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The Southeastern Librarian

Southern Libraries



At the Crossroads!

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2. News releases, newsletters, clippings, and journals from libraries, state associations, and groups throughout the region may be used as sources of information.
3. Manuscripts should be directed to Theresa Johnson, *SELn* Editor, 950 Regency Drive, Pace, FL 32571, (904) 474-2168.
4. Manuscripts should be submitted in duplicate on plain white paper measuring 8½" x 11". Manuscripts should be 8-10 pages double-spaced, including text and references.
5. The name, position, and professional address of the author should appear in the bottom left-hand corner of a separate title page.
6. Authors should use the *author-date* system of documentation. The editors will refer to *The Chicago Manual of Style*, 13th edition. The basic form for the reference within the text is as follows:
(Hempel 1990, 24)
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BACK COVER

"Sign-Up for a Better Life — At the Library". The importance of a library card, stressed each fall by the American Library Association, reminds us that this invaluable card is available at no charge (with rare exceptions) at more than 15,000 public libraries across the country—free because it is paid for with tax dollars (less than 1% of all tax dollars—local, state, and federal). ALA President Hardy Franklin sums up the impact of the library card: "Libraries empower people. They can help you make important decisions about your job, the health and well-being of your family, personal finance, and how to vote. They can even change your life."

President's Message

SOUTHERN LIBRARIES AT THE CROSSROADS. That is the theme for our 1994 biennial conference in Charlotte. I have just read my e-mail messages for today and marvel, as I do daily, how much my life has changed electronically in just a few months. (You can send me messages to gail_r_lazenby@solinet.net.) Certainly, the issue of electronic access is one of the primary crossroads we must face. I have tried to ignore it, because my understanding is so limited, but you cannot pick up a magazine (*Newsweek*, cover article) or listen to the radio (NPR has stories constantly) without hearing about networks and cable and telecommunications companies jockeying for position. We're already in position, but will we lose it? And that's just one issue we face. There are so many, such as access, funding, security, censorship, etc., etc. etc. Crossroads can be many things — opportunities, challenges, problems — but they always change. More than ever, we need information to help us cope. I challenge the program planners for the conference to take this theme to heart and provide sessions that will help us deal with all our "crossroads". The dates, again, are October 26-29, 1994, Charlotte, N.C.



This will be the second issue of the *Southeastern Librarian* that Theresa Johnson has edited. She did a marvelous job with very little time on the first one and is to be congratulated for continuing the tradition of quality that has characterized this journal. Please remember to send her articles, news items, comments, and suggestions. Thanks, Theresa, for all of your hard work and that of your associate editor and contributors.

Please note the award nomination forms in this issue. SELA gives several major awards each biennium: Outstanding Southeastern Author, Outstanding Southeastern Library Program, Rothrock Award, President's Award, and Honorary Memberships. The criteria and deadlines are with the forms. Please look around you — all of you know someone who is worthy of one of these honors.

Those of you in Georgia, North Carolina, and Kentucky, look for me at your conferences in October (it's going to be a busy month!). I will be there promoting SELA and the Charlotte conference for all I'm worth. Please introduce yourself and wear a green SELA ribbon! Steer your friends to the SELA booth and get them signed up. I know lots of folks in those three states, but I'm always amazed at how many of you I don't know. Joe Forsee, President-Elect, will be in Mississippi for their conference as well. I also hope to see many of you from the public library world at PLA in Atlanta next March.

It's the end of the year, and that means that membership renewals will be going out before too long. Don't forget to renew for yourself and remind your friends either to renew or join. A membership in SELA is still one of the greatest bargains around.

Gail R. Lazenby



“Speaking Out” Guest Editorial

The Effect of the Devaluation of Librarians’ Services on Status and Pay

by R. Neil Scott & Lorene Flanders

If pay and benefits of academic librarians are indicative of their status on college campuses, then the profession is in real trouble. Though ACRL standards require that institutions pay library faculty “comparable to and within the range of salaries paid to other faculty of equivalent rank”, our recent study of librarians in senior colleges of the University System of Georgia shows them being paid **37%-44% less** than non-Ph.D. instructional

faculty. The top end of ranges of salaries of librarians at each rank often barely touch the **bottom** of the ranges for instructional faculty.

Something is terribly amiss. Library faculty at our school work 40+ hour weeks with very structured schedules, serve on almost every committee on campus, research and publish, and are **good** citizens of the academic community. Yet the library is always down a couple of positions compared to enrollment support needs and is forced to stretch the budget beyond belief. The library faculty work hard to provide the best possible collections and services for our students, pushing automation and instructional support projects through to completion, often on our own time.

Leaders of our professional associations focus too much on building up a **supply** of librarians from which administrators may choose. Library schools continue to graduate students into a saturated job market, thereby forcing the schools out of business. Our leaders fail to sell the profession and to emphasize the value of our output to decision-makers, the very people we must impress, because **they** are the ones who create **demand** for the employment of librarians. The profusion of librarians and the misunderstanding of the value of their services translate into an unhappy reality of low pay and low status.

Libraries are being “redlined” by administrators who perceive that the largely female library faculty can be paid and treated differently than other faculty. This is part of an even broader issue, as reflected by a recent poll which indicates that 72.7% of female faculty in the University System of Georgia believe that men and women in the System are not paid equitably. Supply and demand pressures have created ghettos of female librarians on college campuses — segments of the academic community “unwittingly confined by economic and social circumstances”. In the “if **you** get more, we get less” political environment on most campuses, library faculty too often get little more than lip-service from their faculty colleagues and academic Deans when pay studies are made.

Unless we demand change, it will never happen. In the University System of Georgia, the library profession is predominantly female (71%), well educated (38% have an additional graduate degree), and older (instructors average 38 years of age, upper ranks mid-to-late 40s). Our students appreciate the work we do, but our academic leaders fail to recognize its critical importance. We must educate these leaders and challenge administrators to do more to support librarians, especially in pay areas. Many of us were brought up to believe that “nice people” don’t discuss salary and certainly don’t push their own agenda. However, until we do, we will never make any progress.

Directors can take action to rectify this sad situation, too. Push for another thousand dollars for the next librarian you hire, and give your faculty some time off to finish that article or paper to present. When a senior librarian retires, don’t trim the replacement’s salary in order to hire another clerk, hire another senior library faculty member at a respectable salary. Expand services only with corresponding increases in budget support. Let each instance of effort in this direction promote quality and excellent service. This, in turn, will push up demand for librarians’ services and eventually — perhaps in the next generation — their status and pay as well.

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Professional and Salary Characteristics of Librarians Employed by Senior Colleges of the University System of Georgia

by R. Neil Scott, W. Ken Farr, E. Lorene Flanders, Bonnie E. Spiers

Special libraries offer better working conditions than academic libraries, and as information becomes more of a marketable item, librarians are going to leave academics at an even faster rate than scientists. If the academic libraries don't begin to compete, they will soon find themselves staffed with book warehouse keepers.

—a survey respondent

To address the issue of compensation and to provide information and data useful for making rank-by-rank comparisons of library faculty to their instructional faculty colleagues, a salary study of librarians employed at the senior colleges of the University System of Georgia was completed in 1992 by R. Neil Scott and Ken Farr. A comparison of the results of the Scott-Farr study to the findings of a similar study of instructional faculty completed by Mae S. Carpenter (1992), which examined the same senior colleges of the University System, indicated that library faculty earned approximately 36.62% to 44.35% less at each rank than comparable non-Ph.D. teaching faculty (Table 1).

As distressing as this data was, it certainly was no surprise to library faculty employed by the University System of Georgia, as many who answered the survey indicated they were left out of institutional salary surveys and subsequent salary adjustments on a number of occasions. As a long-term result of such administrative decisions, library faculty in the Georgia System are now significantly underpaid in comparison to classroom faculty colleagues and to librarians employed in comparable positions in the public school, public library, and federal library sectors. As one respondent pointed out:

I am certain you will find that even those of us with 10-15 years of experience and a second-subject masters degree still earn less on our 12-month contracts than even the lowliest, other non-Ph.D teaching faculty earn on their 9-month contracts. I am just as certain that the only way anything will be done about it is for someone to file a class action sex discrimination lawsuit . . .

R. Neil Scott (MLS/MBA) is Coordinator of Information Services and Associate Professor of Library Media at Georgia College in Milledgeville, Georgia. W. Ken Farr (Ph.D) is Associate Professor of Economics and Finance at Georgia College. E. Lorene Flanders (MLn) is Instructional/Information Librarian and Assistant Professor of Library Media at Georgia College. Bonnie E. Spiers (MSLS) is Information Librarian and Instructor of Library Media at Georgia College.

TABLE 1: COMPARISON OF FY 1992 INSTRUCTIONAL FACULTY AND LIBRARY FACULTY SALARIES

Rank	FY 1992	FY 1992	Library	%
	Instructional Faculty	Library Faculty	Faculty % Female	Less Earned
Instructor	\$26,367	\$19,183	61%	37.44%
Asst. Professor	31,582	21,878	75%	44.35%
Assoc. Professor	35,437	25,938	75%	36.62%
Professor	42,492	NA	100%	NA
Library Director	NA	40,245	67%	NA

Nine month salary figures are shown in both columns.

(Note: Data from Carpenter's study of nine month non-Ph.D instructional faculty and Scott-Farr's study of library faculty converted from twelve month to nine month salary figures.)

Librarians as Faculty Members

Both librarians and instructional faculty employed by the University System of Georgia have faculty status on the basis of section 203.03 of **The Policy Manual of the Board of Regents**. Regents' policy divides "Faculty Membership" into two categories: the "Corps of Instruction" and "Administrative Officers". Policy includes "duly certified librarians" in the Corps of Instruction "on the basis of comparable training". Individuals employed as the principal "librarian" are designated as administrative officers who may have *ex-officio* faculty status if provided for by the statutes of the institution.

The **Standards for Faculty Status for College and University Librarians** (1992), developed by the Association of College and Research Libraries (ACRL), provide academic administrators with guidelines to ensure equal treatment of academic librarians with comparable instructional faculty. These **Standards**, first promulgated in 1971, and whose latest revision (Exhibit 1) became effective on July 3, 1991, provide a framework for librarians to understand their professional obligations when holding faculty status. For academic administrators, the **Standards** serve as guidelines for benefits librarians should reasonably expect for meeting these obligations. If an area of the **Standards** is believed to be violated, an institution may be reported to the "Standing Committee on Review, Inquiry, and Mediation" of ACRL for review and appropriate action. The **Standards** cover nine distinct areas. Of particular

concern for this study is Standard 4, which deals with compensation.

Purpose of Study

The Scott-Farr study was designed to be descriptive in nature, to provide an overview of library faculty qualifications and professional backgrounds for benchmarking purposes, and to supply interested parties with objective, quantified data regarding compensation of librarians by rank (Scott-Farr study). It was hoped this information would be used for job analysis studies related to pay equity, sex discrimination, contractual basis studies, management efficiency, and similar issues. A secondary aspiration was that the survey results would help academic administrators in the University System of Georgia and elsewhere better understand the work of library faculty and encourage support for the **Standards**.

Methodology

The Scott-Farr survey used a mailed questionnaire method for collecting data. All ninety-five librarians employed by the fourteen senior college libraries of the University System were sent an explanatory cover letter and survey questionnaire. The questionnaire used was based upon one developed by Ung Chon Kim for his 1980 dissertation: "A Statistical Study of Factors Affecting Salaries of Academic Librarians at Medium-Sized State-Supported Universities in Five Mid-Western States". It was adapted with his permission for this study.

A total of ninety-five letters and surveys were sent, each with a self-addressed stamped envelope. Non-responding librarians received a follow-up letter and duplicate questionnaire within thirty days, stressing both the importance of the study and the confidentiality of results and offering to send a copy of the summary report. Three responses were invalid, because the respondent did not hold a Masters degree in Library Science.

