

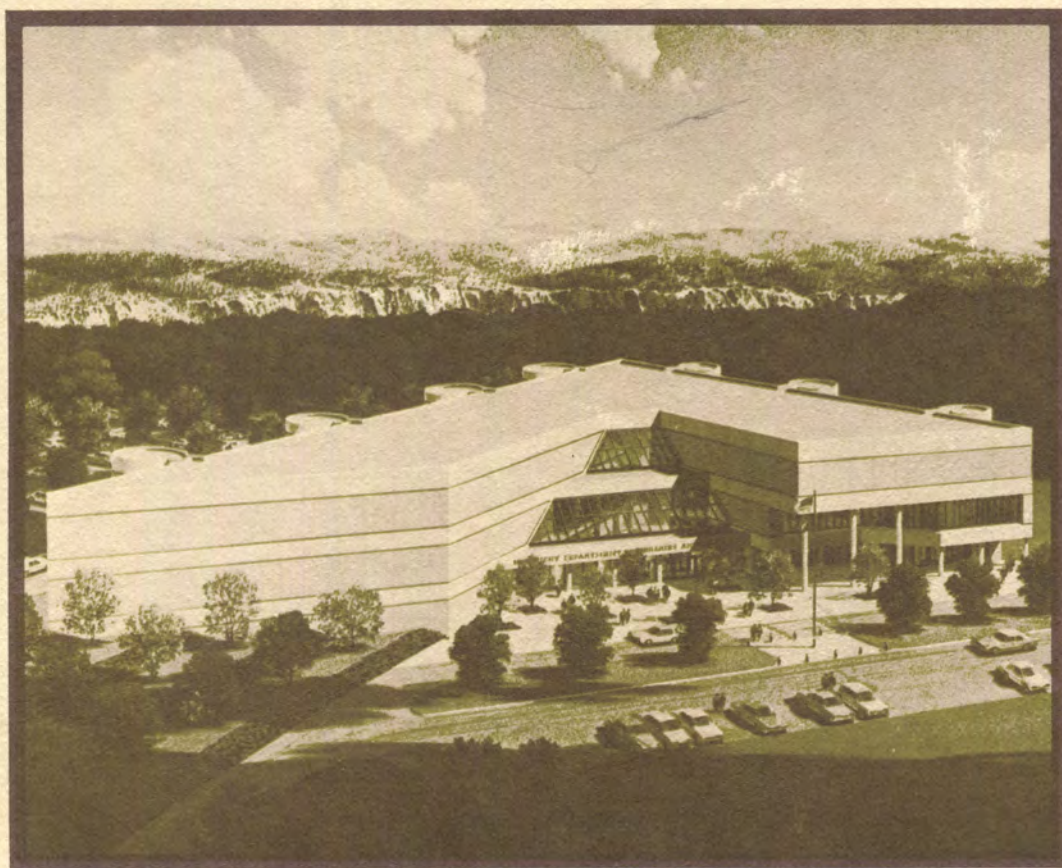
# The Southeastern Librarian

SUMMER, 1980

VOLUME XXX

NUMBER 2

(ISSN 0038-3686)



- **Reprint Publications — 16 Pulitzer Prize Titles**

**New Titles:**

**John C. Calhoun: American Portrait  
Cup of Gold  
Lost Legacy of Georgia's Golden Isles  
Shady Grove  
So Red the Rose**

- **Library & Media Supplies**
- **Library Furniture & Equipment**
- **Media Equipment**
- **Library Skills Instructional Games**
- **Test of Library/Study Skills**
- **English Workbooks**

