from a six-month-old pile on the corner of my desk (an unattained goal of more than 20 years); post messages to the net instead of being a silent reader; use e-mail more; learn more about it and all other technological advances; get out of my office more; cut back on activities that are more obligation than meaningful or enjoyable (not including SELA!); work out, work out, work out; handle all of those in-basket items just once; and get my *Southeastern Librarian* President's Messages to the Editor on time. And so on. What I really hope to do most days is just hang on!

Elsewhere in this issue, you will find a preliminary list of programs for the Charlotte conference. Take note of those of interest to you. As I write this, we are still working on keynote speakers, so stay tuned. By the time you get this, it won't be long until conference time! As you know, we are meeting in Lexington, KY in 1996. The conference for 2000 (I hope someone comes up with a good way to say that by the turn of the century) will be in Mobile or Birmingham. Billy Pennington and the Site Selection Committee are considering several sites for 1998. We try to get around to as many states as possible, given sufficient convention space.

The members of the Executive Board and the Presidents, Presidents-Elect, Treasurers, Executive Secretaries and journal editors of the SELA member states have received an invitation to attend the biennial President's Meeting. I want to add my personal invitation to you to attend this meeting in Atlanta, April 22-23, at the Sheraton Atlanta Airport Hotel. This is your chance to meet with your counterparts from SELA and from the other states and discuss how we can help each other. I hope that you all will be able to make it.

And, I hope that 1994 will be a better year for all of those libraries beset by budget cutbacks, closings, layoffs, floods, security problems, censorship battles, and all of the plagues that bedevil our otherwise wonderful profession. Challenges and opportunities abound!

Gail R. Lazenby



Staff: An Important Resource in Libraries

by Tinker Massey

As SELA encourages paraprofessionals to network with a Roundtable within its own established structure, we should reflect on the support staff's role in the collective future of libraries. Support staff have a lengthy history of benevolent servitude within library organizations.

As the structure of management in libraries changes from authoritarian

to participative, paraprofessionals will no longer have a role that can be described as subservient. They can no longer be hidden behind the meager and outdated job titles, job descriptions, pay schedules, lack of career ladders, etc. Likewise, paraprofessionals can no longer hide behind the "tell me what to do" or "it's not in my job description" attitudes that still remain to some degree today.

We have been swept up in a continuous bombardment of new technological changes and must either adapt or be subjected to closure or reduced services. That situation forces us to re-evaluate our resources (collections, facilities, and staff). It is apparent that we must begin to work efficiently and qualitatively as strong team members, to promote new ideas at every turn, and to participate at all levels. To establish and maintain team players at very high levels of creativity and efficiency, we must begin to invest very deeply in staff development. It is essential that all members of the staff be continuously trained and exposed to new ideas and possible alternatives through workshops, training sessions, conferences, and computer networking. Within the library world, these four opportunities provide us with the ability to connect with others in the field who confront similar problems and possible solutions. Exchange of information prevents us from wasting valuable adaptation time and helps to produce libraries that are more proactive instead of reactive.

Administrators have a difficult task to perform in leading us through this critical period for libraries. They must re-evaluate and utilize their resources efficiently, provide for all the developmental opportunities that will keep their staff ahead of the changes, and nurture a work environment that will help change personal attitudes. The staff's responsibility lies in the cathartic alleviation of bigoted attitudes that would normally hinder communication skills in these close working conditions of teams and in the constant absorption/display of new information and skills that will allow the teams to be more creative and productive.

Mutual respect is the key phrase for positive direction in planning, learning, and working. Each of us must become an integrated part of this new team effort to produce better and more efficient information access products for service to the public. We must be willing to respect and help each other through many technological changes yet to come and to support the team players through many hours of training and developmental processes to ensure the improvement of the team/system. We will have to lower our barriers and prejudices to hear and see new ideas and compromises that will allow all staff and libraries to attain their greatest goals and missions. All staff members need to be encouraged to pursue new solutions for old and new problems and to publish, speak, educate, and/or train others so that emphasis can be placed on new challenges for the present and future. We must ALL be willing to work TOGETHER as "information specialists" to find more efficient ways to satisfy the needs of the public we serve. Let the term "Library Staff" become a more harmonious blend of professional and paraprofessional cooperation and skills that will lead to a recognized team effort that fulfills the needs of our clients and leads us through the stressful times of technological changes.

Tinker Massey, Archivist, University of Florida, Smathers Libraries

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Collection Management And Resource-Sharing In Academic Libraries In South Carolina

by Jane H. Tuten and Nancy Washington

Introduction

If there was ever a time when libraries could afford all or even most of the items they wish to offer their patrons, that time has passed, and is never to return. Decreased library budgets and increased costs for the purchase, handling, and housing of library materials have become the norm. Expensive formats, such as audio-visual materials, compact and interactive discs, and computer software, compete with such traditional materials as books, serials, and microforms for the library's dollars. These imperatives dictate the setting of priorities in several areas of collection management including those of planning and policies, evaluation of present collections, selection procedures, and resource-sharing among institutions.

This study was undertaken in order to discover and analyze the practices of South Carolina's academic libraries concerning collection management activities mentioned above. Among the questions which the authors pondered were: Do the libraries have formal written collection development policies? How involved are faculty members in the selection process? Are serials consuming the lion's share of the libraries' materials budgets at the expense of monographs? Do library staff members have time for inventory and weeding activities? Are resource-sharing and cooperative collecting practiced in most of the libraries?

A literature search revealed no previous study designed to answer these types of questions about the academic libraries in South Carolina. For this reason, the authors believed that the compilation of some basic information about management of the collections housed in the state's academic libraries could be useful to those responsible for planning, evaluating, selecting, and resource-sharing in libraries in South Carolina and elsewhere. The study should be helpful in enabling academic librarians and library directors to more fully comprehend collection management trends, to set up dialogues with colleagues in like situations, and to better formulate plans for library cooperation in the 1990s and into the twenty-first century.

Methodology

The Survey

The survey was conducted by means of a questionnaire (see Attachment) dealing with the four areas of collection management mentioned above: planning, evaluating, selecting, and resource-sharing.

Because of the comparatively small number of academic libraries in South Carolina, it was decided to request information from all of them, rather than from a random sample. Both public and private degree-granting institutions, including two-year colleges, technical colleges, four-year

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colleges, and universities, were involved in the survey. The librarian responsible for the technical services operations at each institution was contacted by telephone and asked to participate in the project. It was hoped that the calls would promote prompt and complete responses, increasing the validity of the final results. In fact, these personal contacts elicited many enthusiastic responses and promoted the response rate of 79%. Of 58 surveys mailed, 46 usable responses were received between December 1990 and June 1991. This high response rate provided a broad and complete picture of collection management in academic libraries in South Carolina.

The Questionnaire

The questionnaire consisted of 25 questions, some having more than one part. When possible, respondents were given multiple choice questions in order to expedite completion of the questionnaire and to facilitate data tabulation. Only two questions required subjective or written answers. The questions covered a broad range of subjects—planning and collection development, collection evaluation (including materials selection and deselection), resource-sharing, and budgeting.

Planning

Of the 38 institutions (85%) which have written collection development policies, 24 or 72% first prepared their policies between 1985 and 1991. Most policies (52%) are updated "as needed", which might be interpreted "as time and staff allow". Only 18% are updated annually or continuously.

Library directors are directly involved with the creation of collection development policies in about 41% of the libraries. In the remainder, librarians other than the director create the policies with advice and consent from faculty and/or Library Committee members. Larger institutions are likely to have a staff position devoted to collection development, while library directors fill this role in many of the smaller colleges.

A total of 78% of the collection development policies contain mission and goal statements, and 76% include acquisitions and de-acquisitions policies. Information about selection criteria and responsibilities is a part of 65% of the policies. Evaluation procedures are covered in 52%.

Evaluating

Twenty (43%) of the institutions reporting have monographic collections under 50,000 volumes, while another twenty hold between 50,000 and 250,000 monographs. Five (11%) libraries contain between 250,000 and 750,000 monographs, while one institution's library boasts over 750,000 monographs.

Serials information was solicited concerning both current subscriptions and permanent holdings, including microforms. The three largest institutions (7%) subscribe to over 5,000 serials each, while the smallest 21 (46%) receive fewer than 500 titles apiece. Seventeen libraries (37%) receive between 500 and 1,500 titles, and the remaining 5 (11%) subscribe to

between 1,500 and 5,000 serial titles. Permanent holdings vary similarly. Each of the two largest libraries have more than 750,000 serial volumes. Nine libraries own between 5,000 and 750,000 volumes, and 32 libraries own fewer than 50,000 volumes.

Of the 44 libraries who have audio visual collections, about 50% own fewer than 1,500 items. Another one-third own between 1,500 and 5,000 items, and six libraries (24%) have audio visual collections that number more than 5,000 items.

Respondents reported materials budgets as follows: 16 libraries (35%) had less than \$50,000 to spend; eight libraries (17%) had from \$50,000 to \$100,000; nine (20%) had between \$100,000 and \$200,000 and a like number had from \$200,000 to \$500,000; four institutions' library budgets (9%) topped \$500,000.

Over half of the librarians who responded indicated that they conduct an inventory of the collection either annually (42%) or continuously (13%). Thirteen percent inventory every five years, and 8% inventory every ten years. In 24% of the libraries, no inventory has ever been undertaken.

Weeding, or de-selection, is an important project in most of the libraries. Sixty-nine percent of the librarians have a weeding program in place, but others indicated they perform some weeding activities. A majority (63%) weed across the collection in the areas of humanities, sciences, social sciences, business, and education. A very small number weed in only one or two of these areas. Faculty members are involved in the weeding process in 79% of the libraries who have a weeding program. In about a quarter of the cases, faculty members examine the collection in their disciplines and recommend titles to be removed. Faculty and librarians work together to examine the collection in 25% of the libraries, with faculty providing criteria for de-selection. In 38% of the libraries, the weeding process is primarily a librarian-conducted activity with faculty assistance elicited in special cases.

Collection analyses have been conducted in 67% of the libraries surveyed. Methods used included shelf-list analysis (62%), analysis by discipline (79%), use of circulation and/or interlibrary loan statistics (41%), comparison studies with comparable institutions (28%), user surveys (31%), and computerized analysis (6.8%, which represents two institutions.)

Selecting

Almost two-thirds of the libraries surveyed (60%) spend less than half of their materials budgets on monographs. Most of the remainder spend up to 75% on monographs, while 7% have no set amount allocated to monographs. Serials account for the expenditure of from 50% to over 75% of the materials budgets of about a third of the libraries. More than half of the libraries (54%) allot from a quarter to half of their funds to serials. Five libraries (11%) spend less than a quarter of their materials budget on serials.

Faculty members are involved in the selection process in every library which responded to this survey; however, some funds are reserved for expenditure by librarians in every case. The amount reserved varies from less than a quarter (28%), to half (24%), to three quarters (2%), to more than three quarters (15%). In 30% of the libraries, the librarian does not reserve any set amount.

The portion of the materials budget allocated to faculty selectors is less than half of the total at a third of the

institutions surveyed. On 15% of the campuses, faculty selectors expend up to 75% of the funds, and at the remaining 52%, they are allocated more than 75%. Only 35% of the libraries reported using a specific formula to allocate funds among the departments. A possible explanation for this situation could be that most of the campuses represented in this study are small, and budgets fluctuate with the economy and campus priorities.

Of the funds made available to out-of-library selectors, faculty are involved in the selection process in various ways. On about 10% of the campuses, faculty exercise exclusive control of how their departmental allocation is spent. On 83% of the campuses, faculty suggest titles, and/or negotiation between faculty members and library staff occurs during the selection process. At one campus, the Library Committee recommends items to be purchased.

Resource-Sharing

All except two of the libraries surveyed lend and borrow materials through an interlibrary loan operation. In addition, 71% participate in serials and/or other union lists. Forty-seven percent receive information via access to online catalogs, and one library has access to the Council of Research Libraries database. Two libraries mentioned cooperative agreements with nearby institutions concerning circulation privileges.

Cooperative Collecting

While only about a third of the libraries surveyed have participated in a program of cooperative collecting, 68% of the librarians reported that they thought this type of program would be valuable to their patrons. About a quarter did not think cooperative collecting would be worthwhile, and 10% were unsure about this issue.