Once collected, the data was entered into a data file and analyzed using a statistical computer program. Variables, such as age and salaries, were displayed as ranges (for example, age: 25-29) with midpoint values used as representative numbers. A confidential code tying each response with the appropriate institution was used to follow up, via telephone interview, on problems related to reading handwritten answers and to verify the accuracy of surveys. Because librarians at two institutions do not hold faculty rank, administrators of those libraries were contacted and asked to provide their best judgement as to what rank each of their librarians would hold. These estimated ranks were then used in the study. Because library directors' pay is more contingent upon their administrative title than their faculty rank, respondents identifying themselves as director or acting

director were categorized and analyzed separately from the rest of the sample.

Results

Responses were received from thirteen of the fourteen institutions included in the study. Seventy-seven of the ninety-five library faculty who received the cover letter and survey form replied, creating an initial response rate of 81%. After deleting those who did not have a Masters degree in Library Science, the final response rate was 78%.

Sex, Age, and Years at Rank Characteristics:

Reflecting national and regional trends, the sex of non-directors averaged 29% male and 71% female. Directors reflected these same trends, with 33% of directors being male and 67% female, somewhat unusual as males hold the majority of administrative positions in academic libraries (Irvine, 1985). A library faculty member at the rank of instructor averaged almost thirty-eight years old; assistant professor, almost forty-four; associate professor, forty-five; and director, forty-eight. The average age of library faculty, excluding directors, was almost forty-three.

The 24.4% of the respondents having the rank of instructor held their rank approximately 2.56 years. The 37.8% who were assistant professors held theirs 5.32 years, and the 20.3% who were associate professors held their rank 5.73 years. Because policies of some or all senior colleges in the University System strongly recommend that faculty members hold a doctoral degree for promotion to the rank of full professor, only one non-director without a doctoral level degree had this rank.

Of the remainder of the sample, only two more associate professors and one instructor (with a JD), will, if this policy remains in place, be eligible for promotion to professor. Library directors spent approximately 9.42 years at their rank, some 3 years less than their tenure at the present library.

Education:

Librarians at the senior colleges of the University System had an overwhelming orientation to the humanities and social sciences. Only eight respondents (10.8%) completed undergraduate majors in other fields: four in business, three in biology, and one in mathematics. Reflecting the trend in recent years of acquiring a second masters degree, twenty-eight respondents (38%) completed at least one additional graduate degree beyond the Masters in Library Science. This figure includes five librarians who earned a Ph.D. in Library Science.

Weaknesses in business and in the sciences were readily apparent. Though business school enrollment comprised 20% to 40% of University System senior

college students, only five librarians (7%) had an MBA. None of the seventy-four respondents earned a graduate degree in any of the sciences.

Library faculty and directors are actively engaged in continuing education, with a percentage of funding support received from their institution or library. Directors engaged in the equivalent of 9.45 days of seminars, conferences, and institutes each year. Associate professors completed almost seven days of continuing education, while instructors completed 6.3 days and assistant professors 5.3 days. Participation in continuing education was very high for all ranks, with seventeen of eighteen instructors, twenty-five of twenty-eight assistant professors, fourteen of fifteen associate professors, and eleven of twelve directors answering affirmatively.

Experience and Stability of Work Force:

Both associate professors and directors ranked closely in terms of experience, with 18.5 to 19.6 years respectively. The ranges for these two categories were interesting, as the lower and upper ends of the ranges for associate professor reflected more years of experience than for directors. Instructors averaged 4.61 years and assistant professors 11.19 years of experience.

Responses indicated that Georgia's senior college system had a stable work force. The average faculty member worked at his/her present library almost eight years and the average library director approximately twelve years. The average number of institutions in which respondents worked increased with each rank and with the administrative post of director. Instructors worked in an average of 2.0 libraries; assistant professors 2.68; associate professors 2.80; and directors 3.0. To gain a promotion in rank and income, library faculty often move to another library.

Supervisory Responsibility:

As a librarian's faculty rank increased, so did their supervisory responsibility. While the upper ranks reflected respondents who were department heads and supervised other library faculty, half of the instructors who responded also had significant supervisory responsibility for support staff. The authors suspected statistics for library directors were skewed, because the data indicated directors counted all staff and faculty they were responsible for instead of those they supervised directly. This approach negated the work of subordinate department heads and other middle managers and indicated a weakness in the wording of the survey instrument.

Institutional Involvement:

Respondents indicated they actively served in college-wide offices and committee assignments. Participation was the norm, with a majority of librarians indicating they held a college-wide office or committee assignment:

the mean for instructors participating was 1.87 assignments; assistant professors 2.09; associate professors 2.73; and, library directors 4.90.

Publications:

The survey also attempted to ascertain the extent and number of publications library faculty contributed to their professional literature. The mean numbers of publications for all ranks were 1.5 books, 3.11 articles, 1.35 papers presented, and 4.89 book reviews. Directors' contributions were significantly higher, including a mean of 2 books, 8.37 articles, 12.5 papers presented, and 19.67 book reviews. Because library faculty are generally given little, if any, time to conduct research and to publish, it is not surprising that so few contributions for books are cited.

Association Participation and Opinions Regarding Association Support for Equitable Compensation:

The survey measured participation by library faculty and directors in their professional associations. Directors' participation was the highest, with 81% holding membership in the Georgia Library Association (GLA), 77% in the Southeastern Library Association (SELA), and 92% in the American Library Association (ALA). The averages for all ranks show 79% belonged to GLA, 45% to SELA, and 72% to ALA. These numbers were impressive, considering that membership in all three organizations costs \$120 to \$225, varying with the individual's salary and the number of divisions to which he or she belongs.

Table 2 summarizes results of the question, "To the best of your knowledge, do you believe that the following organizations are seriously addressing the issue of equitable compensation for librarians?" Associations listed were those to which librarians employed by senior colleges of the University System would most likely look for professional support. The Regents Academic Library Advisory Committee (RACL) was included as well. Results were overwhelmingly negative.

TABLE 2: RESULTS OF QUESTION TO RESPONDENT: "TO THE BEST OF YOUR KNOWLEDGE, DO YOU BELIEVE THAT THE FOLLOWING ORGANIZATIONS ARE SERIOUSLY ADDRESSING THE ISSUE OF EQUITABLE COMPENSATION FOR LIBRARIANS?"

Georgia Library Assoc.	Yes 7(10%)	No 66(90%)
Southeastern Library Assoc.	Yes 5(7%)	No 68(93%)
American Library Assoc.	Yes 20(27%)	No 53(73%)
Assoc. of College & Res.	Yes 15(20%)	No 58(80%)
Regents Academic Lib. Com.	Yes 8(12%)	No 66(88%)

Current Annual Salary (FY 1991):

In the senior colleges of the University System of Georgia during FY 1991, the average pay for a 12-

month contract library faculty member holding the rank of instructor was \$24,833; for an assistant professor, \$28,321; and for an associate professor, \$33,577. The one professor's salary was withheld, but included in the calculation for the all ranks mean. Even after adjusting these figures for the FY 1992 3% raise, library faculty salaries fell significantly below FY 1992 University System averages for the same ranks of instructional faculty who hold **less than the Ph.D on 9-month** contract. These instructors were paid \$26,367; assistant professors \$31,582; associate professors \$35,437; and professors \$42,492.

The pay for Library Directors was significantly higher, averaging \$52,097, with a range of \$40,671 to \$73,033, according to data from **State Budget** allocations of all directors on the payroll on the first day of the fiscal year, July 1, 1990. Figures from respondents, which include acting directors, showed the average is \$2,139 less (\$49,958). The difference reflected the amount of savings the institution gained that year by paying the acting director considerably less than the person who left or retired.

Unlike their classroom teaching colleagues, library faculty, including all in this study, generally work on a 12-month contract similar to that of academic administrators. Like administrators, library faculty are generally provided twenty days annual leave and ten days of sick leave each year. All work a forty hour or greater work week, usually rotate evening and weekend hours, and work the several weeks each year during academic breaks when other instructional faculty are not required to be present.

Issue of Equitable Compensation:

Of the respondents who answered the question: Do you believe that, compared to your teaching faculty colleagues with positions requiring comparable knowledge, skill, effort, responsibility and working conditions, you are equitably compensated? 67% of all ranks indicated a response in the negative areas of the scale, versus 50% of the library directors. On the other end of the scale, only 11% of all ranks chose a response in the positive two ranges, versus 33% of the library directors. According to this data, library faculty believed (in greater numbers than library directors) that they were not equitably compensated in comparison to their instructional faculty colleagues. This difference probably stemmed from the fact that the average library faculty member respondent earned only \$28,683 per year in FY 1991, versus the average library director's \$52,097.

Discussion of Findings

A review of the literature and comments of respondents indicate that the problem of poor compensation for academic librarians stems from three factors

1. Academic administrators and teaching colleagues do not understand that the predominately female work force of librarians must present credentials similar to ABD ("all but the dissertation") faculty members to secure their position. They must also meet the same requirements as teaching faculty to retain their position and to remain eligible for promotion and tenure. Administrators may proclaim the library as the heart of the institution but have little understanding of librarians' vital role in providing "access to that most valuable of all campus commodities: information" (Query, 1985, 16). Due to their vague notions of librarians' credentials and roles within the academic community, administrators may not believe library faculty **deserving** of equitable pay.

2. Little data is **available** to compare library faculty salaries on a rank-by-rank basis with instructional faculty to make a case for higher pay. This lack of data is compounded by the fact, as Kirkland (1991) found, that librarians consistently used depressed salaries in other female-dominated fields as standards of comparison rather than male-dominated fields where the Master's degree is a terminal degree.

3. Major, McFarland, and Gagnon (1984, 1399) found that "women's internal standards of fair pay for their work are lower than men's," and that women were willing to work significantly longer and do more work for less pay than men. Female librarians are hired at lower rates of pay, because they **expect** less and **accept** less pay than men in comparable fields. The domination of the profession by women is probably **the** most significant factor which results in salaries so low that they negate market-rate comparisons.

Of the two studies which attempted to measure the quality of life at academic institutions, Milbrath and Doyno's (1987) study of 1,375 faculty at SUNY-Buffalo in 1983 found that the "mini-community" of librarians there had a "significantly lower score" on their quality of life scale and "especially low morale." A study of the MLS graduates of the University of Pittsburgh indicated that a significant number abandoned the profession altogether because of the economic factors of poor pay and few jobs. Of the few who managed to enter the field, many became frustrated with the pay and left, taking their skills and valued experience with them into another profession. As one wrote: "I left the library profession, because the pay was very bad...I wanted to buy my own house and have children without relying on another person's income," and another, "I left the field of librarianship, because of the **terrible** pay and high academic expectations." (Detlefsen, et al, 1991, 40) Van House (1985, 548) concluded "if the MLS were a purely financial investment, the student would do better to bank the money and go into some other line of work." One might wonder, with the low pay and second-rate

status, are academic libraries female ghettos in our nations' colleges and universities?

To address these issues, and to avoid the path of legal recourse through sex discrimination class action lawsuits (Allard, 1984; Bodner, 1983-84), librarians must begin the arduous process of reminding administrators and instructional faculty of the qualifications they must possess in order to gain and retain their positions. Librarians need to work through appropriate institutional channels to gain the pay they deserve. (Mika and Shuman, 1988; Divay, Ducas and Michaud, 1987.)

Professional associations must do their part as well. They need to provide data, comparing the salaries of library faculty rank-by-rank with those of their teaching colleagues on a state-by-state and national basis. Just as important, they should support comparable worth and other pay-related issues for their members (Mutari, et al, 1982; Meng 1990; Galloway, 1985; and Johnson, 1987). Otherwise, attempts to compare "reference librarians" or other job-specific titles with instructional faculty will continue to frustrate personnel managers and researchers and result in library faculty continuing to be excluded from institutional pay studies.

Compensation has become the economic mechanism which separates the wheat from the chaff in the library profession. Poor compensation causes the academic community to lose many of its best and brightest librarians and also deters many others from entering the field. Poor compensation also appears to be the reason the profession usually advertises for entry-level librarians instead of seasoned journeymen and remains unable to attract candidates with science or business backgrounds, two areas in which it desperately needs to serve faculty and students.