- **GENERAL CATALOG 1978-79**
- **CATALOGUE of PUBLICATIONS 1979-80**

Copies of our catalogs may be  
obtained by writing the



**LARLIN CORPORATION**  
**P.O. Box 1523**  
**Marietta, GA. 30061**  
**404-424-6210**

# The Southeastern Librarian

1979 Winner of the H. W. Wilson Company Library Periodical Award

VOLUME XXX	SUMMER, 1980	NUMBER 2
Ellis E. Tucker	59	Editor's Page
Helen D. Lockhart	61	From the President's Desk
	63	Letters to the Editor
Virginia Jackson	66	SELA 80: A Preview
	72	SELA Nominees, 1981-82
Sheila Creth	74	The Impact of Changing Life Styles on Library Administration
Robert G. Melanson	82	The Subject Specialist and Professional Development
R. Neil Scott	86	The Duplicate Books Collection of LC's Exchange and Gift Division
	91	Ideas, Concepts, and Practices
J. B. Howell	96	View from the States
John David Marshall	97	Librarian's Bookshelf
	105	SELA CHRONICLE
	90	Index to Advertisers

COVER: Ground-breaking ceremonies for the new building for the Kentucky Department of Library and Archives were held in December 1979 at Frankfort. Completion is scheduled for the spring of 1982.

## SELA BIENNIAL CONFERENCES

November 20-22, 1980  
Hyatt House, Birmingham

November 10-13, 1982  
Galt House, Louisville

THE SOUTHEASTERN LIBRARIAN (ISSN 0038-3686) is the official quarterly journal of the Southeastern Library Association, Inc., Executive Office, 4419 Cowan Road, Tucker, Georgia 30084; Editorial Office, Graduate School of Library and Information Science, University of Mississippi, University, MS 38677. A subscription to the journal is included with the membership fee. The subscription for nonmembers is \$15.00 per year in the continental United States, \$20.00 per year elsewhere. For membership and/or subscription information contact the Executive Secretary.

PUBLISHED quarterly by the Southeastern Library Association, Inc., Tucker, Georgia 30084. Second Class Postage Paid at Tucker, GA 30084 and additional offices.

POSTMASTER: Send form 3579 to Southeastern Library Association, P.O. Box 987, Tucker, GA 30084.

# Faxon Acquires Stechert Macmillan- Expands Internationally



This acquisition enables Faxon to expand its scope of international publications, enhancing Faxon's position as a world leader among library serials subscription agencies.

We welcome Stechert's clients to join the over 18,000 libraries who already use our comprehensive services. At Faxon we combine the most advanced automation with 99 years of experience, giving clients the most personal and efficient service possible.



**F.W. FAXON COMPANY, INC.**

Library Magazine Subscription Agency

15 Southwest Park, Westwood, Massachusetts 02090

Tel: 800-225-6055 (toll-free) • 617-329-3350 (collect in Mass. and Canada only)

*Building tomorrow's information services today.*

## MANY HAPPY RETURNS!

It's our 60th birthday at Bound to Stay Bound and we're celebrating with many happy book returns for you. BTSB books are made to return in good shape time after time, and they'll be around long after they reach sixty... even after one hundred circulations.

We keep almost 20,000 titles in stock — nearly one million books! Most are ready to ship when we receive your order. Give BTSB a try and enjoy many happy returns.

**BOUND TO STAY BOUND Books, Inc.**

West Morton Road, Jacksonville, Illinois 26250



## MCGREGOR

### "PERSONALIZED SUBSCRIPTION SERVICE"

Every customer is assigned an experienced "Home Office" representative. You correspond direct; any title needs, changes, cancellations or problems can be handled promptly by letter or phone. This makes your job easier and keeps you abreast of your subscription needs at all times.

With over 45 years experience, McGregor has built a reputation of prompt and courteous service on both domestic and international titles. We prepay subscriptions ahead of time.

Our customers, large and small, like the prompt attention we give them. We think you would too! Ask about McGregor's "Automatic Renewal" plan described in our new brochure. Write today for your free copy.

OUR  
47th  
YEAR

**MCGREGOR**

*Magazine Agency*

Mount Morris, Illinois 61054

Some years ago a friend advised that when one mentions a trip to Europe he should preface his remarks about the trip thus: "The first time I was in Europe. . . ." or, "When I was in Europe. . . ." or, "The last time I was in Europe. . . ." This is a ploy that has served me well when recounting my experience with Grand Opera. (In fact, my exposure to opera was rather short. I left at half-time, without waiting for the opposing vocalists to change goals.) My exposure to Europe was probably just as brief accordingly, but my stay did fill a recent school-holiday period.