Specific replies concerning cooperative collecting varied. One respondent observed that it "sounds good on paper, but I wonder about the reality and practicality of the idea. On the state level, I have wondered if we need to look at cooperative warehousing of little used materials, perhaps regional storage centers". Another respondent, who agreed with the concept of cooperative collecting, commented "We cannot possibly manage to supply all the materials needed by our patrons. Our most pressing need is to develop some higher level of cooperation in providing a sharing of journal collections". A contrasting opinion suggested that because of "impatience over access", faculty members would have to be "sold" on the idea of cooperative collecting. Sharing of CD-ROM data was considered very desirable, if changes to the currently prohibitive site restrictions and costs could be arranged. Other librarians believed the possibility of state-wide cooperative collecting should be examined even though it might not ultimately prove feasible.

Some respondents suggested that local cooperative agreements held more promise and praised an existing arrangement in the Charleston area. The members of the Charleston Area Academic Consortium have agreed not to drop any periodical subscription to which they are the only subscriber. Additionally, "plans are being made to rotate purchase of expensive serials, especially reference sets, with the idea that the [library owning the] most current edition will FAX required pages [to other members of the Consortium upon] request. Meanwhile, patrons from all schools in the Consortium have equal access to the various collections."

Summary

In general, the surveys reflect dedicated librarians who are trying to think about better ways to serve future patrons while fighting daily fires in the effort to make the best use of present materials.

This study shows that most of South Carolina's academic libraries have small collections and strained budgets. Nevertheless, they are facing demands from their patrons for greater numbers and varieties of materials. In recent years, many of the libraries have responded to this increased demand by developing collection management policies, by conducting evaluations of their holdings, and by enlisting the aid of faculty selectors in both the acquisitions and de-acquisitions processes.

Resource-sharing through interlibrary loan is deemed essential to supplying patron needs at virtually every library. The need for smaller libraries to have access to the collections of larger institutions is dire, as the demand for more technologically sophisticated graduates increases. Union listing, shared online catalog access, and reciprocal borrowing are other resource-sharing activities employed on some campuses. Cooperative collecting is a concept which is of interest to a number of librarians, but the practicality of implementing it is seen as a major stumbling block. Concerted efforts at the grass roots or statewide levels to facilitate more extensive use of existing collections would provide many patrons with much better library service at a minimally increased cost.



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Time Out from Technology: A Fresh Look at Subliminal Recruiting for Librarianship

by Martha Evans Sparks

Library school students are a well known stereotype. The typical student in a school of library and information science is a white woman with an undergraduate degree in English or history. She is age 30 or older and often attends library school to prepare for a second career (Sineath 1990, 75, 107; McClenney 1989, 9).

Why people choose library school is another question. Surely, it is not the lucrative pay. Nor is it that applicants are not intelligent enough to make it in another profession. Dean Barbara B. Moran of the School of Information and Library Science at the University of North Carolina at Chapel Hill (UNC-CH) says, "Given the grade point averages and the Graduate Record Examination scores of the persons admitted to our school, I am convinced that they could be admitted to any professional school on the campus" (Moran, 1990).

This much we do know — in overwhelming numbers, persons beginning training for librarianship have had previous library experience. The majority say that some individual influenced them, often a librarian (McClenney, 1989, 8, 28). This puts the obligation of recruitment squarely upon all of us in the library profession. It gives particular relevance to an appeal published in *News from Chapel Hill* (1988, 8), a publication of the School of Information and Library Science at UNC-CH, asking those of us who graduated from that institution to encourage other people to enter the library profession. "You are our best advertisement," the request says. The plea is a sensible one. All of us should want to recruit for our profession.

Obviously, the next question is how does one recruit? Who recruited you? Were you awed by some library's sophisticated computer equipment? Or was it the mere influence of a professional who was warm, caring, and fair?

Student assistants have inquisitive natures and good memories. Sensitive professionals can capitalize on these qualities to attract them to the profession. I know this to be true, because I became interested in librarianship through the influence of a graduate of Drexel University's College of Information Studies, then the Graduate School of Library Science. Her name was Ruth Van Sciver (Miss VS). Miss Van Sciver's title was Head Librarian, and she was the only fully qualified professional librarian on the staff of the library of the small liberal arts college which was — and is — the chief industry of the small southern town where I lived.

The conjunction of two events of the summer of my fifteenth birthday changed my life: (1) my parents and I decided I needed a summer job; (2) a retired Methodist minister, the Rev. Mr. Sleeper, died, leaving his library of some 2,000 volumes to the library of the little college which we will refer to here as Dear Old Siwash (DOS).

Martha Evans Sparks is a freelance librarian in North Carolina.

I applied for a job — any job — at DOS. The pay was almost invisible to the unaided human eye, but my vision was considerably enhanced by the need to raise cash to pay college tuition. Had it not been for the Rev. Mr. Sleeper's generosity and his timely demise, I might have wound up typing manuscripts for faculty members or making salads in the cafeteria. Instead, I was assigned to the library.

It was quickly obvious that the DOS librarians needed the help. Think what a sudden acquisition of material totaling almost ten percent of your existing collection would do to your workflow. As the only fully qualified professional on the staff, she supervised it all: acquisitions, technical services, reference, circulation, and general library administration. I never knew where she found the money, but she hired about six of us totally green kids that summer. (We were the only labor pool available.)

I was comfortable working in the library. For years, the college administration wisely allowed that little institution to function as a public library for our small town. In childhood, I had discovered a sunny upstairs room furnished with red leather sofas and chairs and bookshelves which reached to a low ceiling. In that room, with the innocence of childhood, I discovered Willa Cather, Nathaniel Hawthorne, and John Steinbeck, among others. When recruiting, I hope all of us will always look for people who enjoy books. It would be a shame to staff libraries with persons who only enjoy CD-ROMs or other electronic formats.

Enjoying books is not the same as knowing much about how to care for them. None of us greenhorns knew a hanging indention from a book truck. Undaunted, Miss VS set about teaching us enough to make us useful. I remember seeing her sitting at her desk skimming books, classifying, then typing the main entry card herself. Although she did some weeding and assigned someone from the existing staff to check for duplicates, a remarkable number of Mr. Sleeper's books were valuable old warhorses which she was glad to add to the collection. However, many turned out not to have Library of Congress-printed cards available.

With her first author card in hand, she would sit down beside one of us at the typewriter and lead us line by line through the card-making process. She must have been ready to scream many times. But I learned, and what I learned not only made me a productive cataloger for that and several subsequent summers, but years later stood by me when I got into Prof. Doralyn Hickey's technical services classes at Chapel Hill.

The DOS librarian knew how to teach. Only after several of us had mastered the author-title entry, such as

Jones, John.

How to hack it. (etc.)

did she present us with books that had corporate authors or ten authors or no authors at all, such as

- Working Party on How to Hack It. First Biennial
- ? Congress.
- ? Congress.
- ? Congress.

She knew which indentation was right and did not hesitate to tell you. After that, you were supposed to remember it.

Things did not always go smoothly. Fortunately, I had taken the afternoon off the day she discovered that I had typed about two dozen cards with part of the entry at the wrong indentation. My peers told me the next day that I had missed a real exercise in self control when she discovered the error. She confronted me with my error when I came in the next morning, but actually said very little. She did not have to: I could see her hurt and disappointment. I think I felt worse about the mistake because of the mixture of frustration coupled with her concern for me that I sensed. The illusion that she had failed me in her teaching was a more poignant rebuke than if she had yelled at me. I said I would retype the cards. Oh, no, I would *erase* the cards and correct the line. Did I think library supply companies gave away "cat" cards? In the economy of the time, it was cheaper to pay me for the time than to purchase that many new cards. I learned that library supplies are expensive, and I should be careful not to waste them. I felt lucky not to be asked to do the work on my own time.

Some things happened that summer that never came to the librarian's attention, which was just as well. At one point, Miss VS decided the easiest way to accomplish part of the processing — I don't remember what — was to move the books upstairs to an unused section of stacks where a more experienced student was ensconced with a typewriter. There was no elevator in the building, so two of us were dispatched to move several book trucks loaded with those tomes up a short flight of stairs. The other girl, a little older than I, said, "Look, Evans there's no sense in carrying them up. Let's take turns. You go up to the top first, and I'll throw them up to you."

I obeyed, not quite understanding what she had in mind. The full impact of the plan, you might say, hit me intellectually about the same time the first book hit me in the stomach. I caught most of them, and the ones I missed would probably have had to be repaired anyway since most of the bindings were old and fragile. The librarian was pleased with how rapidly we had been able to move the books. "Hard workers," she beamed. We beamed back silently through the perspiration and smudges of old leather. My mother used to wonder how I got so dirty at work. "I thought you worked in the library, not the boiler room," she would say.

I later repaired some of those "throwees." It all seems long ago, far away, and hard to believe, but binding periodicals and repairing and re-binding books was done in-house then, and those were skills I learned during my library summers. I learned the gentle art of skimming a novel while resewing the pages. I also learned what a binder's needle will do under a fingernail if it slips, how to tell by the feel of the paper how well it would sew, and how to fit end papers and to turn buckram smoothly over the ends of the double-stitched binder that secured the spine. Miss VS showed several of us how to do all of those things. She knew how, because book repair and

binding were part of the curriculum at Drexel. Our bindings were entirely utilitarian, but to this day, my appreciation of a beautifully bound book is enhanced by the hours I spent in that stuffy little basement workroom.

I think one reason I went to library school is because I learned in the DOS library that I liked being around books; I like the way books smell; I enjoy their physical presence.

I stood again in the main reading room of the DOS library recently after a long absence. The building is bigger now. They have added the inevitable "new wing". The professional staff is much bigger, too. The day of the generalist is gone. I was impressed with the quality of the librarians who were eager to help patrons and knew how to do so. The three "c's" of libraries, "computers," "carrels," and "carpet", are evident. I flipped through one of the old catalog drawers. Nostalgia ambushed me when I confronted a yellowed card with a "cops added" note written in my own round teenage hand. I inspected the little reference collection. I am sure my old boss was responsible for much of it. It was extremely well selected, yet it was obvious where the money had ended.

I climbed the curving staircase with the graceful wrought iron railing to the second floor. The morning sun still spread across the floor, broken in detailed shapes by the big fan window that, seen from the outside of the building, decorates the space over the main entrance door. Everything else had changed. The collection of American fiction and the red leather furniture had given way to no-nonsense stacks filled with green books with titles beginning *Transactions of the ...*. Libraries no longer have the space for browsing rooms. Pity.

If you are considering some in-house recruiting for your own special school of library and information science, consider what I learned during those summers in that un-airconditioned building. Besides the basics of cataloging, book binding, and circulation work, I learned the following subliminal things:

1. Librarians are warm, patient, and intelligent.
2. Librarianship is a profession possessed of a body of knowledge peculiar to that calling and about which I knew nothing, but it had to do with books, which I liked.
3. Student assistants can feel good about themselves, because they can be taught to do enough to be a real help.
4. Drexel is the greatest library school in the world. Some may argue about this conclusion, but the DOS librarian's loyalty to her library school remains an example. I was a 15-year-old student assistant, and Miss VS was head librarian. It was her evident love of her profession and her honest caring about me and others on her staff that bridged the gap between us with a spark that endured for years.

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Pareto Principle Guides A Federal Library

by Linda D. Preston

The 1990s are jolting other libraries as the 1980s did the federal sector. A review of the various methods used to go forward when responding to hard blows, albeit slowly, could be helpful. The NCDC library used the Pareto principle. Although it appears in several forms and is known by various names, it is a single concept: Parts of any whole are unequal in value, and the relationship of the parts normally relate so twenty percent of the parts equal the value of the eighty percent remainder. Pertinent examples are: "80% of your interruptions will come from 20% of the interruptors (sic). 80% of your library use will be from 20% of the users. 80% of circulation will be in only 20% of the collection. 80% of your reference questions can be answered with 20% of the reference books....You can be 80% effective by accomplishing only 20% of your goals!" (Berner 1988, 50). In addition, "20 percent of the facts are critical to 80 percent of the outcome" (Mueller 1974, 151).

History

French-born Italian, Vilfredo Pareto (1848-1923) studied Italian wealth and found it concentrated in only a few hands. This engineer-economist-sociologist concluded there was an inverse relationship between the number in a subset, the subset's wealth (Zemke 1986, 59).