It is vital that librarians no longer allow themselves to be dismissed as bookstamper who sit around, take care of books, and read. Today's libraries are sophisticated, electronic information centers hooked into hundreds of networks and thousands of computer files. Effective library use requires increasingly sophisticated librarians to teach faculty and students how to locate and use the resources available. It is only appropriate that library faculty be compensated equitably for their skill and knowledge.

Finally, library directors and professional associations must assert themselves in making the case to instructional colleagues and administrators that equitable pay for library faculty is needed and progress **expected** (Berry, 1986; Feye-Stukas, et al, 1990). It is appalling that associations representing library concerns ignore the issue of equitable compensation for librarians, as illustrated by the fact that more than 73% of the respondents to the study said "NO" when asked if their professional associations were "seriously addressing" the pay issue (Table 2). Librarians and library association executives must work to change the image of librarians as "individuals who willingly opt for genteel poverty", an image which has "earned us respect from a few, contempt from quite a few more, and genteel poverty for most of us" (White, 1986, 70). It is time to proudly state our qualifications and our role in the

Information Age and to be paid as professionals equal to our instructional faculty colleagues.

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Exhibit 1

Standards for Faculty Status for College and University Librarians

1. Professional responsibilities. Librarians must be able to exercise independent judgement in the performance of professional duties. While librarians must have considerable latitude in fulfilling their assigned responsibilities, there must also be a regular and rigorous review of their performance. A necessary element of this review must be appraisal by a committee of peers who have access to the evidence pertaining to job performance, service, and scholarship, subject to appropriate institution policy.

2. Library governance. College and university librarians should adopt an academic form of governance similar in manner and structure to other faculties on the campus.

3. College and university governance. Librarians should be eligible for membership in the faculty senate or equivalent governing body on the same basis as other faculty. They should have the same degree of representation as other academic units on all college or university governing bodies.

4. Compensation. Salaries should be comparable to and within the range of salaries paid to other faculty of equivalent rank. The appointment period for librarians should be the same as it is for equivalent faculty. Salary scales should be adjusted in an equitable manner for any additional periods of appointment. Fringe benefits should be equivalent to those for faculty in general.

5. Tenure. Librarians should be covered by tenure policies equivalent to those of other faculties. During the probationary period, librarians should have annual written contracts or agreements the same as those of other faculty.

6. Promotion. Librarians should be promoted in rank on the basis of their academic proficiency and professional effectiveness (job performance, service, and scholarship). A peer review system is the primary basis of judgement in the promotion process for academic librarians. The standards used by the library should be consistent with the campus standards for faculty.

7. Leaves. Sabbatical and other research leaves should be available to librarians on the same basis, and with the same requirements, as they are available to other faculty.

8. Research and development funds. Librarians should have access to funding for research projects and professional development on the same basis as other faculty.

9. Academic freedom. Librarians must have the same protection of academic freedom as all other faculty. Censorship of any type is unacceptable, whether individual or organizational. All librarians must be free to provide access to information, regardless of content.

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STUDENT VOICES

by Dr. Cynthia P. Roddey

Kennedy Middle School in Charlotte, North Carolina is not located near a branch library. For several years, a community group has been lobbying to get one. Students participate by collecting books for a fund raiser and by writing essays.

It is most refreshing to find students who are concerned about the use and lack of libraries, especially when there is such a hue and cry that "Johnny can't read". Yolanda is an honor student and media center peer tutor. Charles is a reformed, reluctant reader whose grades and behavior have greatly improved since he discovered the world of books.

Here are their brief, but eloquent statements. By reading them, may you also be encouraged that there is still hope that there will be another generation of avid patrons. (Editor's Note: Sometimes it takes a child's honesty and desires to drive home a poignant fact in this professional, techno-babble world. It all boils down to the love of books and learning.)

How Libraries Have Changed My Life

By Yolanda



All the libraries that I have used in my lifetime have made a big change in me. In school when I am given a hard topic that usually would be difficult to find facts about, I don't worry. I know that if I look long enough in the library, I will find the information.

A library can give you a different perspective on getting an education. Some people take for granted what the library has to offer. The more I use them, I realize that I can learn so many different things and how to use new technology. One can never be over educated. I strongly urge everyone to develop the habit of using the library for learning and leisure.

We Need a Library

by Charles

*I go to the school library a lot. It has almost everything I need. Dr. Roddey, the media coordinator, has encouraged me to read ever since I was in third grade. I didn't like to read until she introduced me to **Where the Red Fern Grows** in the sixth grade. This year I am in the eighth grade and wanted to reread that book. Our copy stayed checked out so Dr. Roddey borrowed it from an elementary school. Before I started reading for pleasure, it would have taken me about a month to read a book for an assignment. I read the **Red Fern** in two days. I really enjoy going to the library to read.*

We need a library branch in our community. The nearest one is thirty minutes away. After my parents get home from work, it is often too late for them to take me there. I know that if we had a branch near my house I would use it. During holidays and summer break when I can't get into the school library, it really would be nice to have one to visit.



CD-ROM SURVEY OF ACADEMIC LIBRARIES IN THE SOUTHEASTERN UNITED STATES: A SUMMARY

by Paul G. Haschak, Marilyn Moore, and Alexander Moyer

This article summarizes the results of a CD-ROM survey of academic librarians in the southeastern region of the United States. — The survey was developed with the express intent of providing academic librarians in the region with a snapshot of (1) where we started, (2) where we stand now, and (3) an indication of the direction we are heading in the near future, with respect to CD-ROM technology.

RESPONSES

The response rate to the survey was excellent, considering the somewhat lengthy questionnaire (forty-two questions, many with multiple parts). Of the 249 surveys sent out, 120 (48%) were completed and returned. Responses came from all eleven states that comprise the Southeastern Library Association (SELA) — from institutions of higher learning that range in size (as determined by student enrollment) from very small (VS) to extra large (XL). (*Editor's Note:* the survey was conducted before Arkansas joined the SELA.)

TABLE 1: Responses by State

AL = 12	LA = 14	TN = 13
FL = 15	MS = 4	VA = 15
GA = 7	NC = 16	WV = 6
KY = 8	SC = 10	

TABLE 2: Responses by Size of Institution
(Enrollment)

VS = 10	M = 26	XL = 8
S = 45	L = 21	

(VS = less than 1,000 students enrolled, S = 1,000-2,999, M = 3,000-7,999, L = 8,000-20,000, XL = over 20,000 students enrolled)

IN THE BEGINNING

We have all seen first-hand the growth of CD-ROMs in academic libraries in the last several years. The growth — from two new installations in the Southeast in 1985, to nine new installations in 1986, to thirty-one new installations in 1987 — is clearly illustrated in *Table 3*. Between the years 1987 and 1990, 79% of those responding to the survey installed their first CD-ROM stations.

TABLE 3: Year CD-ROMs First Installed

1991 = 8	1988 = 30	1985 = 2
1990 = 14	1987 = 31	
1989 = 20	1986 = 9	

WHERE ARE WE NOW?

For comparison purposes, it was decided to group the institutions of higher education by size, based on student enrollment. *Table 4* illustrates the averages of the reported CD-ROM budgets by size of library juxtaposed with the average number of volumes in the collections and the average number of serial subscriptions in order to gain a general perspective on the current state of affairs.

TABLE 4: General Averages

CD-ROM Budget	# of vols	# of serials
VS \$ 5,895	142,808	649
S 11,205	145,746	900
M 21,225	288,017	1,803
L 26,961	600,431	3,320
XL 37,240	1,788,140	11,304

Paul G. Haschak is Night Reference Librarian at Southeastern Louisiana University, Hammond, LA 70402. Marilyn Moore is Reference Librarian, and Alexander Moyer is Collection Development Librarian at SLU.

Table 5 indicates the average number of CD-ROM stations and the average number of different CD-ROM titles currently available. Table 6 shows the average number of staff members (total) and, of those, the average number of librarians available to provide instruction at CD-ROM stations.

TABLE 5: CD-ROM Averages

	CD-ROM Stations	CD-ROM Titles
VS	3.1	4.0
S	4.0	6.1
M	6.2	6.7
L	9.5	9.6
XL	15.5	12.7

TABLE 6: Staffing Averages

	# of Staff	# of Librarians	Desk Time
VS	4.3	3.1	23 Hours
S	4.9	2.7	23.5 Hours
M	5.8	4.6	18.8 Hours
L	11.3	7.7	15.5 Hours
XL	13.7	11.3	13.7 Hours

SELECTED SURVEY RESULTS

1. Do you have a Collection Development Librarian? YES: 39%
 VS = 2/10 S = 10/45 M = 16/36 L = 14/21 XL = 5/8 Total = 47/120
 Notes: 30% responded that they have a collection development committee. Number of people selecting CD-ROM products ranged from 2.7 to 5.0 people.

2. Do you have a written collection development policy for CD-ROMs? YES: 5.8%
 VS = 0/10 S = 3/45 M = 2/36 L = 2/21 XL = 0/8 Total = 7/120
 Notes: 0% responded no written policy dealing with canceling print indexes; however, 34% have already canceled print indexes.

3. Is CD-ROM a separate line item in your budget? YES: 11.7%
 VS = 1/10 S = 6/45 M = 2/36 L = 3/21 XL = 2/8 Total = 14/120

4. Have you asked academic departments for monetary assistance to add CD-ROMs? YES: 30.8%
 VS = 2/10 S = 12/45 M = 10/36 L = 8/21 XL = 5/8 Total = 37/120

5. Currently, are there academic departments paying for CD-ROM costs? YES: 16.7%
 VS = 2/10 S = 7/45 M = 2/36 L = 7/21 XL = 2/8 Total = 20/120

6. What fund(s) provide money for CD-ROMs?
 35% Subscription/Serials budget 11.7% Reference/Online budget
 16.7% General Book or Materials budget
 Other: gifts, a/v, equipment funds, grants, bond money, special funds, student support funds, subject areas, and computer budgets.

7. Do you have CD-ROM products in non-public areas? YES: 46.6%
 VS = 5/10 S = 22/45 M = 13/36 L = 11/21 XL = 5/8 Total = 56/120
 Note: *Books in Print* mentioned most often.

8. Have you hired staff, shifted staff, or changed desk coverage due to CD-ROMs? YES: 14%
 VS = 2/10 S = 2/45 M = 2/36 L = 7/21 XL = 4/8 Total = 17/120
9. Hve you had "down time" on CD-ROMs? YES: 67.5%
 VS = 4/10 S = 33/45 M = 26/36 L = 12/21 XL = 6/8 Total = 81/120
 Notes: 16.7% indicated frequent "down time".
10. Are you on a LAN? YES: 10.8%
 VS = 1/10 S = 2/45 M = 6/36 L = 3/21 XL = 1/8 Total = 13/120
11. Has going to a LAN increased the work load of public service staff? YES: 61%
 Note: Responded as either "moderately" or "heavily".
12. Have you had "down time" on the LAN? YES: 76.9%
 Note: Responses ranged from "less than the 1%" to "40 times".
13. Do you plan to add new CD-ROM titles this fall? YES: 42.5%
 VS = 4/10 S = 19/45 M = 14/36 L = 8/21 XL = 6/8 Total = 51/120
14. Do you have plans to go to a LAN in the near future? YES: 20.56%
 VS = 1/9 S = 7/43 M = 7/30 L = 4/18 XL = 3/7 Total = 22/107

SUMMARY

CD-ROMs have captured a prominent place in today's academic libraries. In fact, today's students **expect** these products to be available in the public service areas of academic libraries. Academic librarians witness daily the impact CD-ROMs have on research conducted by patrons.

Behind the scenes, there is still much work to be done. To date, based on this survey, it seems that academic libraries of all sizes have been feeling their way tentatively. What policies should be developed and followed with regard to CD-ROM? Who will pay for these very desirable, but expensive, products? Can we justify the continuation of a print index that duplicates a CD-ROM index? Is the equipment as reliable as it needs to be? Can we continue to provide access to CD-ROM products free of charge when huge amounts of paper and computer ribbons are consumed?