"When I was in London," I discovered that I was staying within the shadows, had the sun shone, of the British Library. Unfortunately the only look I had of the Library was of its facade. We arrived near the end of a week and left the area before opening time the first of the following week. Our tourguide pointed to the library as we passed, and I was sorry that I could not visit it. Even if its exterior is rather drab, the significance of the institution is appealing.

"The first time I was in Paris," the evening Illuminations Tour was followed the next morning by a three-hour tour of the city. While recalling the sights and reviewing the slides I had purchased, it suddenly came to me. At no point in time in our crisscrossing of the city on either tour did our guide note that we were passing the Bibliothèque National. I was appalled. Then it occurred to me that while our guide may have been remiss, I did not ask where that library or any other was located!

Somewhere on a street away from the heart of the city, the "last time I was in London," I saw a public library that looked vibrantly alive and quite enticing. I deeply regret that I could not visit that library. If I ever make another trip to England, I shall be able to find the British Library, but I may never again see that small public library with its exciting walls of displays which exhibited materials that almost forced passersby to enter.

At Ole Miss we have had a slogan to the effect that this is the place where good things are happening. Good things are happening in many of our libraries. People need to know about them. Let's remind Chambers of Commerce, Tourist Bureaus, bookers of tours, and any other appropriate agencies. A weekly column in the local newspaper and/or a five-minute spot on the radio are not enough. Those things cater only to our regular patrons. What about visitors to the city? How do we let them know good things are happening in the library on their "three" trips to the city?

But even more important, or worse yet: What do we say to the non-user resident?

— Ellis E. Tucker

#### DEADLINES FOR FUTURE ISSUES:

##### COPY DUE

July 15, 1980

October 15, 1980

January 15, 1981

April 15, 1981

##### PUBLICATION DATE

September 30, 1980

December 30, 1980

March 30, 1981

June 30, 1981



# Joseph Ruzicka-South, Inc.

## WHAT DO YOU LOOK FOR IN A BINDERY?

- Your collection deserves the binding excellence attained through 221 years experience.
- Certified by the Library Binding Institute, we offer you a choice.
- Select Class "A" binding or try our Superflex.
- Both are fully guaranteed in materials and workmanship.

## SERVICE, QUALITY, AND FAIR PRICES ... THE RUZICKA WAY.

Come by for a personal tour of our facilities.  
Call or write for particulars.

911 Northridge Street • P. O. Box 21568 • Greensboro, North Carolina 27420  
Telephone (919) 299-7534

*An Equal Opportunity Employer*

## *The Reprint Company Publishers*

*Spartanburg, South Carolina 29304*

We are proud of our growth in the last few years in the area of regional and local history with particular emphasis on the Southeastern states. In addition to these subjects, we are constantly expanding our list of reprints of scarce and noteworthy books in the fields of Colonial Americana, Revolutionary War history, and genealogical material. Also, we publish occasional originals in these subjects. Please write for our latest complete catalogue.

THOMAS E. SMITH, PUBLISHER  
POST OFFICE BOX 5401  
803-582-0732



The "Magic City" has extended a cordial invitation to everyone to celebrate SELA's 60th anniversary in Birmingham, Alabama on November 19-21.

Virginia Jackson and the program committee, the section and four committees who have planned programs are to be commended for excellence in program development. I believe that each program committee has planned a top-notch program. The only problem I foresee is trying to decide which program to attend.

Programs are a very important part of any convention, and I am grateful to everyone who has had a part in planning the 1980 program. However, equally important to me is the opportunity to exchange ideas and information with fellow librarians. This is very important since I must rely on others for ideas and help.

Aside from the programs and the individual contacts, I think you will not want to miss the Birmingham conference. As part of our 60th anniversary celebration, all past presidents have been invited to attend and be introduced at the banquet on Thursday evening. Porter Kellam, efficient chairman of the Archives Committee, is planning a special display. J. B. Howell has written a history of our association and much, much more.