In 1950, Pareto's maldistribution recognition was re-introduced as a statement of nature by quality-control guru, Joseph M. Juran. His Pareto principle is a way of viewing projects to quickly gain results by emphasizing the most fruitful elements. It is known by other names: Law of the Vital Few and the Trivial Many, 80/20 Rule, Pareto rule, Applied Pareto principle, ABC classification system (It identifies as A the twenty percent, and then divides the eighty percent into the more important B group and the least important C group.) Lorenz curves (Picture a convex or concave diagonal line, indicating ever-increasing units.), Pareto diagrams (bar charts whose distribution shows successive bulk.), and Pareto distributions (J-distributions or reverse-J distributions: These lines look like the letters without the horizontal marks across the top of the lines, indicating the highest values on either the right or the left).

This principle has become a rule for action, so concentrated effort can be applied in analyzed areas for the greatest return (Juran 1975, 8). If prioritizing or analyzing is unusually difficult, voting schemes may help (Burr 1990, 61). *Excessive* devotion to Pareto is unwise, because it is a static concept whose base is simply empirical evidence. To continue choosing the best twenty percent or eliminating the worst twenty percent of the last chosen set, will result in one—the single best choice. This is *reductio ad absurdum*. Think of it. Offering only one type of book or one car model can make many organizations very vulnerable. Also, the manager who drops that twenty percent generating minuscule return may

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obliterate profit. Firms often make the break-even point with the top eighty percent, and the small portion received by the lowest twenty percent takes them to a profit (Majaro 1980, 28).

In 1975, Juran suggested that "trivial many" be changed to "useful many". The eighty percent tail actually seems to act as a stabilizer (Daniel 1982, 93). Some of the tail may even be within the future's twenty percent (Sanders 1987, 40). One option for working with a totality or whole comprised of people might be to use the ABC classification. For example, pay individual attention to the top twenty percent; group attention, such as seminars to the group next in importance; and minimal attention to others (Marsh 1989, 56).

Today's use of the principle may well aim toward an ideal that provides adequate service at the lowest overall cost. It seeks a "satisficer" (satisfy and suffice) level, not the optimum or barely possible levels (Sandler 1986, 52-PW17). Critical services will be available when absolutely needed but will not exceed requirements. This points librarians toward allowing for growth at all costs, even if only possible sporadically in anticipation of future requirements.

Applications

This library better fills the growing number of requests because of earlier applications in: 1) access, 2) contacts, 3) preservation, 4) centralization, and 5) inventory. Although the library is medium-sized and limited in resources, decisions were made to reorganize in 1978. We were to make as fine a library as possible with a low budget; a librarian would replace the retiring technician; LC, AACR2, and OCLC would be used; and media would be interfiled. With the library's fast, unexpected move to a new location in 1981, another decision was made. The library would immediately incorporate the above changes quickly by focusing on the most important organizing impacts and benefits of each process or group parts—not item-by-item or process-by-process, giving perfect attention to all parts.

1) Access

The commitment to fast reorganization was dependent upon the Pareto principle. Attention would focus on the critical twenty percent when designing the new reorganization plan. Refinements would come when time and personnel permitted. The first objective was to improve the overall organization. We began at the new location with unorganized stacks of books on shelves—many uncataloged, none professionally. Most book labels had Universal Decimal Classification (UDC) numbers. (The UDC was designed for computers before keyword access with Boolean logic operators became possible. UDC is extremely difficult for the user, because one must not only compare digits but must remember negative number equivalents for punctuation symbols to relate them not only to each other but also to digits in order to find a book.)

The first act toward overall organization was to change to LC classification. All library publications were placed in rough LC order. The first twenty percent of the call number is the

most important for eighty percent of the retrievals (Pareto principle applied). Subdivisions were made if they required no careful attention. Shelf distribution accommodated browsing, such as keeping a subject to one aisle (Pareto principle applied). NCDC experts' familiarity with those twenty percent of the publications which receive eighty percent of the usage made the quick change a success. However, if honesty must prevail, more delegation than that which NCDC had should accompany Pareto reorganization.

To increase access, LC was modified after conferring with the Library of Congress. LC numbers were not assigned by exhaustively following LC's policy. Maps and bibliographies were classified as books, making retrieval simpler and adjacent location possible. The publication date was the call number's last entry. In fact, this was done before LC officially recognized its value and changed its practice in 1982 to incorporate monographic publication dates. Where possible, dates of data were substituted to make it easier to search for data overlaps and voids. Although we tried to stay true to LC, its design for a large Congressional library has, regrettably, required some changes for our specialists—no change was made to any already-allocated LC number.

Those aids requiring little effort for the results obtained were utilized. Quick ways to reference call numbers are library maps, color-coded pamphlet boxes, and lists (Pareto principle applied). In fact, three of our title lists and the library map are now on NOAAALINC (the NOAA libraries' CD-ROM union catalog). Its current events calendar was modified to hold lists. Twenty percent of library titles, including series titles, are sufficient for most requests (eighty percent). NCDC library publications are even linked, via labels, with other important (Pareto principle applied) NCDC library publications, NCDC offices, various in-house experts, and with outside resources, such as the Central NOAA Library and NTIS.

Retrieval of checkouts is easy since applying the Pareto principle. Only the Z or QC984 needs to be recalled to locate checkout cards. We have not seen the value of a computerized checkout system but are anxious to talk to those in medium-sized (2,500-3,000 square feet) libraries that have.

An additional benefit of using Pareto was management's handling of complaints from those overly eager to have the reorganization immediately completed. In medium- or small-sized special libraries, there can be a surprising lack of remembrance of how ineffective the old system was—if there are demands on others. Suddenly, everyone may be an expert on the old system now that it no longer exists and feel uncomfortable when pressed to learn a new system, or the librarian may become the lightning rod for complaints from unstable sources. This is much more likely to happen when there are financial problems preventing the hiring of the appropriate personnel staff (the grasp very nearly exceeds the reach.), when there is much employee turnover. In these situations, people tend to compare special library situations to academic ones without knowledge of library workloads or previous conditions which existed for the library in question, such as when the first female librarian enters a male-dominated location; when retrieval staff from other offices are hesitant to learn new, even if traditional, systems; and other such problems accompanying change. There may even be minimal understanding by all, including the librarian, that constant management support by others is required as the

interface between the library and other offices, if the librarian is not recognized as a manager. Otherwise, of course, the librarian would be responsible for this interface. Responsibilities could be passed to these complainers for refining their own sections of the NCDC library under the librarian's guidance. Subject concentration made this possible. Scientists surveyed these to help with discards and subdivisions. They offered their assistants to help with those services with which they were concerned, including shelf order, book labels, and cataloging. Considering the growth of tasks, notwithstanding the reorganization, normally associated with hiring a librarian, this help is to be greatly appreciated. Without it, the task may well be impossible.

Meanwhile, the librarian could work with the entire collection as it was used (Pareto principle applied). Eighty percent of the use guided the librarian's emphasis to that vital twenty percent of the collection. The work *priorities* (Pareto principle applied) were to: 1) move/arrange materials, 2) label materials, 3) retrieve existing OCLC cataloging, 4) prepare cards and pockets, and 5) enter NCDC's original cataloging into OCLC. Missing pockets and cards were prepared as needed. Returned books were surveyed for OCLC cataloging, and any needed labels were attached. As time allowed, series and subject subdivisions were surveyed on OCLC. Return was immediate, so the cost benefit was significant.

The school concept of interfiled media was taken to the limit. All books, serials, videos, bibliographies, torn-out articles, reprints, microformats, CD-ROMs, and diskettes on any one subject were placed together. The system would be inappropriate for most. For example, larger libraries can afford the great collections and indexes that make separated collections practical, and they need tighter controls on CD-ROMs. The NCDC system requires more shelf-tending—a negative for any library. Libraries whose users are not in-house would not be able to confer easily with experts to modify call numbers (For example, our psychology/weather publications are too few to be filed with psychology and would not be easily located in a "special aspects" section. After consultation with scientists who reference these materials, we have placed them with biometeorological materials for the scientists' convenience who primarily refer to these publications.). Many special libraries, as well as other libraries, must consider whether their patrons are knowledgeable or experienced, or even emotionally stable, enough to adjust to fast reorganization.

2) Contacts

Although the sources we use do fall into Pareto groups, and although we have not applied Pareto to gain additional growth in quality or quantity (except for the use of photocopied lists occasionally sent to the Central NOAA Library and the use of OCLC's interlibrary electronic mail), there was an interesting and unexpected source among the eighty percent of sources we sometimes use. Some time ago, the NCDC librarian had to contact the Librarian Archivist at Pennsylvania Hospital's Medical Library in Philadelphia in order to borrow microfilm of the Hospital's weather data for 1825-1871. It is useful to keep one's eye on the eighty percent.

3) Preservation

Although most data are very accessible, much are

deteriorating, especially those published in the late 1800s and early 1900s. The large volume and limited funds demand creative solutions. The NCDC library has begun to work with individual state climatologists (SCs) to preserve those of the most value (Pareto principle applied). An example of this cooperation was the library's giving the monthly weather reports and reviews for Utah 1891-97 to the Utah State University, with which the Utah SC is associated, for microfilming and archiving. In exchange, NCDC received two copies of the resultant microfilm. Are there any others reading this article (Pareto principle applied) who would wish to receive their state's weather data by working through their SC and NCDC?

4) Centralization

The risks involved in trying to separate scientists from their literature have been well documented. One was by setting the example. Many publications have been given to the Defense Technical Information Center (DTIC). The citations of these old Defense publications are now in the DROLS and NTIS databases for their distribution via requests from world scientists. This example-setting recognizes that the most vital twenty percent of our staff will notice it, model it, and, thereby, set the example for the others to do the same.

There was real effort to make the library more accessible. When scientists can find most of what they need readily, without assistance, they are more likely to put their publications here.

The library has offered new services, of course, including the addition of online searching services and CD-ROM/diskette collections, along with their demonstration. Major efforts always focused on that vital twenty percent.

To reach the other eighty percent, we have expanded the library's role with "Lunch 'N Learn". Those who are interested gather to eat, learn, and communicate. The subjects range from the Hindi or Russian languages, to self-defense, to art, to plumbing, to gift wrapping, to trout fishing. It costs virtually no time or money (Pareto principle applied). We also began publishing a flyer or newsletter, now irregularly sent by in-house E-mail. Twenty percent of the newsletter's items (or eighty percent of the volume) is on library literacy; the remainder are high-interest items. Occasionally, these are reversed to maintain interest. These two additions have also gained us support. Surprisingly, the eighty percent often influences the twenty percent.

5) Inventory

The NCDC library inventories by cataloging. This has been most neglected. We first cataloged those entries already on OCLC (Pareto principle applied). Pareto does not take us very far to satisfaction here. It has become obvious that as much as all of us want to avoid the catalog, all NCDC personnel want 100 percent of library publications cataloged as soon as possible. A major effort is now underway at NCDC to provide these entries. Both OCLC and MITINET (for inappropriate OCLC entries) are used.

Results

Because of these actions, we think the NCDC library is now probably the most convenient and accessible library for working with United States national, regional, and state weather data in the world. We do not have the most data, the most complete catalog, the finest budget, or even the most space, but we believe that NCDC has the most convenient arrangement for climatologists—and we were able to put it together in record time with a serious lack of personnel and funding using the Pareto principle. Perhaps Vince Miller, a frequent visitor from The Weather Channel, said it best: "Here, one can almost reach out and grab the wanted book."