For some questions, there may be no definitive answers, but there is no doubt that CD-ROM products and technology have permanently — and, for the most part, positively — changed how research is conducted in academic libraries.

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PEOPLE

- Tamiko Brown** has been appointed Information Services Librarian at Valdosta State University (GA).
- Dr. Raymond Carpenter**, retired from the University of North Carolina at Chapel Hill, recently received the School of Information and Library Science's Distinguished Alumnus Award.
- Deborah Davis** has been appointed Information Services Librarian at Valdosta State University (GA).
- The 1993 recipient of the Library Information and Technology Association (LITA)/GEAC-CLSI Scholarship in Library and Information Technology is **Mary K. Farris** of Hot Springs (AR). Active in many Arkansas library organizations, Farris will begin a systems analysis for planning and implementing the automation of a community college in Arkansas.
- Mary Hedrick**, Harrison Regional Public Library (AL) received one of five EBSCO ALA Conference Scholarships. The award will pay travel and conference-related expenses for the midwinter meeting where she will serve as a member on the Public Library Association's Program Planning Committee.
- Violet Isaacks** is the newest board member of the Friends of Libraries U.S.A. (FOLUSA).
- Thomas G. Kirk**, college librarian and professor of library science at Berea (KY) College, is the new president of the Association of College and Research Libraries (ACRL). He has chosen networking as the focus for activities during his presidential year.
- Laurence A. Miller**, Director of Libraries at Florida International University in Miami (FL), received the Association of Specialized and Cooperative Library Agencies (ASCLA) Professional Achievement Award for his work within the areas of consulting, networking, statewide services, and programs.
- Tamara J. Miller**, Associate Professor and Systems Librarian at the University of Tennessee, Knoxville, is the new president of the Library Information Technology Association (LITA). Equity of information access will be the focus of her presidential year.
- Anne Moss** has been named Special Collections Catalog Librarian at the University of Alabama in Tuscaloosa.
- The 1993 chair-elect of the Arkansas state library section of ASCLA is **Jack Mulkey**.
- Trish Ridgeway**, Head of Technical Services of the Handley Library, Winchester VA, since 1991, has been named Director by the Library's Board. In addition to her full-time duties at Handley, she is also a member of the Adjunct Faculty of the Catholic University School of Library and Information Science

and is a nationally known consultant in the areas of staff training, bibliographic instruction, and library automation.

- The new Network Services Librarian at the University of Alabama in Tuscaloosa is **Martha Shirley**.
- The ASCLA Service Award for a personal member for outstanding service and sustained leadership to the division was presented to **Lorraine S. Summers**, Assistant State Librarian, State Library of Florida in Tallahassee.
- "Backups and Alternates" by **Tom Sutherland**, Senior Librarian, Westinghouse Savannah River Company, was published in *The Insider's Guide to Library Automation*.
- Jerry A. Thrasher**, Director of the Cumberland County Public Library and Information Center in Fayetteville (NC), was named a 1993 recipient of the Freedom to Read Foundation Roll of Honor Award for his "contribution to the cause of defending the freedom to read in libraries".
- The new Deputy Director of Loudoun County (VA) Public Libraries is **Cynthia R. Tufts**. She has served as Acting Deputy Director since April 1992 and has worked for the Loudoun library system for over fifteen years.
- Lynne U. Turman** has been appointed Manager of Information and Instructional Services, Virginia Commonwealth University, Richmond (VA).
- Terri L. Walker** has been named as the new Watauga (TN) Regional Library Director.
- The new Information Resources Consultant at the Kentucky Department of Education is **Jackie White**, former Mercer County (KY) High School Librarian.
- Karin Wittenborg**, Associate University Librarian for Collection Development at the University of California, Los Angeles, was recently named the new University Librarian for the University of Virginia.

Retirements

- Tommy Clark**, Assistant Director for User Services, retired June 30 after twenty-seven years of service in Odum Library at Valdosta State University (GA).
- Frank Grisham**, Executive Director of the Southeastern Library Network, Inc. (SOLINET), announced his retirement, effective January 1, 1994. Grisham, previously Director of the University Libraries at Vanderbilt University, was among the group of librarians who, as members of the Association of Southeastern Research Libraries (ASERL), were instrumental in founding SOLINET in 1973. A member of

PEOPLE

the SOLINET Board of Directors from 1977 to 1982, Grisham served as Chairman of the Board in 1978-79, and assumed the post of Executive Director on July 1, 1982. In 1990, Grisham was the recipient of SELA's Rothrock Award for distinguished service. He was also named Distinguished Alumnus by the Peabody Library School in 1987 and received the Citation of Special Appreciation from the Tennessee Library Association in 1983. Grisham has agreed to remain in his position until a replacement has been named, but not beyond July 1, 1994.

Joy Mowery, Director of the Watauga Regional Library in Johnson City (TN), retired after twelve years of service. Previously, she worked at the Blue Grass Regional Library in Columbia.

DEATH

W. Porter Kellam, director emeritus of the University of Georgia Libraries, died Sunday, August

29, 1993 after a brief illness. He began his career as a librarian at the University of North Carolina and served as the head librarian at North Carolina State University, West Virginia University, and the University of South Carolina, as well as an associate library director at the University of North Carolina. He was appointed Director of Libraries at the University of Georgia in 1950 and remained until he retired in 1973. During his years at Georgia, Mr. Kellam oversaw the construction of the Main Library, the Science Library, and the Annex to the Main Library. Under his leadership, the University of Georgia was admitted to membership in the Association of Research Libraries in 1967. He served as chairman of the West Virginia Library Commission; as editor of *The Southeastern Librarian*; and as president of the United States Book Exchange, the Southeastern Library Association, the West Virginia Library Association, and the Georgia Library Association.

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WELCOME TO NEW SELA MEMBERS

(as of July 14, 1993)

Alabama

Boyd Childress

Auburn

Janet E. Frederick

Auburn

Claudine A. Jenda

Auburn

Linda Thornton

Auburn

Florida

Shamima Amin

Gainesville

Margaret W. Lopez

Tavares

Roberta Shaw

Palm Coast

Cornelia Akins Taylor

Tallahassee

Georgia

Marjorie V. White

Statesboro

Louisiana

Earl D. Hart

New Orleans

South Carolina

Cassandra S. Gissendanner

West Columbia

Virginia

Linda B. Maddux

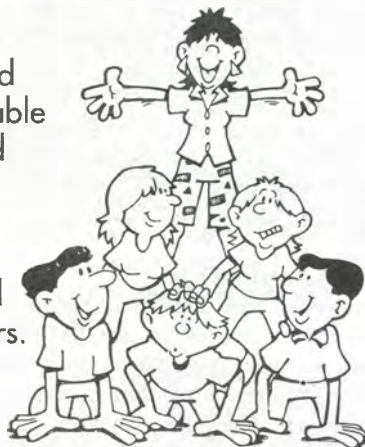
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BULLETIN BOARD

TBLC Workshops

The Tampa Bay Library Consortium (TBLC) is sponsoring workshops featuring MARC Cataloging. Entitled, "Book Cataloging Blitz", the dates are November 30-December 2. Interested individuals may sign up for one, two, or all three days. A \$25.00 discount is offered if participants sign up for all three days. Workshops are held at TBLC Headquarters in Tampa from 9:30 a.m. until 4:00 p.m. and include: "MARC Cataloging: Books", on Tuesday, November 30; "MARC Cataloging: Books - Access Points", on Wednesday, December 1; and "MARC Cataloging: Books - Copy Cataloging", on Thursday, December 2.

Other December workshops include "Telecommunication for Beginners" on Tuesday, December 7 from 9:30 a.m. until 4:00 p.m.; "The Ins and Outs of the Internet" on Thursday, December 16 or Monday, December 20 from 9:30 a.m. until 4:00 p.m.

For more information on any of the workshops, contact Brad Ward, Tampa Bay Library Consortium (TBLC) at (813) 622-8252 (voice), (813) 628-4425 (fax) or via the Internet at WARDB@FIRNVX.FIRN.EDU.

EBSCO Scholarships

Conference scholarships, covering travel and conference-related expenses, were awarded to five librarians to attend ALA midwinter. EBSCO ALA Conference Scholarship Awards for the 1994 annual meeting will be given to members who do not supervise another professional librarian. Applications must be received by December 1, 1993 and are available from Muriel Breitenbach, ALA Communications, 50 E. Huron St., Chicago, IL 60611; phone: 800-545-2433, ext. 3229 or (312) 280-3229. Completed applications should be sent to Blanche W. Anderson, Chair, EBSCO ALA Conference Scholarship Jury, Arlington County Department of Libraries, 1015 Quincy St., Arlington, VA 22201; phone (703) 358-6334.

SELA Convention Site?

The SELA Convention Site Selection Committee is currently reviewing possible sites for the 1998 SELA Convention and welcomes suggestions from the membership for sites or invitations from state associations. Please send ideas about possible convention sites to: Billy Pennington, Chair, SELA Convention Site Selection Committee, 397 Cambo Lane, Birmingham, AL 35226.

ALA Intellectual Freedom

Round Table Seeks Nominations

ALA's Intellectual Freedom Round Table is seeking nominations for the 1994 State Program Award. The \$1,000 award, donated by Social Issues Resources Series (SIRS), is given to the most innovative and effective intellectual freedom project covering a state or region. Programs may be one-time, one-year, or ongoing/multi-year projects.

Examples include a statewide public relations initiative to promote awareness of intellectual freedom, programmatic assistance to meet a broad-based censorship challenge, coalition-building or education outreach efforts, or effective reorganization management of an intellectual freedom committee.

State libraries or library associations, educational media associations or programs, legal defense funds, intellectual freedom committees or coalitions, and related parties are eligible for nomination. The deadline is December 1, 1993.

For more information, contact Dr. Fred Stielow, Chair, IFRT State Program Award, Amistad Research Center, Tilton Hall, Tulane University, New Orleans, LA 70118; phone (504) 865-5525.

NMRT Shirley Olofson Memorial Award

ALA/New Members Round Table sponsors an annual \$500.00 cash award to help defray the costs of attending an ALA annual meeting. The award was first presented in 1972, in honor of Shirley Olofson, the then JMRT President who was killed in an automobile accident in 1971. NMRT hopes to encourage the involvement of bright, dynamic librarians with this award.

Criteria for the Shirley Olofson Memorial Award include being both an ALA and NMRT member, having attended no more than five ALA annual conferences, commitment to the profession, enthusiasm and participation in professional activities, and valid financial need.

For more information, contact Anne Gordon, Chair, Shirley Olofson Committee, Memorial Library, Marquette University, 1415 W. Wisconsin Avenue, Milwaukee, WI 53233; phone: (414) 288-3542.

NEW AND USEFUL

Poll Finds Increased Support for Libraries

Findings of a new Gallup Poll indicate that Americans believe financial support for public libraries should be double the national median or \$34 per capita instead of the current \$17 per capita. George D'Elia, University of Minnesota Center for Survey Research, released the report during ALA in New Orleans.

Designed by D'Elia, Gallup conducted the poll in May, June, and August of 1992 and included national samples of the general public, "community opinion" leaders, African-Americans, and Hispanic-Americans based on the 1990 census.

Library roles evaluated as "very important" by the general public were as follows: educational support center for people of all ages, 88%; learning center for adult independent leaders, 85%; a discovery and learning center for preschool children, 83%; an information center for community businesses, 55%; a comfortable place for people to read, think, or work, 52%; as a recreational reading center, 51%; a general information center for community residents, 48%; and community activities center, 41%.

Copies of the report, "Roles of the Public Library in Society" are available from the Urban Libraries Council, 1800 Ridge Avenue, Suite 208, Evanston, IN 60201. The cost is \$25.00 plus \$4.50 for postage and handling.

Library Use of Computer Spreadsheets

Library managers, librarians, and library science faculty and students can now use popular software programs to quickly and easily build spreadsheets for budgetary and other quantitative analysis with the help of *Computer Spreadsheets for Library Applications, Second Edition* by Lawrence W. S. Auld, Chair and Associate Professor, Department of Library Studies and Educational Technology at East Carolina University (NC).