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PEOPLE

- Charlotte Ammons** is a new Archival Assistant I at the Tennessee State Library.
- Wendell A. Barbour**, Director of the Library and Information Services at Christopher Newport University in Newport News (VA), assumed responsibility for administrative and academic computing, including telecommunications, in addition to his library and media duties.
- Rudolph P. Byrd**, director of Emory University's (GA) African American Studies program, edited *Generations in Black and White*, A Photographic Tribute to African-American Achievement, published by the University of Georgia Press.
- The new Library Assistant II at the Tennessee State Library is **Susan Chockley**.
- Flora Cobb** is the new Assistant Professor and Reference Services Coordinator for Science and Technology at the University of Tennessee at Knoxville (TN).
- Children's librarian **Clare Coffey** was selected to spend two weeks exchanging ideas with the Chinese on library services. She described the types of services unique to the Memphis/Shelby County Public Library, such as services for the sight- and hearing-impaired and the JOBLINC mobile unit.
- "You Could Look It Up--But Don't", a My Turn Editorial by **Donna Cole**, Director, Leeds (AL) Public Library appeared in the October 4, 1993 issue of *Newsweek*. Her article, "Don't forget our libraries in the rush to reform", appeared in the October 3, 1993 issue of the *Birmingham News*.
- Sandra Cooper**, formerly State Library of Florida Chief of the Bureau of Library Development, is the new State Librarian and Director of the North Carolina Division of State Library.
- Marty Courtois**, is the new Associate Professor and Biological Sciences Reference Librarian at the University of Tennessee at Knoxville (TN).
- Jerry Davenport** is a new Archival Assistant III at the Tennessee State Library.
- "Reinventing Public Libraries: New Opportunities for Community Service", will be the focus of Public Library Association (PLA) president-elect **Judith A. Drescher**, Director of Libraries at the Memphis (TN)/Shelby County Public Library and Information Center during her term as PLA president. She will take office in July 1994 at the conclusion of the ALA Conference in Miami Beach.
- Shirley Echelman**, Handley Library in Winchester (VA), is serving as Secretary of the PAIS Board of Trustees.
- Ken Fieth** is the new Director of the Metro Archives for the Public Library of Nashville and Davidson County.
- Connie Ganger** is a new Public Services Secretary at the Tennessee State Library.
- Dr. Malcolm Getz**, Associate Provost for Information Services and Technology at Vanderbilt University (TN), is a member of the PAIS Board of Trustees.
- Charles L. Gilreath**, Associate Director for Public Services at North Carolina State University in Raleigh (NC), is the 1993-94 president of ALA's Reference and Adult Services Division. He will focus on rethinking and reinventing library services during his presidential year.
- The new Associate Professor and Head of Reference Services at the University of Tennessee at Knoxville (TN) is **Lori Goetsch**.
- Robert M. Losee** has been promoted to the rank of Associate Professor, with tenure, in the School of Information and Library Science at the University of North Carolina at Chapel Hill, effective July 1, 1993.
- The new Collection Management Librarian for Arts/Humanities at University Library Services, Virginia Commonwealth University in Richmond (VA), is **Lynell A. Morr**.
- William G. Murray** has been appointed Systems Librarian at University Library Services, Virginia Commonwealth University, Richmond (VA).
- Dolores B. Owen**, received the Outstanding Friend of the Lafayette (LA) Public Library Award for 1993.
- The new Assistant Director/Reference Librarian at the Bruton Memorial Library in Plant City (FL) is **Timothy A. Pasden**.
- Linda Perkins**, immediate past SELA secretary, was recently elected Kentucky's ALA Councilor for 1994-1998.
- The new Library Assistant III at the Tennessee State Library is **Angela Shedd**.
- Laura D. Shedenhelm**, Monographs Original Cataloger at the University of Georgia Libraries, Athens (GA) was one of fifteen individuals selected to represent ALA and U.S. librarianship as Library Fellows. She will train the National Autonomous University of Honduras Library staff in cataloging procedures, online databases, and selective dissemination of information during her twelve-month assignment.
- The new Director of Public Services at the Tennessee State Library and Archives is **Charles A. "Chuck" Sherrill**.
- Sam Sistler** is a new Archival Assistant I at the Tennessee State Library.

PEOPLE

□ **Susan Steinfir** was promoted to Professor in the School of Information and Library Science at the University of North Carolina at Chapel Hill, effective July 1, 1993.

□ **Jeanne Sugg**, Technical Services Director at the Tennessee State Library and Archives, has been appointed to the position of Assistant to the State Librarian and Archivist for Administration.

□ **Steve Sumerford**, a graduate of the NCCU School of Library and Information Science, became the first librarian to ever win the prestigious Nancy Susan Reynolds award, known by many as North Carolina's "Nobel Prize". Sumerford received the award for his innovative work at the Chavis Library in Greensboro where he transformed an under-utilized library into a hotbed of activity that truly serves and changes its poor, predominantly African-American neighborhood.

□ **F. William Summers**, Dean of the School of Library and Information Studies at Florida State University, will leave the deanship in August 1994 to become a full-time professor in the school.

□ "Grass Roots Activism for an Expanded Library System", by **C. David Warren**, Director of the Richland County (SC) Public Library, is a chapter in a new book, *Against All Odds*. Warren details the systematic planning that established the goals necessary to build an expanded public library system to serve the growing metropolitan population in Columbia.

□ **Nancy H. Washington**, Associate University Librarian for System Library Services at the University of South Carolina in Columbia, is the author of two volumes concerning the history of the University of South Carolina's Regional Campuses. The volumes were published by the Regional Campuses Faculty Senate to commemorate the silver anniversary of its founding in 1968.

□ **Lorna Young** is the new Associate Professor and Original Cataloger at the University of Tennessee at Knoxville (TN).

□ **Jacqueline Zelman**, Director of University Computer Services, Florida International University, Miami (FL), is serving as a Library Administration and Management Association (LAMA) representative to the Coalition for Networked Information (CNI).

RETIREMENTS

□ **John David Marshall**, a member of the library faculty, Middle Tennessee State University in Murfreesboro, retired at the end of December 1993 after twenty-six years at the university and forty-one years in the library profession.

□ **Brantley H. Parsley, Sr.**, Library Director at the University of Mobile, retired in December after serving in libraries for thirty-five years.

□ **Alva W. Stewart**, Reference Librarian at North Carolina Agricultural and Technical State University, retired in October after thirty-three years of service.

WELCOME TO NEW SELA MEMBERS (as of October 19, 1993)

Arkansas

Diane S. Hughes
Bismarck

Pat B. Long
Forrest City

Florida

Derrie B. Roark
Tampa

Linda M. Sobey
Orlando

Georgia

Julie Arnott
Atlanta

Jocelyn Poole
Statesboro

North Carolina

Barbara Ledbetter
Albermarle

Beth Mueller
N. Wilkesboro

South Carolina

Claude W. Blakely
Greenville

Lee A. Hilyer
Columbia

John C. (Chris) Rogers
Spartanburg

Tennessee

Karen H. Bingham
Murfreesboro

Sandra B. Oliver
Ducktown

Other

Judith Helfer Chase
Sumner, WA

Kevin Custer
Salt Lake City, UT

BULLETIN BOARD

Augusta Baker's Dozen

The eighth annual *A (ugusta) Baker's Dozen: A Celebration of Stories* will be held in Columbia (SC) on April 22-23, 1994. Sponsored by the Richland County Public Library in Columbia and the College of Library and Information Science (CLIS), University of South Carolina, the event honors Augusta Baker, nationally known storyteller and children's librarian who is Storyteller-in-Resident at CLIS, USC.

This year, the celebration will feature a workshop on storytelling by The Folk Tellers, Barbara Freeman and Connie Regen-Blake from Ashville (NC); The Augusta Baker Lecturer, Chris Crutcher; and Storytelling for Families.

Contact Jane McGregor or Ginger Shuler at (803) 799-9084 for further information.

Black and National Women's History Months

Colorful posters, videos, and illustrated biographies from the National Women's History Project are available to incorporate African-American women into February's lessons for Black History Month.

One poster, "Celebrating Black Women's History", featuring original portraits of Mary McLeod Bethune, Rosa Parks, Marian Anderson, and six others is available for \$6.00 plus \$3.50 for shipping and handling. A second poster, "A Salute to Historic Black Women", is a collage of eighteen notable Black women and is available for \$9.50 plus \$3.50 for shipping and handling.

The theme for National Women's History Month, March 1994, is "In every generation, action frees our dreams". To exemplify the theme, eleven 20th century women or groups of women are portrayed on the 1994 commemorative poster for National Women's History Month. The commemorative poster is available for \$6.00, plus \$3.50 for shipping and handling, from the National Women's History Project.

To order posters for black women's history and/or National Women's History Month, or to request a free copy of their catalog, write to the National Women's History Project, 7738 Bell Road, Dept. P, Windsor, CA 95492, or telephone (707) 838-6000.

Children's Librarians' Workshop

In March, the Tennessee State Library and the Tennessee Library Association will conduct statewide workshops for interested librarians who work with children. The workshops will be presented along the 1994 Summer Reading Program theme, "Dive Into Reading". A committee of librarians will give practical ideas and specific activities supporting the theme. The workshops will be held in Jackson, Cookeville, and Morristown. For more information, contact Jaci Herrick at (615) 741-3158 at the Tennessee State Library and Archives.

Multicultural Publishers Exchange Children's Book Award

Supported by the Highsmith Press, the purpose of this award is to encourage and recognize African American, Hispanic American, Asian American, or Native American (ANHANA) authors/illustrators in the development of books for children; and to increase public awareness of the quality and significance of multicultural publications.

Five copies of the complete typewritten manuscript and one complete set of illustrations (including cover art) should be shipped to the Multicultural Publishers Exchange (MPE) 2215 Atwood Avenue, Madison, WI 53704 by the deadline of March 31. All entries should include a cover letter containing the names, addresses, and telephone numbers of the entrants and brief biographical information describing their education and experience.

Authors who may be seeking an illustrator, or illustrators seeking an author to develop a joint entry for this Award may forward their name, address, and telephone number to MPE, together with brief information about their work. This information will be periodically compiled and distributed to those illustrators or authors seeking a partner for this competition. For additional information, telephone (608) 244-5633.

LITA Scholarship Applications Available

The Library and Information Technology Association (LITA) is accepting applications until April 1, 1994 for two scholarships.

The LITA/GEAC-CLSI Scholarship in Library and Information Technology, \$2,500 donated by GEAC-CLSI, Inc., is for work toward a master's degree in library science from an ALA-accredited program with emphasis on library automation.

The LITA/OCLC Minority Scholarship in Library and Information Science, \$2,500 donated by OCLC, is given to encourage a qualified member of a principal minority group with a strong commitment to the use of automation in libraries to enter library automation. The award is given annually to a master's degree student in an ALA-accredited institution. The award is open to U.S. and Canadian citizens who belong to one of the following minority groups: American Indian or Alaskan Native, Asian or Pacific Islander, African American, and Hispanic.

Copies of the application forms and instructions are available from: LITA Scholarships, LITA/ALA, 50 E. Huron St., Chicago, IL 60611

BULLETIN BOARD

Teleconference to Focus on Customer Service

Hardy R. Franklin, ALA President, has announced a national teleconference on customer service and libraries tentatively scheduled for Thursday, May 12, 1994.

To receive information on site locations, or to share information on your library's exemplary customer service program, contact Peggy Barber, ALA Associate Executive Director of Communication, ALA, 50 E. Huron St., Chicago, IL 60611; Telephone 1-800-545-2433, ext. 3229.

Twenty-Eighth Annual Georgia Archives Institute

Designed for beginning archivists, manuscript curators, and librarians, the 28th annual Georgia Archives Institute will be held June 13-24 in Atlanta. Sponsored by Clark Atlanta University School of Library and Information Studies, Georgia Department of Archives and History, Jimmy Carter Library, and the University Center in Georgia, the institute will offer general instruction in basic concepts and practices of archival administration and management of traditional and modern documentary materials.

Tuition is \$400, but this does not cover transportation, housing, or meals. Enrollment is limited, and the deadline for receipt of applications and resume is April 1, 1994. A \$75 application fee, made payable to the Georgia Archives Institute, must accompany each application.

For an application, contact Dr. Donald E. Oehlerts, School of Library and Information Studies, Clark Atlanta University, Atlanta, GA 30314, Telephone (404) 248-1322 or (404) 880-8702.

Third Annual Livable Communities Conference Planned

Focusing on the diversities that make up a livable community, the city of Meridian, Mississippi will host the Third Annual Livable Communities Conference. Featuring international and nationally known speakers, the conference will include a diversified program focusing on design, architecture, engineering, landscaping, cultural diversity, and a host of other topics essential as building blocks for livable communities. The 1994 conference is scheduled for April 24-27.

Speakers and panelists will give conference participants first-hand knowledge of problems communities face in identifying their strengths, overcoming their weaknesses, and improving the quality of life for all residents. As in past conferences, participants can also

look forward to social functions designed to showcase the rich traditions of southern heritage.

International speakers will include architect Rod Hackney, past President of the Royal Institute of British Architects; Jan Gehl, Senior Lecturer in Urban Design at the University of Copenhagen; and Jonas Rabinovitch, International Coordinator of Curitiba, Brazil and Consultant to the United Nations. Nationally acclaimed speakers include, Philip Morris, Editor at Large of *Southern Living and Southern Accent* magazine; Jesse White, consultant and former Executive Director of the Southern Growth Policies Board; Betty Sue Flowers, an English professor and international consultant in strategic planning; and honorable Cardell Cooper, Mayor of East Orange, New Jersey.

Acting as host Mayor of the Third Livable Communities Conference, John Robert Smith says, "Participants will be impressed by not only the diversity of issues and ideas expressed but also by the common sense approach these national and international experts take in discussing the issues so vital to increasing the livability of our communities. The Livable Communities Conference is truly a unique experience and an opportunity for community leaders in small towns and bigger cities to explore innovative solutions to community problems and to interact with some of the most outstanding experts in the nation and world."

The \$250 early registration fee includes all conference sessions, conference resource materials, and all social activities staged as part of the conference.

For more information, telephone (601) 693-1306.

Vision for Bookmobile Service

"A Vision for Bookmobile Service: Redefining the Market", sponsored by North Carolina Central University School of Library and Information Sciences, will be held May 5-6 at the Radisson Hotel in High Point, North Carolina. For more information, contact Melanie Collins, Harnett County Library, Telephone (910) 893-3446, Fax (910) 893-3001.

NEW AND USEFUL

ALA Receives \$2.8 Million Fund Grant

The American Library Association received a four-year \$2.8 million grant to provide national coordination and technical assistance for the National Library Power Program, a DeWitt Wallace-Reader's Digest initiative to revitalize and expand school library services in U.S. public, elementary, and middle schools. The program seeks to create school libraries that are an integral part of teaching and learning in U.S. schools.

The grant, which follows a \$604,000 award to ALA in 1992, will enable the American Association of School Librarians (AASL) to work with schools across the country implementing Library Power projects. AASL will serve as the information clearinghouse for the national program and will be responsible for other support activities, including conferences.

Under the National Library Power Program, the Fund awards grants to local education funds that work with their communities to design and implement projects to improve public school libraries. Library Power Program sites in the southeast include East Baton Rouge (LA), the Public Education Fund in Chattanooga (TN), and Dade Public Education Fund in Miami (FL).

"And Access for All: ADA and Your Library" Video Available

"And Access for All: ADA and Your Library" is the latest videotape release from ALA Video/Library Video Network. The videotape and accompanying resource guide introduce and help staff implement the *American with Disabilities Act* (ADA) in the library. The forty-five minute tape covers ADA compliance, including the development of a focus group and the designing of an action plan to make library facilities and resources accessible. Examples and real-life stories from libraries are included throughout the program.

The 165-page guide outlines how to use the videotape and includes a self-evaluation survey originally compiled by the State Library of Florida. The survey covers the areas necessary in ADA compliance, including employment services, physical space, and communication. Resource lists are also included in the package.

"And Access for All: ADA and Your Library" is \$130, which includes the resource guide. To order, telephone 1-800-441-TAPE.

C&RL NewsNet Debut

C&RL NewsNet, an abridged, electronic edition of *C&RL News*, published by the Association of College and Research Libraries (ACRL) is now accessible on the Internet through the gopher service at the University of Illinois at Chicago (UIC). C&RL NewsNet contains all of

the items in the "News from the Field" column and classified advertising from *C&RL News*. The information in C&RL NewsNet will precede publication of the printed copy by two to three weeks.

C&RL NewsNet is available by locating the University of Illinois at Chicago in the menu of all servers maintained on gopher at the University of Minnesota. Gopher clients can be connected directly to host "gopher.uic.edu", port 70. Users should select "the library" and then "C&RL NewsNet" from the menu. The menu of choices includes Welcome to C&RL NewsNet, News from the Field, Job postings by Job Title, general editorial, subscription, and advertising information.

Individuals with technical questions or who have trouble reaching C&RL NewsNet should check with their computer support staff or computer center. Suggestions or comments about the content or format of C&RL NewsNet should be directed to Mary Ellen Davis, editor, at Internet U38398@uicvm.uic.edu or bitnet U38398@uicvm.bitnet.

Interlibrary Loan Theory and Management

Interlibrary loan, the vital link in sharing resources between libraries, is the subject of *Interlibrary Loan Theory and Management* by Lois C. Gilmer, Library Director, University of West Florida at Fort Walton Beach. Based on the results of a national survey, as well as other literature in the field, the book covers virtually all issues a librarian in the United States might encounter when managing an interlibrary loan unit. A comprehensive management guide for students and new interlibrary loan librarians, the book also offers useful tips and information for practicing professionals. Illustrative material, ranging from simple office forms devised by individuals to standardized national and international forms and codes, accompany the text.

The text is available for \$30.00 (\$36.00 outside North America) from Libraries Unlimited.

Library/Information Studies Financial Assistance Publication

Financial Assistance for Library and Information Studies, Academic Year 1994-95 is now available from ALA's Standing Committee on Library Education (SCOLE).

The annual directory includes information on national awards, scholarships, fellowships, grants and assistantships from state library agencies and associations, educational institutions, and local libraries. Most listings are for programs leading to the master's degree in library science; however, some apply to undergraduate, sixth-year certificate, doctoral, and continuing education programs.

NEW AND USEFUL

Printing of this directory was made possible by a grant from the H.W. Wilson Foundation, Inc. Copies are available for \$1 to cover postage and handling for single copies from: SCOLE, ALA, 50 E. Huron St., Chicago, IL 60611. Institutions and associations that wish to obtain multiple copies should contact SCOLE at ALA, Telephone 1-800-545-2433, ext. 4277.

Periodicals for Business Catalog Released

EBSCO Subscription Services' *1994 Periodicals for Business* catalog is now available. Published each fall, this catalog is designed to be a valuable serial subscription-ordering tool for all types of businesses and organizations.

Covering the fields of industry and trade, business, finance, and economics, the *1994 Periodicals for Business* catalog contains ordering information on more than 20,000 publications, as well as editorial descriptions of many titles. The catalog also contains a business subject classification with categories extracted from a study by the London Graduate School of Business Studies.

To receive a free copy of the *1994 Periodicals for Business* catalog, contact any EBSCO Regional Office, or write to EBSCO Subscription Services, Catalog Coordinator, P.O. Box 1943, Birmingham, AL 35201-1943.

Public Library Data Service 1993 Report Available

"PLDS Statistical Report '93" the 1993 Public Library Data Service Statistical Report, prepared by the Public Library Association is now available. This year's report data was collected from 630 libraries and covered categories, such as financial information, community measures, annual usage figures, output measures, and role selection.

In its sixth publication year, the report is designed to aid and enhance the library planning and evaluation process. It will assist library managers in identifying top performing libraries, comparing service levels, and providing documentation for funding requests. The report includes the results of a special survey on library funding sources which reports on revenue drawn from outside the base budget.

"PLDS Statistical Report '93", \$50 for PLA members, is available from: Public Library Association, 50 E. Huron St., Chicago, IL 60611, Telephone 1-800-545-2433, press 7.

Patent Analyzer

Rapid Patent, the world's largest private provider of U.S. and international patent documentation, and Electronic Data System (EDS), a global leader in computer

information technology and services, offers a new, online patent information service. The new, online service, called Patent Analyzer, is designed to serve large organizations, law firms, emerging companies, and individual inventors who need authoritative, reliable patent information in the fastest possible timeframe.

Patent Analyzer is a database system which contains twenty-two years of full-text U.S. patent information for all technologies. The system allows for the utilization of a unique search technique that is different from those currently employed, because it does not rely on classification or keyword match. Rather, it uses a concept search technique instead of the usual Boolean string commands. By scanning in a full-text draft patent application, full patent specification, or an engineering memorandum, the system absorbs the relevant content and returns a list of related patents. The concept search engine consists of thirty-two parallel processors utilizing twenty gigabytes of RAM to process the eight gigabytes of patent text.

Initially, users will be able to use the unique, intelligent searching capabilities of Patent Analyzer through Rapid Patent's search service. Planned future developments include remote access via dial up and dedicated workstations. Although final user rates for direct access to the system's search service have not yet been set, rates will be based on a flat fee and will range from \$45 to \$495, depending on the type of search performed.

The Patent Analyzer search service is available immediately to customers directly through Rapid Patent by calling 1-800-336-5010. International availability is planned for 1994.

"Serials Acquisitions Glossary"

The purpose of the "Serials Acquisitions Glossary", published by the Association for Library Collections & Technical Services (ALCTS), is to gather and define the current, practical, and colloquial terms used by librarians, serials vendors, and publishers in the course of business.

Copies are available for \$5.00. To order, contact: ALA Order Department, 50 E. Huron St., Chicago, IL 60611, Telephone 1-800-545-2433, press 7.

SIRSI Releases New SHADOW CATALOG

SIRSI Corporation has released the new SHADOW CATALOG, an enhancement available in Version 6 of the UNICORN/STILAS software. It is provided at no charge to current subscribers of SIRSI's Software Service. The new catalog allows a library to create and maintain full catalog records searchable only by library staff. Items are shadowed either by flagging the title, call

NEW AND USEFUL

number, and/or copy, or by assigning the item to a shadowed location.

Once an item is placed in the SHADOW CATALOG, it cannot be displayed by users searching at public access workstations; however, shadowed records can be searched and displayed by users at staff workstations. The SHADOW CATALOG is a full-text catalog searchable by keyword. Shadowed records can be easily moved to the standard catalog by changing the flagging or location.

One application in academic libraries is with a reserve module. When professor's copies of materials are taken off reserve, the brief records are moved into the SHADOW CATALOG until the next time the items are

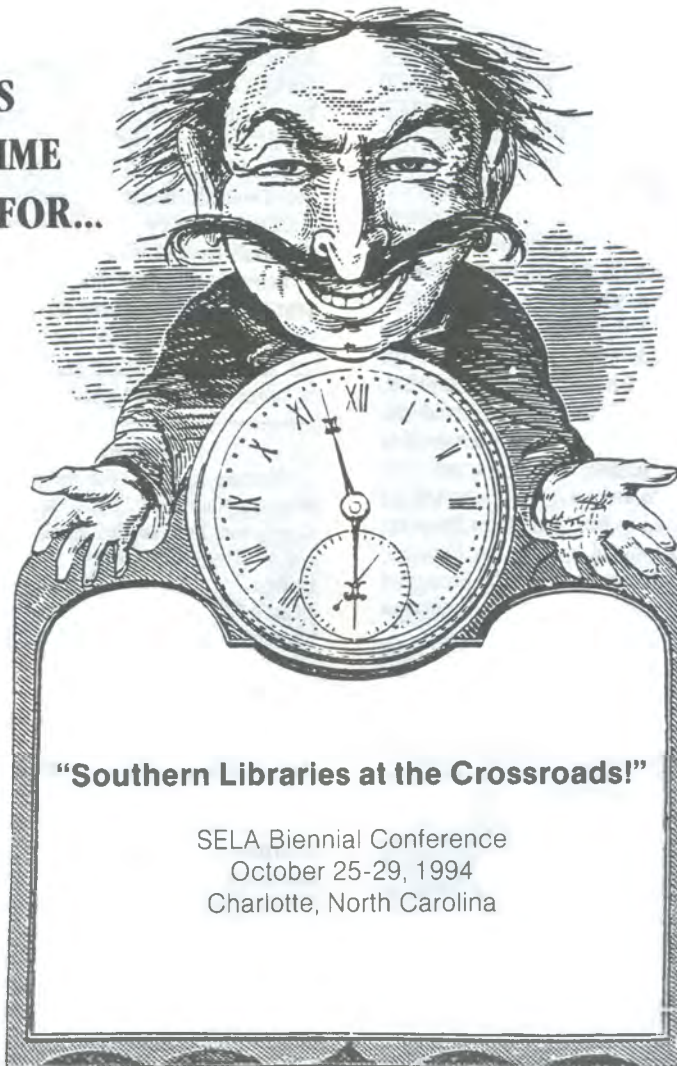
placed on reserve. This eliminates re-keying information for items frequently placed on reserve, but it does not leave records visible in the standard catalog for items that are unavailable.

Winners on Loan

A "best of show" packet, showing winners from this year's Swap & Shop competition at the ALA Conference, is available through interlibrary loan from the PR Info Bank in the ALA Headquarters Library.