Available from Oryx Press, this book presents thirty-five spreadsheet models in which real or imaginary "what if" data can be assembled, analyzed, and displayed. Using library terminology, the author shows users who are familiar with microcomputers how to translate familiar library statistical compilations into automated spreadsheet formats.

Chapters include three-dimensional spreadsheets; macros, graphics, word processing, and databases; fines; grades; salaries by sources of funding; circulation; CD-ROM use; preservation values; reference work values; random numbers; budgets; currency exchange rates; and estimating shelving capacity.

For more information, contact Oryx Press at 4041

N. Central Avenue, Suite 700, Phoenix, Arizona 85012-3397; (phone) 1-800-279-6799 or (602) 265-2651; (FAX) 1-800-279-4663 or (602) 265-6250.

ALA List Serve

Electronic news releases from the American Library Association are now available to members and others through ALANEWS, a separate List Serve. The information is distributed through the University of Illinois at Chicago List Server and is available without charge to anyone who can receive Bitnet or Internet messages.

To subscribe, send an e-mail message to listserv@uicvm (Bitnet) or listserv@uicvm.uic.edu (Internet). Leave the subject line blank (or "subscribe", if your e-mail system requires a subject), and put as the only line in the body of the message SUBSCRIBE ALANEWS Firstname Lastname, substituting your first and last name. For example, Melvil Dewey would subscribe by sending the following message: SUBSCRIBE ALANEWS Melvil Dewey.

This is for ALA news releases only; it is not a discussion group. Questions or comments should be sent to Richard Roman at u38501@uicvm.

AASL Video Available

"Kaleidoscope: New Visions for School Library Media Programs", a video created by the American Association of School Librarians (AASL), is now available for purchase.

The video, which features vignettes from nine schools, was produced by the Educational Development Center and underwritten by Follett Software Company and Follett Library Book Company. All of the vignettes feature actual activities in the schools. It includes two versions, a six-minute version for use with school and community groups and a twenty-three minute version for use in staff and professional development programs.

The video is available for \$29.95 by contacting the Follett Software Company at 1-800-323-3397. For more information, contact the AASL Office at 1-800-545-2433, ext. 1390.

Wilson Offers Revised Video

The H.W. Wilson Company announced the availability of the revised *How to Use the Readers' Guide* — an informative twenty-minute video introduction to the *Readers' Guide*. The video uses simple examples to illustrate exactly how a periodical search is carried out and stresses the value of the index by showing how it can help students locate the information they need from the indexing of 240 popular magazines.

Review copies of the video are available upon

NEW AND USEFUL

request. Fax or mail the request on letterhead to Michael Page, Advertising Department, H.W. Wilson Company, 950 University Avenue, Bronx, NY 10452.

New Systems from Gaylord

Gaylord Information Systems recently introduced PISCES™, a new automated library system for elementary and secondary schools. The new system includes complete modules for full MARC cataloging, circulation control, public access catalog, acquisitions, serials control, scheduling, electronic mail, networking, and report generation.

Gaylord's new automated library solution for large consortia library networks, ARIES™, is also available. This integrated library system has comprehensive modules for networking, acquisitions, serials control, online public access catalog, circulation control, and cataloging. In addition, this system provides convenient resource sharing, partitioned bibliographic databases, and maintenance of local bibliographic control and circulation policies.

For more information on either system, contact Nancy Schoonmaker at 1-800-962-9580.

ALA Publications on School Library Materials Selection

The updated version of "Selecting Materials for School Library Media Centers," developed by the American Association of School Librarians (AASL) is now available.

Edited by Dona J. Helmer, this annotated bibliography contains more than one hundred pages of selection tools for the school library media specialist. An author index, indexes of sources for materials for preschool, elementary, and secondary schools; as well as an index to journals with current reviews are also included.

The bibliography is available for \$20 for AASL members and \$22 for non-members. To order, contact: American Library Association Publishing Services, Order Department, 50 E. Huron St., Chicago, IL 60611 (phone) 800-545-2433, press 7.

PLA Publication on Home Schoolers

"Home Schoolers and the Public Library: A Resource Guide for Libraries Serving Home Schoolers" has been published by the Public Library Association (PLA).

Edited by Susan G. Scheps, the publication addresses the unique needs of home-schooling patrons. It includes a brief overview of the home-school movement, tips on handling requests for home-schooling information, outline of resources and services home schoolers are

most likely to require from the public library, an overview of the resources needed in libraries to assist home-school parents in conducting research on complying with state laws, a quick-reference chart of state home-schooling regulations, and a section of sources for materials.

Contact names and the services provided by various libraries serving home schoolers is included as well as appendices listing national and state home-schooling organizations, publishers, and distributors of home-school materials and home-schooling newsletters.

The guide is available for \$12.00 for PLA members, \$13.50 for ALA members, and \$15 for non-members. To order, call the ALA Customer Service Department at 1-800-545-2433, press 7.



REPORTS FROM SELA

STATE REPRESENTATIVES

Alabama Library Association

by *T. Harmon Straiton*

Huntsville, the birthplace for the state of Alabama in 1819 and in the city which is Alabama's link to the space-age, served as host to the 1993 Annual Convention of the Alabama Library Association (AlaLA). A total of 583 registered individuals and 60 exhibitors participated in the many and varied activities. The keynote speaker was Jonathan Kozol, author of numerous books, including the popular *Savage Inequalities: Children in America's Schools*. Mr. Kozol challenged each individual to determine where he or she had failed our educational system and just what steps could be taken to solve the problem.

Highlights during the convention included the President's Reception, sponsored by Data Research, and programs on access, budgets, diversity, and marketing services. As part of the Awards Ceremony and Dinner, the following individuals were honored: **Andrew J. Dunar** and **Stephen P. Waring**, University of Alabama at Huntsville Department of History, "Alabama/SIRS Intellectual Freedom Award"; **Dr. Mary Sue McGarity**, instructor of library media at the University of Alabama at Birmingham, "Citation of Exceptional Service"; **Eloise D. Livingston**, retired Director of the Library Media Services for Morgan County Schools, "Distinguished Service Award"; **Bettye Fines Collins**, "Public Service Award"; **The Center for the Arts and Humanities at Auburn University**, "Citation of Merit"; **Ruth W. Waldrop**, "Honorary Membership Award"; and **Lallouise Florey McGraw**, "Humanitarian Award". **Connie Rosenblatt**, librarian, Wrights Mill Road Elementary School of Auburn, received the Children's and School Library Division Outstanding Youth Services Award.

Programs sponsored by the College, University, and Special Libraries Division (CUS) included accreditation and libraries, the proactive leadership role that librarians play on the academic campus, and poster sessions. Other programs included "Librarians and Patron Interaction: A Question of Access to Materials", sponsored by the New Members Round Table; "Maintaining Quality Within a Limited Budget", sponsored by the Collection Development Round Table; "Future of Women and Government", sponsored by the Government Documents Round Table; an analysis of the geographic areas and kinds of libraries which have been represented on the Technical Services' Round Table's executive council; and "Cultural Diversity in the Workplace", sponsored by the Paraprofessional Round Table.

In summary, the 1993 Annual Conference of AlaLA

was well attended and proved to be useful and informative.

News from Arkansas

by *Jack Mulkey*

Thanks to the diligent efforts of library staff, library boards, committee members, and citizens across the state, Arkansas voters approved constitutional Amendment 72 by an overwhelming majority on election day, November 3, 1992. The Amendment gives communities the power to ask local voters for increased funding for libraries—up to five mills to pay for operational expenses and up to three mills to pay off debt for construction or renovation.

Now that Amendment 72 has passed, librarians in Arkansas are eager to gain financial support for their institutions. The William F. Laman Public Library in North Little Rock was the first library in the state to benefit from the Amendment's passage when May voters approved a one mill increase in personal and real property to support the library. Likewise, Forrest City voters approved a two mill property tax increase in a special election July 6 to finance operations of their city's library. Other areas which approved millage increases are: Pulaski: additional 0.6 mill for operations, Little Rock: 0.9 mill for operations and 2 mills for capital improvements, Maumelle: 2 mills for capital improvements, Searcy: 2.6 mills for operations, and Franklin: 1 mill for operations.

With or without an increase in millage, many libraries in Arkansas are planning to expand or build new facilities, and some have already started. The Arlene Cherry Memorial Library in Cabot, currently housed in a portion of the lower level of City Hall, has plans to purchase 0.93 acres in Cabot to build a new library building. Instead of building, the Stuttgart Public Library will be swapping their building near the Riceland Rice Mill for a former savings and loan building owned by Riceland Foods. The Perry County Branch Library in Perryville dedicated their new library building on July 23. In May, the Arkansas State Library Board approved grants which will aid in the expansion of the Arkansas River Valley Regional Library/Johnson County-Clarks-ville, the Southwest Arkansas Regional Library in Sevier County/Dequeen, and the North Arkansas Regional Library/Newton County-Jasper.

Other sub-grants/projects approved by the Arkansas State Library for the upcoming months are: a statewide television advertising campaign promoting libraries implemented by the Central Arkansas Library System;

REPORTS FROM SELA STATE REPRESENTATIVES

completion of retrospective conversion through the AMIGOS Bibliographic Council for the Tri-Lakes Regional Library System, Southwest Arkansas Regional Library, Ozarks Regional Library, North Arkansas Regional Library, Mid-Arkansas Regional Library, and East Central Arkansas Regional Library; telephone telecommunications device (TDD) for the deaf for the William F. Laman Public Library; Spanish language materials for the Hispanic population using the Fort Smith Public Library; and large-print books in the Pine Bluff/Jefferson County Library System.

Mississippi

by Martha Owens Booth

1993 Winners of Mississippi Author Awards were recently announced. **Donna Tartt** won the award for her best selling novel, *The Secret History* and **Clifton L. Taulbert** won the non-fiction award for his book, *The Last Train North*.

Many outstanding seminars and workshops were scheduled in Mississippi for 1993. Highlights included: "Professional Performance Strategies: A Seminar for Professional Excellence", held March 19 in Natchez, sponsored by the Mississippi Biomedical Library Consortium; "Basic Preservation Information: A Seminar for Practicing Librarians", held April 30, sponsored by the Conservation Committee/Mississippi Library Association, and Mississippi Department of Archives and History; MLA/LAMP workshop tour held September 13-17 designed for school and public libraries, featuring vendor displays; and "Increasing the Success of Fundraising Projects with Publicity", held in October during the MLA Conference where Sid Graves, Director of the Carnegie Public Library in Clarksdale, shared his expertise in using proven publicity methods to recruit sponsors, to increase attendance, and to boost profits.

Mississippi has almost the lowest economic rating of any of the fifty states. If everyone is as busy as Mississippi libraries and librarians are, that status should change. Academic, public, and school libraries and librarians are constantly working to improve Mississippi and its image.

North Carolina News

by David Fergusson

North Carolinians are proud of two of their own, both SELA members, who received awards at ALA's Conference in New Orleans. The Freedom to Read Foundation Roll of Honor Award was given to **Jerry A. Thrasher**, Director of the Cumberland County Public

Library and Information Center. He led a successful, but trying, battle with a very organized group of fundamentalists who were opposed to the library's ownership of various materials, including *Daddy's Roommate*. The issue still remains in the form of court delays to block construction of several new branches. They are to be built with money from newly passed bonds which the group attacking the library campaigned very hard to defeat.

One of the American Library Trustee Association's two annual ALA Trustee Citations was awarded to **J. A. "Jake" Killian**, Chairman of the Advisory Board of the Sandhills Regional Library System, headquartered in Rockingham. Jake was cited for his lobbying on the local, state, and national level in a grassroots approach to local aid for public libraries.

Newly elected officers of NCLA for the 1993-95 biennium are: Vice-President/President-Elect: David Fergusson; Treasurer: Wanda Brown Cason; Secretary: Judy LeCroy; ALA Councilor; Martha Davis; and Directors: Sandy Neerman and John Via.