To borrow the packet, send an ALA-approved interlibrary loan form to: ALA Headquarters Library, 50 E. Huron St., Chicago, IL 60611, or send a request OCLC to OCLC symbol IEH.

**IT'S
TIME
FOR...**



"Southern Libraries at the Crossroads!"

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

REPORTS FROM SELA STATE REPRESENTATIVES

Arkansas Library Association

"Diverse Patrons, Diverse Challenges" was the theme of the 71st Annual Conference of the Arkansas Library Association, held October 10-12 in Hot Springs.

Dr. Gene Lanier, Professor and Director of Graduate Studies, Department of Library and Information Studies at East Carolina University, addressed attendees at the first General Session on the topic of intellectual freedom. Other programs throughout the conference featured topics, such as an overview of the Association; AMIGOS/OCLC update; Government Document depositories; cultural diversity and multicultural literature; new trends in interlibrary loan; the role of the librarian in the education of the deaf and hearing impaired; the library and the ADA; coping with difficult people; acquiring materials for non-English speakers; document delivery options, prospects, and problems; library security; user instruction; promoting staff and user preservation, education, and responsibility; library service for senior citizens; and the electronic library. Robert H. Neill, past president of the Southeastern Outdoor Writers' Association, entertained everyone attending the second General Session with his tales about the richness of life in small-town America.

Awards presented included: The Arkansiana Award to **Dr. Neil Compton** for his book, *The Battle for the Buffalo River*; the Distinguished Service Award to **Dr. Bobby Roberts**; **Francis Kuykendall** received the Retta Patrick Award; the recipient of the scholarship award was **Zoe Butler**; **Kersh Hall** of Forrest City received the Trustee Award; a special Award of Recognition was presented to **Bob Razer** for his years of service to the Association and to Arkansas' libraries; and an Award of Special Recognition is to be presented to Harry Thomason and Linda Bloodworth-Thomason for their assistance with the marketing campaign.

Elected officers for 1994 include: Chair, Kristi Tornquist, and Vice Chair, Renee Le Beau-Ford.

Kentucky

by *Patty Grider*

"Roaring into the 90s" was the theme for the first annual Kentucky Library Association/Kentucky School Media Association Conference held October 27-30 in Lexington at the Hyatt Regency Hotel. The largest ever attendance was recorded by the Kentucky Library Association with more sessions offered and more exhibitors than ever before in the history of the association.

Highlights of the conference included sessions on navigating the networks, strategic listening, libraries and Internet, trustees and censorship, issues in information malpractice, performance appraisal, planning for library automation, and sessions on the Kentucky Education Reform Act.

The KLA/KSMA Boards have voted to hold a second joint conference September 28 - October 1, 1994 at the Hurstborne Inn in Louisville. June Martin, President-Elect, is in charge of conference planning.

The Kentucky Library Association Board of Directors is continuing to use strategic planning for setting long- and short-term goals with the guidance of an outside consultant, Dr. Michael Skinner. A planning session for 1994 was held in January.

Libraries across the state are gearing up for the legislative session of the Kentucky General Assembly. Packets of information for influencing legislation have been sent to every public library in the state by the Public Library Legislative Committee. Meetings are planned district-wide across the state to inform legislators about the needs of libraries. During the legislative session, legislators will be presented with worn, outdated materials from libraries within their district.

Kentucky libraries and librarians had a successful year providing invaluable services to citizens across the state.

Mississippi

By *Martha Owens Booth*

Historic Natchez, the most popular tourist site in Mississippi until the "casino age" on the Mississippi Gulf Coast, was host to the Mississippi Library Association (MLA) 1993 Convention, October 26-29. "Building Bridges" was the theme for this year's conference which cleared \$22,000. Other impressive statistics include: 587 librarians, trustees, friends, students, and vendors, with 528 pre-registered, attended the conference; 78 companies exhibited; 250 attended the Authors Awards reception; 234 attended the Authors Award banquet; 55 attended the Black Caucus luncheon; 80 participated in the school tour; and 42 took part in the literary tour.

Outstanding events included the first-ever Literary Tour of Natchez conducted by Joan McLemore, co-chairman of the local arrangements committee, and the autograph session with the award-winning authors, Clifton Taulbert, *The Last Train North* (non-fiction), and Donna Tartt, *The Secret History*, (fiction). The authors were honored guests at the Mississippi Author Award Presentation reception, sponsored by Blackwell North America, and banquet held at Natchez's famous Stanton Hall.

North Carolina News

By David Fergusson

Another North Carolina Library Association Conference has come and gone, and this year's Conference of October 20-22 was outstanding. Most attendees hated to see the 50th NCLA Biennial Conference come to an end, because of the high quality of the programs and the fellowship and the warm welcome received in Winston-Salem. A total of 1,701 people attended, including vendors and guests, making the conference profitable financially, as well as intellectually. The conference committee, chaired by incoming President, Gwen Jackson, did themselves proud, and the programming contributed by the various sections, committees, and roundtables somehow formed an uncannily cohesive whole.

State Senator Richard Varn from Iowa spoke pointedly of the electronic future of libraries and what they will need to do to survive and prosper politically. He was followed by the new North Carolina State Librarian, SELA member Sandy Cooper, whom everyone wanted to meet. North Carolina state Senator Ted Kaplan filled in well for North Carolina Secretary of Cultural Resources Betty McCain, who was not able to attend. ALA President Hardy Franklin opened the first General Session with a speech on customer service Wednesday afternoon. The 121 exhibits then opened, followed by a wine and cheese reception and an All-Conference buffet. The NCLA Awards Gala completed the evening.

Thursday was a full day, with table-talks and programs sponsored by all sorts of groups, including Laura McLamb's talk on "Superwoman: Balancing the Multiple Roles", Charles McClure's presentation on "Libraries and the Internet/NREN", and Betty Turock's discussion of her beginnings in North Carolina. The second general session was headlined by five ALA Presidents, in whose footsteps Dr. Turock hopes to follow. SELA President Gail Lazenby offered greetings from SELA and invited everyone to Charlotte for SELA in 1994. Luis Rodriguez, author of *Always Running*, spoke eloquently on the needs and losses encountered by our disadvantaged young people today, many of them gang members similar to Rodriguez in his youth. Marilyn Miller was present to listen to comments on the ALA Self-Study Focus Session.

Friday featured speeches by children's author Bill Brittain and Victoria Steele on "Becoming a Fundraiser..Library Development". Outgoing President Janet Freeman's term and the conference ended with the Tarwater Band, featuring North Carolina authors Clyde Edgerton and Lee Smith. Make plans now to join us in Charlotte, North Carolina, October 25-29, 1994 for "Southern Libraries at the Crossroads", the 1994 SELA Biennial Conference.

The keynote speaker was Will Manly, notorious for being fired by *Wilson Library Bulletin* for running a survey on "Librarians and Sex", who spoke on the "Manly Art of Librarianship."

Joe Forsee, SELA Vice President/President Elect, wore two hats. He was pre-conference speaker for the White House Conference delegates/Public Library Section/Trustee Section program, titled "Internet for Dummies". He also informally brought Mississippi SELA members up-to-date on SELA activities and sought new members and membership renewals.

The following are highlights from some of the many programs. "The Role of Libraries in Creating a Telecommunication Infrastructure in the State of Mississippi", sponsored by the Automation and Networking (ARNT) and Technical Services round tables (TSRT), included a presentation by Sharman Smith, Director, Iowa State Library, and reaction by Dr. John Gaboury, Dean of Libraries at Mississippi State University, and Gene Miller, Director, Bureau of Telecommunications. "Crisis of African Americans in Education: Issues and Solutions", sponsored by the newest MLA roundtable, the Black Caucus, included Dr. W. Wilson Goode, author of *In Goode Faith*, and first black mayor of Philadelphia.

At the closing and final general session of the convention, the following awards were presented: the Edward Ransdell Instructional Television Awards to **Gladys Johnson** of Provine High School, Jackson, and **Dr. James M. Harrison**, Principal, Pascagoula High School. The Carroon Apple Award to **Dr. Lora Long**. **Kathryn Merkle** received the Peggy May Award, and the recipient of the Outstanding Achievement Award was **Jane Bryan**. **Madel Morgan Stringer** was awarded an MLA Life Membership, and **Linda Lewis** was recognized as the MLA Scholarship Recipient. Friends of Mississippi Libraries, Inc., also made their awards presentations. The Ruby Assaf Presidential Award was presented to **Chairman Thompson**, formerly of Mississippi Library Commission. The Chapter One Award for the most outstanding Friends Chapter was presented to the **Friends of the Delta State University Library**. Library and Media Professionals (LAMP) presented a contribution to the Peggy May Scholarship Fund.

Officers installed for 1994 were: President: Deborah (Deb) S. Mitchell, Vice President/President Elect: Charlene J. Longino: Secretary: Ruth Ann Gibson, Treasurer: Thomas W. Henderson, ALA Councilor: June K. Breland, and MLA Representative Martha Owens Booth.

Last, but not least, a toast of health, wealth, and success to Sherry Laughlin 1993 MLA President, and to Deb Mitchell, 1993 Vice-President, for their perseverance during the preparation for this conference. Nothing daunted them—and there were many in-house surprises. There were also many happy times. No one skimped on the coffee; so the last taste was good.

STATESIDE VIEW

ALABAMA



Academic Libraries Build Online Network

The Network of Alabama Academic Libraries (NAAL) has been awarded \$225,000 by the U.S. Office of Education from the Higher Education Act, Library Cooperation and Technology Grants Program to begin to build a statewide, online library network. Students, faculty, and, ultimately, any Alabamian will be able to access academic library resources electronically. Participating institutions are Alabama A&M University, Alabama State University, Auburn University, Jacksonville University, University of Alabama, University of Alabama at Birmingham, University of North Alabama, and University of South Alabama.

The eight institutions will add PaLink software to their NOTIS library systems and offer users seamless gateways to participating library catalogs and other databases maintained by the institutions. The collections of eight main libraries, a biomedical library, and specialized branch libraries for architecture, education, engineering, and veterinary medicine are included. Library users will be able to browse over seven million bibliographic records, including serial holdings records for over 30,000 unique serial titles. The sophisticated search strategies of NOTIS can be initiated from any library catalog or terminal or remote pc with a modem to dial into the one of the catalogs. Eventually, NAAL plans to link all members' Z39.50-compliant library systems into a seamless network, to offer gateway service to other electronic resources, and to share indexing and abstracting and full-text databases.

Alabama Library Association Conference

April 27-29 are the dates for the 90th Alabama Library Association Conference to be held at Perdido Beach Resort in Orange Beach. "Alabama Librarians - Information Navigators, Celebrating a 90 Year Voyage with AlaLA" is the conference theme. Speakers will include Robert James Waller, author of the blockbuster *Bridges of Madison County*. Contact Barbara Black, AlaLA Executive Director, 400 South Union Street, Suite 255, Montgomery 36104; Telephone (205) 262-5210 for more information.

A Day in the Warsaw Ghetto

The exhibit, *A Day in the Warsaw Ghetto: A Birthday Trip in Hell*, was recently displayed at the Birmingham Public Library. The exhibit included eighty-five photographs taken by German army sergeant Heinz Jost on his birthday in September 1941 of life in the Warsaw ghetto. As part of the exhibit, the Birmingham Jewish Federation offered docent-led group tours and sponsored a Wednesday Noon Lecture series.

Miss Alabama Pays Official Visit to Schools and Public Libraries

On a tour of the state, Kalyn Chapman, the reigning Miss Alabama, visited several Birmingham schools and the Birmingham Public Library. During school assemblies, she addressed hundreds of children and stressed the importance of reading and how this basic foundation is a building block to a sound education.

Prior to the Miss America pageant, Chapman could be found in various departments of the Birmingham Public Library researching information for her pageant speech. She uses the data researched at the library when she shares her basic message with future generations — READ, visit your libraries.

New Pratt City Community Library

A new Birmingham Public Library, Pratt City Branch Library, opened in September. Funded with a city-wide bond referendum, the new structure contains 8,140 square feet, houses 45,000 volumes, and seats 153 patrons, including a meeting room that seats seventy-five, and a small conference room. The children's area includes a mock streetcar like one which traveled the neighborhood at the turn of the century. The streetcar is a unique "listening station" where children can climb aboard and enjoy books on cassette.

The library further acknowledges the rich and varied history of the Pratt City neighborhood with the addition of space devoted to a community museum. Throughout the year, under the direction of the Pratt City Historical Society, various displays, including photographs and artifacts, will highlight the development of the industrial heritage of the community over the years.

UA Lab Offers Disabled Students More Independence

The University of Alabama's newly inaugurated Adaptive Technology Services Lab, housed in the Eric and Sarah Rodgers Science and Engineering Library, has two workstations which enable blind and learning disabled students to read printed material and to access word processing programs. The lab is equipped with

STATESIDE VIEW

state-of-the-art equipment, including a voice synthesizer, a camera for enlargement, a scanner, and a braille printer. The lab's equipment is capable of enlarging words and images enough to be seen by those with tunnel vision or poor eyesight. There are eight students who use the lab on a regular basis, but there are about thirty students who could benefit from the use of the equipment.

"This powerful laboratory is the first of several we intend to install in the University Libraries to enhance learning capabilities for those with vision or learning disabilities," said Dr. Charles Osburn, dean of University libraries. "Our plan has always been to provide the best library information services possible to all University of Alabama students, faculty, and staff, and the technology made available in this manner helps immeasurably in the realization of that plan."

ARKANSAS



"Poets in Person" Site

The Boone County Library was one of thirty library demonstration sites selected by the Modern Poetry Association (MPA) and ALA to host the second national "Poets in Person" program which includes a reading, listening, and discussion program on contemporary American poetry. First conducted in 1991-92 at twenty sites, "Poets in Person" seeks to encourage interest in poetry and to revitalize the place of the humanities in American society through the use of the National Public Radio (NPR) "Poets in Person" audio cassette series in conjunction with library-based reading and discussion programs led by scholars.

FLORIDA



Florida Library Association Conference

"Gateways to the Future" will be the theme of the 71st FLA Conference on May 11-13 which will take place in Orlando at the Twin Towers Hotel and Convention Center. To accent the theme, the Library Reception will be held at Valencia Community College East Campus

Library — an illustration of a hightech futuristic library. The Young Adult program will feature the creative team of Mary Calhoun and Eric Ingraham in a "Meet the Author and Illustrator" format. Collaborators on the popular picture books, *Hot Air Henry*, *Cross County Cat*, and *Henry the Sailor Cat*, the two will talk about how authors and illustrators work together. Contact Marjorie Stealey, FLA Executive Secretary, 1133 W. Morse Boulevard, Suite 201, Winter Park, FL 32789; telephone (407) 647-8839 for more information.

International Library Fellow

Yusra Abu Ajamieh, Deputy Director and Head of Technical Processing from Abdul Hameed Shoman Public Library in Amman, Jordan, joined the staff at the Broward County Libraries for a period of four months to focus on library technology, information networks, and planning and design of public library buildings.

"Poets in Person" Sites

The West Florida Regional Library in Pensacola and South Florida Community College Learning Resources Center in Avon Park were two of thirty library demonstration sites selected by the Modern Poetry Association (MPA) and ALA to host the second national "Poets in Person" program which includes a reading, listening, and discussion program on contemporary American poetry. First conducted in 1991-92 at twenty sites, "Poets in Person" seeks to encourage interest in poetry and to revitalize the place of the humanities in American society through the use of the National Public Radio (NPR) "Poets in Person" audio cassette series in conjunction with library-based reading and discussion programs led by scholars.

GEORGIA



Emory Library Receives Papers

The Special Collections Department of the Robert W. Woodruff Library of Emory University recently celebrated the official opening of the papers of Atlanta human and civil rights activist Frances Freeborn Pauley. Pauley's papers include correspondence, diaries, organizational records, clippings, and memorabilia from her years as a resident of DeKalb County. The papers date from 1919-1992 and are arranged in eleven series, covering her personal papers, League of Women Voters Records, and

STATESIDE VIEW

Georgia Council on Human Relations records, among others.

The Special Collections Department also recently acquired the papers of southern writer James Dickey. The significant acquisition will be part of the Floyd C. Watkins American Literary Manuscripts Collection and is the largest collection of personal papers of the novelist/poet to be owned by a university. The papers include an extensive collection of letters, literary manuscripts, journals, scrapbooks, printed material, photographs, and sound recordings either created or collected by Dickey over the past fifty years.

Joint Conference

The annual conference of the Georgia Council of Media Organizations (COMO) was held on Jekyll Island from October 14 through 16 with over 800 people attending. COMO includes the Georgia Library Association, the Georgia Library Media Association, the Georgia Association for Instructional Technology, and the Georgia Association of Media Representatives. Donna Mancini succeeded Sharon Self as president of the Georgia Library Association.

Lottery Benefits Libraries and Media Centers

Governor Zell Miller announced in early November that the new Georgia Lottery was running a surplus. Restating his commitment that the proceeds of the lottery should support education, the Governor pledged that much of this surplus, about \$32 million, will be given to school media centers and public library systems throughout the state. Each of the fifty-four regional public library systems and each school in the state will receive a grant of \$17,500 with which to purchase computers and other educational technology.

"Poet in Person" Site

The Brunswick-Glynn Regional Library in Brunswick was one of thirty library demonstration sites selected by the Modern Poetry Association (MPA) and ALA to host the second national "Poets in Person" program which includes a reading, listening, and discussion program on contemporary American poetry. First conducted in 1991-92 at twenty sites, "Poets in Person" seeks to encourage interest in poetry and to revitalize the place of the humanities in American society through the use of the National Public Radio (NPR) "Poets in Person" audio cassette series in conjunction with library-based reading and discussion programs led by scholars.

KENTUCKY



KLA Views on ALA

The Kentucky Library Association Board voiced concern about the involvement of the American Library Association in social issues, rather than focusing on library issues. Letters will be sent to appropriate ALA leaders stating this concern.

LOUISIANA



Louisiana Library Annual Conference

LLA holds its 68th Annual Conference March 15-18 at the Riverside Centroplex in Baton Rouge with a Conference theme of "Building on our Heritage for Tomorrow". The Book Dinner speaker will be popular mystery writer James Lee Burke, whose titles include *Black Cherry Blues* and *In The Electric Mist with Confederate Dead*. Other speakers will include Will Manley for the Public and Trustees Section, and Janet Taylor Lisle, author of *Dancing Cats of Applesap* and *The Lampfish of Twill*, at the Louisiana Association of School Librarians lunch. Of special interest, is a program on March 17 highlighting the Louisiana Literary Day and Louisiana authors. Several authors have been invited to attend this program. Contact Carol McMannon, LLA Office Manager, P.O. Box 3058, Baton Rouge, LA 70821; telephone (504) 342-4928 for more information.

"Poet in Person" Sites

The East Baton Rouge Parish Library and the Audubon Regional Library in Clinton were two of thirty library demonstration sites selected by the Modern Poetry Association (MPA) and ALA to host the second national "Poets in Person" program which includes a reading, listening, and discussion program on contemporary American poetry. First conducted in 1991-92 at twenty sites, "Poets in Person" seeks to encourage interest in poetry and to revitalize the place of the humanities in American society through the use of the National Public Radio (NPR) "Poets in Person" audio

STATESIDE VIEW

cassette series in conjunction with library-based reading and discussion programs led by scholars.

MISSISSIPPI



"Poet in Person" Sites

The Jackson-George Regional Library System in Pascagoula is one of thirty library demonstration sites selected by the Modern Poetry Association (MPA) and ALA to host the second national "Poets in Person" program which includes a reading, listening, and discussion program on contemporary American poetry. First conducted in 1991-92 at twenty sites, "Poets in Person" seeks to encourage interest in poetry and to revitalize the place of the humanities in American society through the use of the National Public Radio (NPR) "Poets in Person" audio cassette series in conjunction with library-based reading and discussion programs led by scholars.

"Topping Off" Ceremony



An ancient Scandinavian tradition, the "topping off" of new construction was revived at Mississippi State University. In a special ceremony to commemorate the milestone of reaching the highest pinnacle of the construction, an evergreen tree was hoisted atop the new library. Although not a common practice in the South, the tradition is more familiar in the eastern United States according to John Gaboury, Dean of Libraries at Mississippi State University. "Topping out is a tradition of placing an evergreen tree at the pinnacle of new construction to celebrate a major milestone and to bring good luck to all who will occupy the building", said

Gaboury.

The \$14.9 million construction project of the Mitchell Memorial Library is at about its halfway point; the foundation is laid, the walls and roof are up, and work is beginning on the building's interior. The projected completion date for the new construction is December 1994. Then, in the second stage of the project, renovation will begin on the existing library building.

NORTH CAROLINA



New Technology Opens Superhighway to Triangle Libraries

Patrons at Triangle university libraries have an easier time checking out material and locating information, thanks to a new automated library software system put in place by the Triangle Research Libraries Network (TRLN).

The integrated system, a goal of the library consortium since its 1979 founding, connects the libraries of network members at the University of North Carolina at Chapel Hill, Duke, and North Carolina State universities. Network holdings comprise more than ten million volumes and are regarded as one of the nation's top research collections.

A cutting-edge software and communications package, designed by Data Research Associate (DRA) and funded by a \$1.4 million grant from the Triangle Universities Center for Advanced Studies Inc. (TUCASI), links the libraries' online catalogs and provides access to national databases, journal indexes, and the Internet. The DRA software also combines the libraries' catalogs and circulation systems, so patrons can instantly determine whether desired books are available.

SOUTH CAROLINA



Automated Voice Notification System

The new automated voice notification system which informs patrons of holds and overdues at the Richland County Public Library has increased speed with which patrons receive holds and are reminded of overdues.

STATESIDE VIEW

The holds system considerably shortens the length of time a book remains on the shelf while waiting for the next patron; and overdues are being returned more promptly, allowing many more patrons access to the books. The process also eliminates postage, allowing a saving of \$100,000 per year which will help balance the budget this year.

"Poet in Person" Sites

The Public Library in Charleston and the Westside Branch Library in Spartanburg County were two of thirty library demonstration sites selected by the Modern Poetry Association (MPA) and ALA to host the second national "Poets in Person" program which includes a reading, listening, and discussion program on contemporary American poetry. First conducted in 1991-92 at twenty sites, "Poetry in Person" seeks to encourage interest in poetry and to revitalize the place of the humanities in American society through the use of the National Public Radio (NPR) "Poets in Person" audio cassette series in conjunction with library-based reading and discussion programs led by scholars.

TENNESSEE



Mid-South Authors Featured on Library's Radio Series

A new weekly radio program called Book Talk, featuring celebrated authors, is now broadcast on WYPL-FM 89.3. Book Talk hosts, Susan Davis and Rus Morgan, interview talented writers, so listeners can get an in-depth examination of authors and their works.

The half-hour collage focuses primarily on writers from the mid-South as well as surrounding areas. Book Talk is made possible by a grant from the Corporation of Public Broadcasting and is being offered for national distribution to more than 400 public radio stations across the country.

1993 Statewide Summer Reading Program Completed

"Star Kids Mission: Read" was declared an out-of-this world success from the participating librarians' evaluation received at the State Library. Although the final attendance figures are incomplete, it appears they will closely match last year's nearly 80,000 participants which topped all previous records.

Programs sponsored by the libraries included: creating "read-to-me-too" robots; investigating space travel with invited guests from Huntsville Space Center; and entertaining by regional bookmobile puppeteers and community "trekkies".

Local support from businesses and Friends of the Library groups helped to make the summer program so successful.

TLA Conference

TLA Conference will be held April 27-30 in Memphis with headquarters at the famous Peabody Hotel. Prominent speakers will include: Judith Drescher of Memphis/Shelby County Public Library, current PLA President; Dr. Jose-Marie Griffiths, Director, Graduate School of Library and Information Science, UT-Knoxville; Walt Crawford of Research Libraries Group and immediate past-president of LITA; and Helen Prejean, author of the controversial, anti-capital punishment *Dead Man Walking*. Contact Betty Nancy, TLA Executive Secretary, P.O. Box 58417, Nashville, TN 37215; telephone (615) 297-8316 for more information.

VIRGINIA



Chesapeake Public Library Migrates to VTLS System

The Chesapeake Public Library was successfully migrated from the INLEX automation to the VTLS integrated library system. The migration was straightforward and simple; Chesapeake did not have to invest in any additional equipment, nor did it have to re-label its collection or issue new library cards.