The officers were installed at this year's Biennial Conference in Winston-Salem. Highlights of the conference included an opening speech by ALA President Hardy Franklin, a general session on "Diversity in Librarianship", talks by Luis Rodriguez and Megan McDonald, and a general session with Clyde Edgerton and his Tarwater Band with readings by Lee Smith.

South Carolina News

by Paul Dove

Major activities of the South Carolina Library Association (SCLA) during the summer and fall concentrated on planning for the annual conference, "Library 2000: A Room with a View", scheduled for December 8-10 in Charleston. The Omni Hotel will serve as conference headquarters, and SCLA Vice-President Debby Coleman is conference program chair. Lea Walsh serves as exhibits chair, and SCLA Executive Secretary Drucie Raines is in charge of registration.

Featured speakers will include Dr. Camila Alire, Community College of Denver; columnist Will Manley; Dr. John Tyson, State Librarian of Virginia; author Kate Sally Palmer; ALA President, Dr. Hardy Franklin; Dr. Martha Hale, Emporia State University; and other special presenters.

SCLA will join with SCALS to host a first joint conference for the two associations February 22-24, 1995 at the Myrtle Beach Hilton and Radisson Hotels. SCLA's 1995-96 conference is tentatively set for Columbia, although an exact fall 1995 date has yet to be determined.

STATESIDE VIEW

ALABAMA



Award Winning Birmingham Public Library Publications

In addition to receiving the John Cotton Dana award, the following library publications were winners in other national competitions: Library Administration and Management Association Competition Public Relations Section awarded Best of Show to the exhibit catalog, *Discovering America's Southeast, a Sixteenth Century Based on the Mannerism Engravings of Theodore de Bry*, and Honorable Mention for their bi-monthly newsletter, *The Reader. Season's Readings*, a brochure of selected reading suggestions from the staff, and *The Reader* were first place winners in the Library Public Relations Share the Wealth Competition. *Season's Readings* was the Division II winner and *The Reader* received Honorable Mention in the Library Public Relations Council L. Percy Award.

Etienne Delessert's Exhibit at Birmingham Public Library

Sponsored by the Birmingham Festival of Arts and the Birmingham Public Library, a retrospective of 160 pieces, *Scenes from Fantasy and Reality*, by the Swiss born author and illustrator of children's books was hosted by the Birmingham Public Library. Originating in Rome, the exhibit traveled to Bologna, Lausanne, Paris, and Montreal before arriving in Birmingham.

FLORIDA



FOLUSA Outstanding Friends Award

Wadsworth Elementary School Library Friends, Palm Coast, (FL) received a Friends of Libraries USA (FOLUSA)/Baker & Taylor Award for a wide range of activities, including: Button Day for Teachers; Bookmark Marking Day; Book Character Day, with a book character parade; guessing the number of books in a large six foot square; a door

decorating contest; a read-over for all third grade students planned by the fourth and fifth grade; and voting for the Florida State Sunship Young Readers Book. The students also worked on developing summer reading lists for each grade which were put on illustrated bookmarks and distributed to all classes.

GEORGIA



DeKalb County Public Library Wins Grant

The DeKalb County (GA) Public Library is the 1993 recipient of the National Association of Counties (NACo) Award for providing ongoing literacy efforts in the community with its Building Blocks Programs.

Building Blocks is a library literacy program which introduces parents and their very young children to activities and materials to enhance the development of infant language and motor skills. Librarians show parents how to use blocks, gym tubes, tumble balls, puzzles, songs, and games to best accomplish this skill-building. Building Blocks is currently offered at three library branches with plans to expand to other branches in the future. Another spin-off is Building Blocks on Wheels, which reaches families at homeless shelters, health clinics, high schools, and community centers.

DeKalb County Public Library Takes Next Step

The DeKalb County (GA) Public Library has taken the next step in its ongoing technology plan by expanding the menu of services available on over one hundred public access terminals. Patrons can use the terminals to choose a service called NEWS, which contains news of library and current events; to choose LUIS, the online public-access catalog; and to choose MAIL, an electronic mail service for sending messages to the county commission.

The most recent addition to the menu is MAGS, the UMI Periodical Abstracts. The use of MAGS has greatly improved patron access to periodicals across the county. In an innovative move, the library system opted to use the UMI Article Reference Numbers (ARNs) from each MAGS record to locate the full-text article on the accompanying ProQuest CD-ROM stations, which are used for article retrieval and printing.

STATESIDE VIEW

KENTUCKY



Joint Conference

"Roaring 90s and the New Plan for Kentucky Libraries" was the theme of the joint conference of the Kentucky Library Association and the Kentucky School Media Association held October 27-30 in Lexington.

Kentucky Book Fair

The eleventh annual Kentucky Book Fair is well under way with authors from the world of public radio and television participating. Both Jim and Kate Lhrer will be signing, and Bob Edwards will have *Fridays with Red*. The Book Fair is held on the Friday before Thanksgiving at the Department of Libraries and Archives in Frankfort.

School and Public Libraries Cooperate

Kentucky Department of Libraries and Archives and the Kentucky School Media Association sponsored an exploratory session in an ongoing project for a selected group of school and public librarians in September. The focus is to sponsor cooperation between school and public libraries and to discover avenues for cooperation and mutual support.

LOUISIANA



Viburnum/ALA Rural Family Literacy Project Grants Awarded

Six rural Louisiana libraries were recipients of \$3,000 grants to participate in the Viburnum/American Library Association Family Literacy Project which enables several rural libraries within one public library system to initiate library-based family literacy programs in their communities.

Grant recipients were: Allen Parish Library in Oberlin, Beauregard Parish Library in DeRidder, Catahoula Parish Library in Harrisonburg, Concordia Parish Library in Ferriday, Franklin Parish Library in Winnsboro, and Winn Parish Library in Winnfield.

FOLUSA Outstanding Friends Award

Friends of Louisiana State University, Baton Rouge,

received a Friends of Libraries USA (FOLUSA)/Baker & Taylor Award for a project lasting several years that tapped new financial resources to generate an endowment of more than \$100,000 to support a graduate assistant to work in the LSU Libraries' Special Collections Library. The campaign, "Paper Impressions", used several development strategies, including direct mail and matching fund drives. The centerpiece of the campaign was a rare and fine book auction staffed almost exclusively by volunteers.

MISSISSIPPI



Minimum Foundation Program

On learning that funding for school libraries in Mississippi had been cut, school librarians requested that certified school librarians be included in the Minimum Foundation Program and that funding be provided for at least a part-time certified school librarian for every school library with fewer than 350 students, and a full-time certified school librarian for school libraries serving more than 350 students.

The librarians were rewarded for their efforts and earned the minimum funding.

Pascagoula Friends Scholarship

Pascagoula Friends of the Library awarded an Educational Assistance Fund Scholarship to **Linda Ventura** of Gautier. The fund was awarded upon her successful completion of twelve full-time hours of study in computer science in her quest for an associate degree as a microcomputer specialist. The Pascagoula Friends of the Library started this fund to provide financial assistance for qualified library employees who wish to obtain or enhance job-related skills or to pursue a higher education.

NORTH CAROLINA



Kilgours Endowment

Eleanor M. and Frederick G. Kilgour established a new endowment fund to benefit the faculty of the School of Information and Library Science at the University of

STATESIDE VIEW

North Carolina at Chapel Hill (UNC-CH).

The Eleanor and Frederick Kilgour Faculty Research Fund, initially endowed for \$30,000, will support faculty needs by helping acquire innovative teaching materials and equipment, promoting research in new fields, encouraging the development of new courses, providing travel funds to professional conferences, and defraying costs of presenting research fundings at professional meetings.

Fred Kilgour, research professor with the school since 1990, is founder and developer of the Online Computer Library Center (OCLC) in Dublin, Ohio.

Information, Library Science School Receives Grants

The School of Information and Library Science has been awarded \$168,400 for student fellowships by the U.S. Department of Education under the Library Career Training Program.

The awards support a year of full-time study for seven doctoral students and six master's degree students and will emphasize three specialty areas—cataloging, systems analysis, and children's services.

Library School Among the Top

The University of North Carolina at Chapel Hill (UNC-CH) School of Information and Library Science has again been ranked among the top institutions of its kind in the United States and Canada. Using surveys of library and information school faculty and heads of American Research Libraries, Herbert S. White ranked the UNC-CH master's program in information and library science second for providing the highest-quality education. White's study also ranked the school's doctoral program fifth.

Public Library Wins Award

The Public Library of Charlotte and Mecklenburg County was recently honored by the White House Conference on Library and Information Services Taskforce (WHCLIST) for its efforts in implementing recommendations made by the second White House Conference on Libraries and Information Services held in 1991.

SOUTH CAROLINA



Controversy over Academic Changes at Winthrop University

Patricia Cormier, new Winthrop University Vice President for Academic Affairs, named Don Gardner as the new Associate Vice President for Information Management and Instructional Technology, placing him between Academic Affairs and Paul DuBois, Dean of

Library Services. The change, made without seeking input from the Dean of Library Services, angered faculty and staff. After faculty, staff, and library faculty expressed their concerns, the decision was discussed, but no changes were made.

According to Dean DuBois, "this has left the library staff and faculty demoralized and diminished in the eyes of the university." Faculty also expressed their concern over the move and referred to Standard 7.2 of the Association of College and Research Libraries standards for college libraries, which states "the library director shall be an officer of the college and shall report either to the president or the chief officer in charge of the academic affairs of the Institution." Cormier released a statement that the decision is not a violation of library standards and was made after careful consideration and studies of other libraries.

For additional information, contact Robert Gorman or Susan Silverman at (803) 323-2131.

Volunteer Efforts

Throughout its history, the Richland County Public Library in Columbia has had an active Volunteer Program. During the last year, eight new and/or enlarged and relocated libraries have opened as a result of the completion of a \$30 million capital expansion program, with volunteers making important contributions at each location. Both the Junior and Adult volunteer programs have set records with 591 individuals working a total of 8,364.60 hours.

Volunteers serve in many capacities, including patron assistants, docents, shelvers, and clerical assistants. The adults are recognized each spring at a reception sponsored by the Friends of the Library, and the juniors are treated to an ice cream party hosted by the Marriott each summer.

TENNESSEE



Direct Service Grant Recipients

Public libraries in the following locations received Direct Service Grants for a wide variety of projects. These grants total \$253,649 and are funded through the federal Library Services and Construction Act, Title I (LSCA) for fiscal year 1993-94: Argie Cooper, Shelbyville; Bolivar; Burritt Memorial, Spencer; Clarksville; Coffee County, Manchester; C.E. Weldon, Martin; Elma Ross, Brownsville; E. G. Fisher, Athens; E. W. Carmack, Gallatin; Fentress County, Jamestown; Gleason; Gorham-MacBane, Springfield; Hardin County, Savannah; Houston County, Erin; Irving Meek, Adamsville; Jack McConnico, Selmer; Jefferson City; Memphis-

STATESIDE VIEW

Shelby County; Moore County, Lynchburg; Mt. Juliet; Nathan Porter, Greenfield; Onieda; Public Library of Nashville; Rhea County, Dayton; Ridgely; Rockwood; Sequatchie County, Dunlap; Sharon; Smith County, Carthage; Unicoi County, Erwin; and Weakley County, Dresden.

Sequoyah Awards

The 1993 Sequoyah Awards, sponsored by the Tennessee Historical Commission, are presented annually to individuals and institutions in Tennessee who have made significant contributions to the struggle against illiteracy. Winners included: Patricia Coffey, Memphis Board of Education; Joy DeBord, Hawkins County Adult Education Director; Lee Thompson, Montgomery County Adult Education Director; the Tennessee Association for Family and Community Education; and the Tennessee Press Association.

State Library and Archives Hours

As of July 1, 1993, the State Library and Archives is open six days a week from 8:00 a.m. until 6:00 p.m.