Chesapeake has implemented the online public access catalog, keyword and Boolean searching, circulation control, cataloging, authority control, serials control, status monitoring, reporting and collection management, parameters, and library profiling. In addition, the library opted for the VTLS Acquisition and Fund Accounting System.

Grant for Loudoun Public Libraries

Loudoun Public Libraries received a \$10,000 grant from the Virginia Foundation for the Humanities and Public Policy to provide a series of innovative and unique humanities programs.

A book and discussion series titled "Breaking the Sound Barrier: The Literature of Deafness" was designed

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to bring together the deaf community, which consists of all people with hearing disabilities; American Sign Language users, and their hearing family members; and general community participants.

The book and discussion series begin in the spring of 1994 at the Eastern Loudoun Regional Library, the Northern Virginia Center for Deaf and Hard of Hearing Persons, and Arlington Public Library.

International Library Fellow

Rosdiani Rachim, Reference Librarian at Hasanuddin University in Ujungpandang, Indonesia, identified library automation as part of her primary area of interest when she studied and worked with the library staff of Virginia Commonwealth University in Richmond during her four-month fellowship.

Memorandum of Understanding Between VCU and Hasanuddin University

A memorandum of understanding between Virginia Commonwealth University (VCU) and Hasanuddin University in Indonesia was recently signed by both universities. The memorandum unites the two universities in relation to the development of Hasanuddin University's Urban Studies Graduate Program and the enhancement of Indonesia-United States relations.

One of the top priorities of the memorandum may be to develop an online connection between the two universities. Currently, the Hasanuddin University Library does not have a sophisticated library system. The advanced technological facilities of the VCU Libraries may allow the Hasanuddin University Library to provide greater access to information.

National Sporting Library Acquires von Hunersdorf Collection

The National Sporting Library in Middleburg has

acquired the von Hunersdorf Collection, an important library of rare horse books, representing five centuries of equestrian thought. The collection, which features 205 titles in eleven languages, provides a rich selection of major European texts on riding, training, breeding, cavalry, and veterinary medicine from the Renaissance to the late 19th century.

The von Hunersdorf Collection is now on the shelves of the National Sporting Library, which has more than 11,000 books on horse and horse sports. The Library, located about fifty miles west of Washington, D.C., welcomes visitors weekdays from 10:00 a.m. to 4:00 p.m. For more information, call librarian Laura Rose at (703) 687-6542.

WEST VIRGINIA



"Poet in Person" Sites

The Loudoun County Public Library and Clarksburg-Harrison Public Library in Clarksburg were two of thirty library demonstration sites selected by the Poetry Association (MPA) and ALA to host the second national "Poets in Person" program which includes a reading, listening, and discussion program on contemporary American poetry. First conducted in 1991-92 at twenty sites, "Poets in Person" seeks to encourage interest in poetry and to revitalize the place of the humanities in American society through the use of the National Public Radio (NPR) "Poets in Person" audio cassette series in conjunction with library-based reading and discussion programs led by scholars.

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Sneak Preview

“Southern Libraries at the Crossroads”
October 25-29, 1994
Charlotte, North Carolina

Friday, October 28

Mississippi Chapter Breakfast

Major speaker and juried papers, University and College Libraries Section

Library Exhibits: Preservation Issues, Preservation Roundtable

Humor in the Workplace, Continuing Education and Staff Development Committees

Libraries Fighting Censorship, Trustee Section and Intellectual Freedom Committee

Dori Sanders, Reference and Adult Services Section

Library Practitioners and Library Educators, Library Education Section and Continuing Education Committee

A Night at Discovery Place, Public Library of Charlotte and Mecklenburg County

Saturday, October 29

Second General Session

Executive Board Meeting

Under Development

Understanding and Working with Bosses, New Members Round Table

Editor Exchange, SELn Editors, State Editors, State Representatives, and you

Poster Sessions

LONG-RANGE PLAN

Southeastern Library Association

The following is the final version of the long-range plan presented to the SELA Board by the Planning and Development Committee chaired by Julia G. Boyd.

MISSION

The mission of the association is to promote library and information services in the southeastern region of the United States through cooperation and communication between libraries, librarians, and state associations; to cooperate with public and private agencies with related interests; to support and further professional interests of the membership; to support the principles of intellectual freedom; and to promote information accessibility.

GOAL I: SELA WILL PROMOTE COOPERATION AND COMMUNICATION AMONG SELA LIBRARIES AND LIBRARIANS.

OBJECTIVES:

- A. Publish e-mail addresses and FAX numbers in the SELA directory and keep this information updated in *The Southeastern Librarian*.
- B. Study the feasibility of forming a library directors' group among libraries of the southeast to facilitate discussion of administrative and resource ideas by 1994.
- C. Promote resource-sharing by encouraging effective communication and education regarding resources and opportunities for cooperation among different types of libraries each biennium.
- D. Determine number and kind of cooperative programs among academic and/or public libraries of the southeast by October 1994 and publish results in *The Southeastern Librarian*.
- E. Assist cooperative regional planning that supports resource-sharing and services.

GOAL II: SELA WILL PROVIDE QUALITY CONTINUING EDUCATION OPPORTUNITIES FOR THE DEVELOPMENT OF LIBRARY PERSONNEL.

OBJECTIVES:

- A. Plan continuing education programs to address the training priorities of the membership based on a needs survey among southeastern libraries.
- B. Effectively address the continuing education needs of various types of libraries, both large and small, and the various levels of staff, in management, mid-management, paraprofessional, etc. at biennial conference and at regional workshops in non-conference years.
- C. Effectively communicate and publicize all educational opportunities available and relevant to the library community.
- D. Create a "Resource Bank" in the SELA office which identifies experts in the southeast available for consultation or programs relative to all areas of concern to the profession by 1994.

GOAL III: SELA WILL PROMOTE GREATER UNDERSTANDING AND SUPPORT OF THE PRINCIPLES OF INTELLECTUAL FREEDOM AMONG

MEMBERS OF THE LIBRARY PROFESSION IN THE SOUTHEAST.

OBJECTIVES:

- A. Provide guidance through the Intellectual Freedom Committee to state associations, librarians, and library associations in the area of intellectual freedom, if needed.
- B. Increase awareness of intellectual freedom issues and challenges through programming at the biennial conference.

GOAL IV: SELA WILL RECEIVE SUFFICIENT FINANCIAL SUPPORT TO PERFORM ITS MISSION AND WILL SERVE AS AN ADVOCATE FOR ADEQUATE FUNDING FOR LIBRARIES OF THE SOUTHEAST.

OBJECTIVES:

- A. Ensure that conference fees cover costs and/or generate a surplus each biennium.
- B. Investigate non-government funding sources to determine which sources would be most interested in library development programs.
- C. Develop and distribute information regarding potential funding sources to the various sections, round tables, committees, and state associations.
- D. Provide information and training in support of local efforts to obtain needed resources for maintaining library services.

GOAL V: SELA MEMBERSHIP WILL BE INCREASED.

OBJECTIVES:

- A. Explore ways to increase membership with a definite recruitment plan each biennium.
- B. Ensure that conference programming and workshops will be timely and meet the interest of the diverse membership and potential membership.

GOAL VI: SELA WILL BE STRENGTHENED THROUGH PROPER MANAGEMENT AND BY ENSURING CONTINUITY IN OFFICES AND DUTIES WITHIN THE ASSOCIATION.

OBJECTIVES:

- A. Conduct a SELA leadership and planning workshop for all incoming officers of sections, round tables, committee chairs, and committee members on alternate years from the biennial conference.
- B. Update the *Southeastern Library Association Handbook* biennially.
- C. Ensure that progress is being made on the SELA Long-Range Plan through the development and implementation each biennium of a plan of action by the appropriate section, round table, or committee.
- D. Develop methods of strengthening the financial position of SELA each biennium.
- E. Monitor the SELA Long-Range Plan for implementation and update where appropriate each biennium.
- F. Study committee structure and recommend ways to strengthen committees and promote interaction between/among committees with similar purposes or interests biennially.



The following candidates have accepted nomination for office:

Vice President/President Elect

Jan Buvinger

Charleston County Library (South Carolina)

Lorraine D. Summers

State Library of Florida

Secretary

Elizabeth Curry

SEFLIN, Florida

Sally Ann Strickler

Western Kentucky University

Treasurer

Ann Hamilton

Georgia Southern University

Jack C. Mulkey

Arkansas State Library

IDEAS

CALL FOR POSTER SESSIONS

SELA Biennial Conference

October 25-29, 1994

Charlotte, NC

*The Poster Sessions Committee
Invites You
to Submit a
Poster Session Proposal*

For Application Information, Contact:

**LeDonne Roberts
SELA Poster Sessions Coordinator
Mitchell Memorial Library
Mississippi State University
P.O. Box 5408
Mississippi State, MS 39762-5408**

Phone: 601-325-7660

Fax: 601-325-3560

Poster sessions are informal presentations of unique and trendsetting programs and activities being carried out in academic, research, public, and/or special libraries.

Application Deadline: May 31, 1994



Calendar

1994-1996

1994

March 15-18	LA	LLA Annual Conference. Centroplex. Baton Rouge, LA
April 22-23	SELA	SELA Executive Board/State Officers Meeting. Atlanta, GA
April 27-29	AL	ALLA Annual Conference. Perdido Resort. Orange Beach, AL
April 27-30	TN	TLA Annual Conference. Peabody Hotel. Memphis, TN
May 10-13	FL	FLA Annual Conference. Twin Towers. Orlando, FL
May 23-24	VA	Virginia Library Associations Paraprofessional Forum. Richmond, VA
September 28- October 1	KY	KLA Annual Conference. Hurstborne Inn and Convention Center Louisville, KY
October	WV	WVLA Annual Conference. Oglebay State Park.
October 9-10	AR	Arkansas Library Association Annual Conference. Hot Springs, AR
October 13-15	GA	GLA (COMO Annual Conference). Civic Center. Augusta, GA (COMO VI-Joint Conference with GLMA, GAIT, & GAMR)
October 25-29	SELA	SELA Biennial Conference. Charlotte Convention Center, Omni and Marriott Hotels. Charlotte, NC
October 26-29	VA	VLA Annual Conference. Hilton Hotel. Williamsburg, VA
November 8-11	MS	MLA Annual Conference. Coliseum Ramada Inn. Jackson, MS

1995

February 22-24	SC	Joint SCLA/SCASL Conference. Hilton and Radisson Hotels. Myrtle Beach, SC
March	LA	LLA Annual Conference. Cajundome. Lafayette, LA
April	AL	ALLA Annual Conference. Auburn University Conference Center. Auburn, AL
October 3-6	NC	NCLA Biennial Conference. Koury Convention Center. Greensboro, NC
October 25-27	MS	MLA Annual Conference. Jackson, MS

1996

October	WV	WVLA Annual Conference. The Greenbrier.
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SOUTHEASTERN LIBRARY ASSOCIATION MEMBERSHIP FORM

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

Type of Library with which you are associated:	Annual Dues Schedule (Based on Annual Salary)	Membership Year January 1-December 31
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| (A) Library Education | (F) Special Libraries | (K) Government Documents Round Table |
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| (C) Reference and Adult Services | (H) University and College Libraries | (M) Preservation Round Table |
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| (E) School and Children's Libraries | (J) New Members Round Table | |

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| (6) Conference Site Selection | (24) Interstate Cooperation | (22) Resolutions |
| (7) Constitution and By-Laws | | (23) Southern Books Competition |

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FEEDBACK

This is the end of our first year serving you as editors of SELn. How did we do? What did you like? What didn't you like? Which articles made you stop and think? One reader responded to the article on librarians and salaries:

"I found the article about salary discrepancies between librarians and faculty in the senior colleges of the University System of Georgia disturbing. I have written my state representative and my area member of the Board of Regents. I have also written the authors to thank them. I saw Gail Lazenby at the SCLA conference and told her that I thought it was an important article. Thanks for running this provocative article."

Another reader wrote:

"I found the Telephone Reference Training article both informative and helpful. My staff would be very interested in articles dealing with such topics as book talks, young adult literature, service to home-school families, and starting book discussions."

We need your help to make SELn even better next year. Please join us in Atlanta, April 22-23, or in Charlotte to discuss your role in improving SELn. In addition to changing the look and feel of the journal, we would like to include even more articles. We need to hear from you.

Theresa Johnson
Catherine Preuit

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