Tennessee Library Association Grows

Two new groups are being developed and organized to become a part of the Tennessee Library Association (TLA). The Paraprofessional Roundtable will be chaired by Peggy Earheart, and the Friends of Tennessee Librarians will be chaired by Tim Matheson.

VIRGINIA



\$1 Million Bequeath to VCU Medical Library

Charles D. and Roberta L. Miller, owners of Resources, Inc., bequeathed \$1 million to Tompkins

McCaw Library, Virginia Commonwealth University's medical library. The Millers have used the collections and resources of the Tompkins-McCaw Library for twelve years in their business venture, Resources, Inc., a research service company that sells to business concerns internationally. Dr. Phyllis Self, assistant director of health services and head of Tompkins-McCaw Library stated, "the bequest is indicative of Roberta and Charles' commitment and dedication to library services and is a salute to the profession itself".

VCU Libraries Receive Grant to Process Papers

The Virginia Commonwealth University Libraries were recently awarded a grant from the National Historical Publications and Records Commission to process the manuscript collection of Adele Goodman Clark, a prominent Virginia suffragist.

The \$30,720 grant will fund a full-time, one-year position to process the approximately 150 cubic feet of materials, to identify items within the collection in need of preservation treatment, and to produce a guide to the collection. The collection contains information about many organizations and issues, including the Equal Suffrage League of Virginia (later the Virginia League of Women Voters), the Work Projects Administration Arts Project for Virginia, the Richmond Diocese of the Catholic Church, education, race relations, and labor. The collection will be available for research in 1995.

SELA AWARDS

This issue of *SELn* includes nomination forms for the Rothrock Award, Honorary Membership Award, President's Award, Outstanding Southeastern Author Award, and Outstanding Southeastern Library Program Award. Members are encouraged to carefully review the criteria for each award and submit nominations to the appropriate committee chairpersons. A synopsis of each award follows.

Rothrock Award

The purpose of this award is to recognize outstanding contributions to librarianship in the Southeast. As such, this is the highest honor bestowed by SELA on leaders in the library field. Contact: Glenda S. Neely (502) 588-8741, FAX (502) 588-8753.

Honorary Membership Award

The purpose of this award is to recognize a person's outstanding contribution to the Southeastern Library Association or to library development in the Southeast. Contact: Mary Glenn Hearne (605) 862-5783, FAX (605) 862-5884.

President's Award

The President's Award was established to recognize a non-library professional's contribution in the development and promotion of libraries in the Southeast. Contact: Myra Jo Wilson (601) 846-4447, FAX (601) 846-4443.

Outstanding Southeastern Author Award

The purpose of this award is to recognize authors in states of the Southeastern Library Association for current works of literary merit. The committee judges the works of an author, not a particular book. Contact: Therese D. Baker (502) 745-4428, FAX (502) 745-6413

Outstanding Southeastern Library Program Award

The purpose of this award is to cite an outstanding program of service in any academic, public, school, or special library in a member state of SELA. The program of service must take place during the biennium in which the nomination is made and must have a minimum timespan of three months, including the development and evaluation stages. Contact: Joanne Lincoln (404) 827-8725, FAX (404) 669-2705.

WOULD YOU LIKE YOUR OPINION TO COUNT?

Nominate a person or project deserving of these awards
using the criteria outlined on the following forms.

ROTHROCK AWARD NOMINATION FORM

Award: Interest on the \$10,000 endowment of Mary Utopia Rothrock and Honorary Membership in the Southeastern Library Association.

Purpose: To recognize outstanding contributions to librarianship in the Southeast. This is the highest honor bestowed by SELA on leaders in the library field.

Criteria:

1. Age and years of service are not a deciding factor in the selection, but should be considered.
2. The award will be made to one person in a biennium. If no suitable nomination is received, the award may not be presented.
3. Service in one or more states of those served by the Southeastern Library Association will qualify a person for nomination.
4. The person making the nomination must be a member of SELA, but the nominee need not be.

Please send your nominee's name, along with a narrative of his or her professional and association activities, civic organizations, writings, editorial contributions, single events, or other honors received. Additional documentation may be requested for finalists.

Nominations must be postmarked by April 1, 1994 to be considered. Submit nominations, along with any accompanying material, to the Rothrock Award Committee Chairman by April 1, 1994.

**Glenda S. Neely
Ekstrom Library
University of Louisville
Louisville, KY 40292**

.....
Person nominated: _____
(First Name) (Middle Name/Initial) (Last Name)

State(s) in which nominee has served: _____

Signature of SELA member making the nomination: _____

Address of member making the nomination:
(Please Print)

Address of the nominee:
(Please Print)

Name _____

Name _____

Street _____

Street _____

City, State, Zip _____

City, State, Zip _____

Phone _____

Phone _____

Please type the reason for this nomination on an attached sheet. Copies of biographical data, articles about the nominee, or other documents in support of a nomination are welcomed.

HONORARY MEMBERSHIP NOMINATION FORM

Purpose: To recognize a person who made an outstanding contribution to the Association or to library development in the Southeast.

- Criteria:
1. Honorary Membership should be conferred for significant contributions to librarianship in the Southeast.
 - a. The honor may recognize those elected to leadership positions in the Association.
 - b. It may also recognize those who have made other contributions to librarianship in the region.
 - c. The honor should be based upon regional, rather than state or local, contributions to the profession.
 2. The designation should recognize the contribution of an individual, rather than an individual representing the accomplishments of many.
 3. The person elected to honorary membership should be of such caliber as to reflect honor upon SELA by this designation.
 4. Honorary membership should be conferred as a result of a contribution of more than passing importance and of more than local or limited achievement. It should not be conferred because of momentary enthusiasm.
 5. The recipient may be a librarian or a person in a related field.
 6. Only a living person should be considered for honorary membership.
 7. In order to make the award more meaningful, no more than five honorary memberships should be awarded in any biennium.
 8. Membership entitles the recipient to a life membership in the Association with no further payment of dues.
 9. Should no qualified individual be nominated or approved by the committee during the biennium, no award will be made.
 10. The person making the nomination must be a member of SELA, but the nominee need not be.

Submit nomination on this form, along with any accompanying material, to the Honorary Membership Committee Chairman by April 1, 1994

Mary Glenn Hearne
The Nashville Room
The Public Library of Nashville and Davidson County
The Ben West Library
225 Polk Avenue, Nashville, Tennessee 37203-3585

.....
Nominee: _____ States nominee served: _____

Address: _____ City, State, Zip: _____

SELA Member making the nomination: _____

Address: _____ City, State, Zip: _____

SELA member signature: _____ Date: _____

Submit a typed or printed statement relating your reasons for making the nomination. Include in the narrative professional and association activities, civic organizations and activities, writings, honors, etc. Please explain in detail the special contributions the nominee has made which make him or her qualified for consideration for this award.

OUTSTANDING SOUTHEASTERN AUTHOR AWARD NOMINATION FORM

Purpose: To recognize authors in states of the SELA for current works of literary merit.

Criteria:

1. Authors must be native or bona fide residents of a SELA state at the time the work was written or published.
2. Works must be chosen based on literary merit; two awards may be made: one in fiction and one in non-fiction. In each category, works must have been published within five years prior to December 31 of the year preceding the biennial conference.
3. The person making the nomination must be a member of SELA.

Submit nominations on this form, along with any accompanying material, to the Outstanding Southeastern Author Award Committee Chairman by April 1, 1994.

Therese D. Baker
Helm-Cravens Library
Western Kentucky University
Bowling Green, KY 42101

Author nominated: _____

Title of Work: _____

Publisher: _____

Date of Publication: _____

State of Author: _____

Fiction: _____ Non-Fiction: _____

-SELA Member making the nomination: _____

Address: _____

City, State, Zip: _____

Attach reason for nomination with documentation limited to no more than 3 pages.

Previous winners of the SELA Outstanding Author Award:

1978	Eudora Welty
1980	Richard Beale Davis
1982	Dumas Malone
1984	Gail Godwin
1988	Ernest J. Gaines
1990	Lee Smith
1992	Terry Kay (Fiction), Louis D. Rubin, Jr. (Non-Fiction)

SELA OUTSTANDING LIBRARY PROGRAM AWARD NOMINATION FORM

Purpose: To recognize an outstanding program of service in an academic or a public, school, or special library in a Southeastern Library Association member state.

- Criteria:
1. An academic, public, school, or special library in a member state of SELA may be cited for an outstanding program of service. Programs of service may include, but are not limited to, library activities, projects, or special outreach.
 2. The programs of service must take place during the biennium in which the nomination is made (1992-1994).
 3. The minimum time span for a nominated library program must be not less than three months, including the development and evaluation stages of the program.
 4. The person making the nomination must be a member of SELA.

Submit nominations on this form, along with any accompanying material, to the Outstanding Southeastern Library Program Award Committee Chair by April 1, 1994.

Joanne Lincoln, Chair

Outstanding Southeastern Library Program Award

Atlanta Public Schools, 2930 Forrest Hill Drive, SW, Atlanta, Georgia 30315

Phone: (404) 827-8725 FAX: (404) 669-2705

Library Name: _____ Type Library: _____

Address: _____

City, State, Zip: _____ Telephone: _____

Program/Project director and position: _____

Date Program Began: _____ Date Program Ended: _____

SELA member making the nomination: _____

Address: _____

City, State, Zip: _____

Attach the following information. Limit narrative to three pages plus supporting documents.

1. Description of program.
2. Goals of program and steps to achieve them.
3. Special contribution of program/project.
4. Supporting documents concerning program publicity.

Previous Award Winners:

- 1992 Memphis Shelby County Public Library and Information Center (Memphis, TN)
"JOBLINC"
- 1990 Greensboro Public Library (Greensboro, NC)
"Community of Readers"
- 1988 Iberia Parish Library (New Iberia, LA)
"Iberia Parish Library's Summer Workshop"
- 1986 Charlotte-Mecklenburg Public Library (Charlotte, NC)
"The Imaginative Spirit: Charlotte-Mecklenburg Literary Heritage"
- 1984 DeKalb Library System (Stone Mountain, GA)
"Tobie Grant Homework Library"
- 1982 Library Networking Commission (Fairfax, VA)
"Consortium for Continuing Education in Northern Virginia 1982"
- 1980 Orlando Public Library (Orlando, FL)
"Catch Them in the Cradle"



Calendar

1993-1995

1993

December 8-10 SC SCLA Annual Conference. Omni Hotel. Charleston, SC

1994

March 15-18 (Tentative) LA LLA Annual Conference. Centroplex. Baton Rouge, LA

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 Association Paraprofessional Forum. Richmond, VA

September 28-
October 1 KY KLA Annual Conference. Hurstbourne Inn. Louisville, KY

October 13-15 GA GA Biennial 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, 1995 LA LLA Annual Conference. Cajundome. Lafayette, LA

October 3-6 NC NCLA Biennial Conference. Koury Convention Center. Greensboro, NC

October 25-27 MS MLA Annual Conference. Jackson, MS

Fall 1995 SC SCLA Annual Conference. Columbia, SC

SELA Southern Books Competition Announces Latest Winners

Twelve books produced by Southern publishers in 1991 have been selected for special recognition by the annual Southern Books Competition held in 1992 at Birmingham Public Library, Birmingham, Alabama. The books were judged on the basis of design, typography, materials, and quality of production. Three of the awards were made for dust jacket design. The winners were selected from entries submitted by 24 publishers. The SELA Southern Books Competition Committee, chaired by Marvin Whiting, coordinated the competition.

A perfect book engages the senses — color, texture, typeface, and white space all working together. The pursuit of a balanced and unified book whose parts illuminate one another takes patience and long practice. The judges chose the following books as most nearly achieving this state of perfection:

Award of Excellence

Celia: a Slave, by Melton A. McLaurin. University of Georgia Press.

Particle Theory, by artists Francois Deschamps and Judith Mohns. Nexus Press.

Text: the Genealogy of an Antidisciplinary Subject, by John Mowitt. Duke University Press.

Award of Merit — Dust Jacket

The Life of the Party: Festive Vision in Modern Fiction, by Christopher Ames. University of Georgia Press.

The Mocking Bird in the Gumtree, by Louis D. Rubin, Jr. Louisiana State University Press.

Narrative Innovation and Incoherence: Ideology in Defoe, Goldsmith, Austin, Eliot, and Hemingway, by Michael M. Boardman. Duke University Press.

Award of Merit — Text

The Folk Art Counting Book, developed by Amy Watson and the staff of the Abby Aldrich Rockefeller Folk Art Center. Colonial Williamsburg Foundation.

Honorable Mention — Dust Jacket

Afterimages: Poems, by Cathryn Hankla. Louisiana State University Press.

Honorable Mention — Interior Design

The Governor's Palace in Williamsburg: a Cultural Study, by Graham Hood. Colonial Williamsburg Foundation.

Honorable Mention — Overall Design

Low Flying Aircraft, by T. M. McNally. University of Georgia Press.

Honorable Mention — Production Value

The Blue and the Gray, by Tom Allen. National Geographic Society.

Honorable Mention — Text

The Nature of Copyright: a Law of Users' Rights, by L. Ray Patterson and Stanley W. Lindberg. University of Georgia Press.

The judges for 1991 were Ken Botnick, Lecturer in Typographic Design, Yale University, and book designer at Yale University Press; Steve Miller, Associate Professor and Coordinator of the M.F.A. Program in the Book Arts at the University of Alabama, Tuscaloosa; and Marvin Whiting, Head, Department of Archives and Manuscripts, Birmingham Public Library.

This collection will be housed with the Southern Books Competition Collection, King Library, University of Kentucky. A traveling collection of the winning books is available for display use. For information on acquiring the exhibit, contact Claudia Medori, SELA Headquarters, P.O. Box 987, Tucker, GA 30085-0987.

The present Southern Books Competition Committee is coordinating the competition for books published in 1992 and 1993. For more information, contact Committee Chair Carolyn Wilson, Crisman Memorial Library, David Lipscomb University, Nashville, TN 37204-3951.

Look for a display of these beautifully executed winning books at the 1994 SELA Conference in Charlotte.

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West Virginia Library Commission
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SOUTHEASTERN LIBRARY ASSOCIATION MEMBERSHIP FORM

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

Type of Library with which you are associated:

- A-College/University
- B-Library Education
- C-Public
- D-School
- E-Special
- F-Retired
- G-Other
- H-Exhibitor

New Membership 19 _____

Renewal 19 _____

Annual Dues Schedule
(Based on Annual Salary)

Type of Membership

- Any FIRST TIME Membership
- \$10,000 and Under (Includes Students, Trustees Friends, Retired Members and Exhibitors)
- \$10,001 to \$20,000
- \$20,001 to \$30,000
- \$30,001 to \$40,000
- \$40,001 and up
- Sustaining Membership
- Contributing Membership
- Additional Section/Round Table
- TOTAL AMOUNT PAID**

Membership Year
January 1-December 31

Type of Membership	Amt. of Dues	Amt. Paid
Any FIRST TIME Membership	\$10.00	_____
\$10,000 and Under (Includes Students, Trustees Friends, Retired Members and Exhibitors)	\$10.00	_____
\$10,001 to \$20,000	\$15.00	_____
\$20,001 to \$30,000	\$20.00	_____
\$30,001 to \$40,000	\$25.00	_____
\$40,001 and up	\$30.00	_____
Sustaining Membership	\$40.00	_____
Contributing Membership	\$60.00	_____
Additional Section/Round Table	\$ 4.00 ea.	_____
TOTAL AMOUNT PAID		\$ _____

Name _____

First Name
Initial
Last Name

Mailing Address _____
Street/Apartment/P.O. Box

City
State
Zip
Telephone: Home Business

Place of Employment _____

Position/Title _____

SECTION AND COMMITTEE/ROUND TABLE AFFILIATIONS

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

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

- | | | |
|--------------------------------------|---------------------------------------|--|
| (A) Library Education | (F) Special Libraries | (K) Government Documents Round Table |
| (B) Public Libraries | (G) Trustees and Friends of Libraries | (L) Online Search Librarians Round Table |
| (C) Reference and Adult Services | (H) University and College Libraries | (M) Preservation Round Table |
| (D) Resources and Technical Services | (I) Library Instruction Round Table | (N) Paraprofessional Round Table |
| (E) School and Children's Libraries | (J) New Members Round Table | |

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

MAXIMUM of FOUR (4) section affiliations.

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

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

- | | | |
|---|--|---------------------------------|
| (2A) Outstanding SE Author Award | (8) Continuing Education and Staff Development | (14) Legislative |
| (2B) Outstanding SE Library Program Award | (25) Exhibits | (15) Planning and Development |
| (2C) Rothrock Award | (10) Handbook | (17) Media Utilization |
| (2D) President's Award | (11) Headquarters Liaison | (18) Membership |
| (4) Committee on Committees | (12) Honorary Membership | (19) Nominating |
| (5) Conference (Local Arrangements) | (13) Intellectual Freedom | (21) Public Relations |
| (6) Conference Site Selection | (24) Interstate Cooperation | (22) Resolutions |
| (7) Constitution and By-Laws | | (23) Southern Books Competition |

***Committee(s) Selection(s):** 1st Choice _____ 2nd Choice _____ 3rd Choice _____

STATE LIBRARY ASSOCIATION OFFICERS — SELA AREA

Alabama Library Association

President: Deborah J. Grimes, 5405 James River Drive, Northport, AL 35476

President-Elect: Margaret Blake, 2569 Old Dobbins Road, Mobile, AL 36695

Secretary: Barbara Roberts, P.O. Box 1627, Pelham, AL 35124

Treasurer: Robert Lane, 2571 Churchill Drive, Montgomery, AL 36111

Executive Director: Barbara Black, 400 S. Union Street, #255, Montgomery, AL 36104, (205) 262-5210

Arkansas Library Association

President: Kathy Sanders, 1401 Elizabeth Court, Little Rock, AR 72212

Vice-President: Alice Coleman, Texarkana Public Library, 600 W. Third Street, Texarkana, AR 75501

Secretary/Treasurer: Mary Furlough, 1311 Schiller Street, Little Rock, AR 72202

Florida Library Association

President: Susan Anderson, St. Petersburg Junior College Library, 8580 66th Street North, Pinellas Park, FL 34665-1299

Vice-President/President Elect: Helen Moeller, Leon County Public Library, 200 West Park Avenue, Tallahassee, FL 32301-7720

Secretary: Betty D. Johnson, duPont-Ball Library, Stetson University, 421 North Woodland Blvd., DeLand, FL 32720

Treasurer: Arthur J. Vidars, Arthur J. Vidars Company, 7906 Hopi Place, Tampa, FL 33634

Executive Secretary: Marjorie Stealey, 1133 W. Morse Blvd., Suite 201, Winter Park, FL 32789 (407) 647-8839

Georgia Library Association

President: Sharon Self, Hardaway High School, 2901 College Drive, Columbus, GA 31955

First Vice-President/President-Elect: Donna Mancini, DeKalb County Pub. Lib. System, 215 Sycamore Street, Decatur, GA 30030

Secretary: Michael Seigler, Pine Mountain Regional Library, 218 Perry Street, Box 709, Manchester, GA 31818-0709

Treasurer: Richard Leach, East Center Georgia Regional Library, 902 Greene Street, Augusta, GA 30907

Kentucky Library Association

President: Candace B. Wilson, P.O. Box 370, Russell Springs, KY 42642-0370

Vice-President/President-Elect: Janet Smith, 226 Jesselin Drive, Lexington, KY 40503

Secretary: Cindy Brown, 51 Grand Avenue, Florence, KY 41042

(No Treasurer — Handled by Executive Secretary)

Louisiana Library Association

President: Grace Moore, 4554 Whitehaven, Baton Rouge, LA 70808

Vice-President/President-Elect: Walter W. Wicker, 5027 Stow Creek, Ruston, LA 71270

Secretary: Mary "Meb" Norton, 2219 S. Salcedo Street, New Orleans, LA 70125

LLA Office Manager: Carol McMahan, Louisiana Library Association, P.O. Box 3058, Baton Rouge, LA 70821 (504) 342-4298

Mississippi Library Association

President: Sherry Laughlin, Head of Reference, Cook Library, University of Southern Mississippi, Hattiesburg, MS 39401

Vice-President/President-Elect: Deborah S. Mitchell, Director, Warren County-Vicksburg Pub. Lib., Vicksburg, MS 39180

Secretary: Rhonda F. Tynes, 209 Dallas, Crystal Springs, MS 39059

Treasurer: Thomas W. Henderson, Coordinator of User Services, Mitchell Memorial Library, P.O. Box 5408, Mississippi State, MS 39762

Executive Secretary: Shelia Graham, Mississippi Library Commission, P.O. Box 20448, Jackson, MS 39289-1448, (601) 352-3917

North Carolina Library Association

President: Gwen Jackson, Instructional Specialist, Southeast Technical Assistance Center, 2013 Lejeune Blvd., Jacksonville, NC 28546 (919) 577-8920

Vice-President/President-Elect: David Fergusson, Forsyth County Public Library, 600 West Fifth Street, Winston-Salem, NC 27101 (919) 727-2556

Secretary: Judy LeCroy, Davidson County Schools, P.O. Box 2057, Lexington, NC 27293-2057 (704) 249-8181

Treasurer: Wanda Brown Cason, Wake Forest University, Reynolds Station, Winston-Salem, NC 27109-7777 (919) 759-5094

Administrative Assistant: Martha Fonville, c/o State Library of North Carolina, 109 East Jones St., Raleigh, NC 27601-1023 (919) 839-6252 (Voice and Fax)

South Carolina Library Association

President: Claude W. Blakely, Greenville County Public Library, 300 College Street, Greenville, SC 29601, (803) 268-2891

First Vice-President/President-Elect: Debby Coleman, Media Specialist, Barnwell Elementary School, Barnwell, SC 29812

Secretary: Joyce M. Durant, Francis Marion University, P.O. Box 100547, Florence, SC 29501-0547

Treasurer: Maureen Harris, Clemson University Libraries, Clemson, SC 29634-3001

Executive Secretary: Drucilla Raines, South Carolina Library Association, P.O. Box 219, Goose Creek, SC 29445 (803) 899-3658 or (803) 824-2690 (FAX)

Tennessee Library Association

President: Carolyn Daniel, Library Media Specialist, McGavock High School, Nashville, TN 37214

Vice-President/President-Elect: John E. Evans, Head, Circulation, Memphis State University Libraries, Memphis, TN 38152

Treasurer: Lynette Sloan, Director, Blue Grass Regional Library, 104 East Sixth Street, Columbia, TN 38401

Executive Secretary: Betty Nance, P.O. Box 158417, Nashville, TN 37215-8417 (615) 297-8316

Virginia Library Association

President: Liz Hamilton, CVCC Library, 3506 Wards Road, Lynchburg, VA 24503, (804) 386-4641

Vice-President/President-Elect: John Stewart, Virginia Beach Public Library, Administrative Offices, Virginia Beach, VA 23456, (804) 427-4321

Treasurer: Caroline Parr, Central Rappahannock Regional Library, 1201 Caroline Street, Fredericksburg, VA 22401, (703) 372-1160

Secretary: Paulette Thomas, Virginia Historical Society, P.O. Box 7311, Richmond, VA 23221, (804) 342-9661

West Virginia Library Association

President: Matt Onion, Cabell County Public Library, 455 Ninth St. Plaza, Huntington, WV 25701

First Vice-President/President-Elect: J. D. Waggoner, West Virginia Library Commissioner, 1900 Kanawha Blvd., E., Charleston, WV 25305

Secretary: Judith Duncan, St. Albans Public Library, 6th Avenue and 4th Street, St. Albans, WV 25177

Treasurer: R. David Childers, West Virginia Library Commission, 1900 Kanawha Blvd., E., Charleston, WV 25305

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AMERICAN LIBRARY ASSOCIATION

The Southeastern Librarian

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