The report of the Constitution and Bylaws Committee is included, also, in this issue. This is the culmination of two biennia concentrated and hard work by Hubert Whitlow and this committee. The Executive Board will discuss the report at their June 30 Board Meeting. Since the adoption of this constitution and bylaws will result in some major changes, I urge that everyone read carefully the report. Should you have any questions please contact chairman Hubert H. Whitlow, Jr., Floyd Jr. College Library, Box 1864, Rome, GA 30161 (404) 295-6318 or your state's representative on the committee. In order to conserve space I'll give name only, but in alphabetic order by state: Betty D. Beal, John N. DePew, Louise C. Bedford, Madel Morgan, Louise Boone, Martin R. Pautz, Alva Stewart, Henry James and Robert Masters.

I have been pleased, but not surprised, that committees and sections are in the final stages of completing their work for this biennium. It has been my joy to sit back and observe busy but committed librarians and trustees working to help us achieve our Association's objectives.

The March membership report is most encouraging, thanks to the work of Jim Ward and his membership committee and the Headquarters staff, Ann Morton and JoAnne Treadwell. I am delighted that several states have enlisted many new members, however, there is still work to be done. If each member will enlist one new member, our goal of 6,000 members will be reached easily.

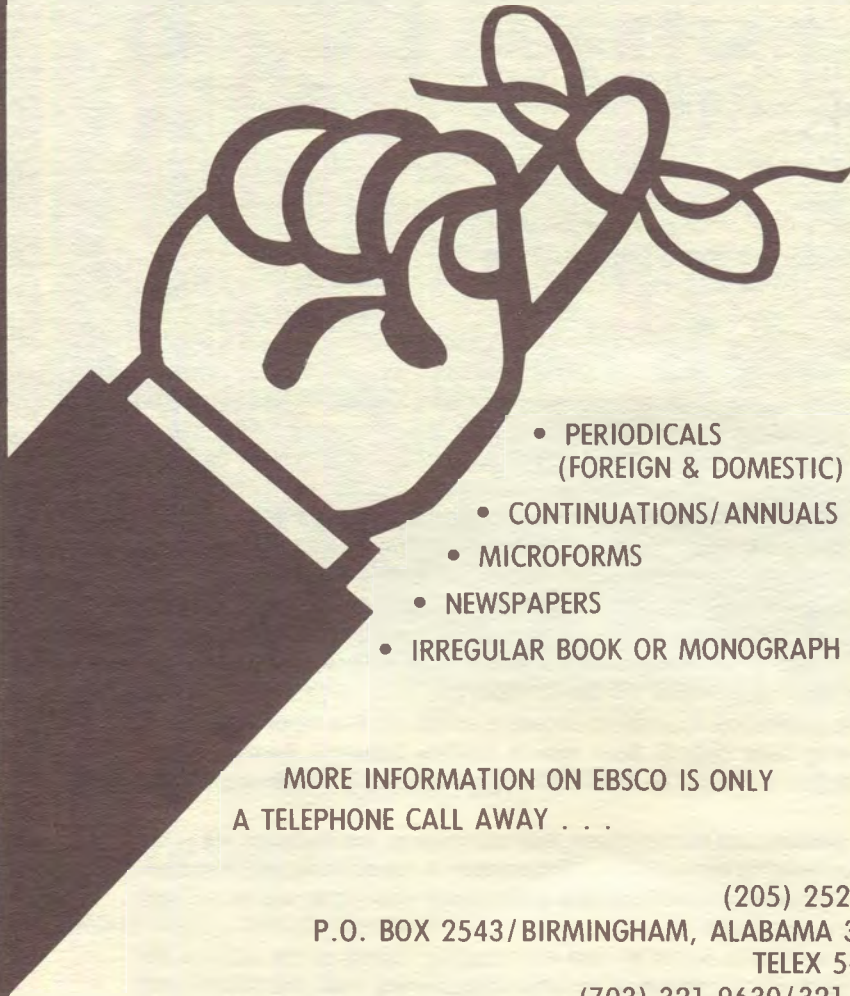
You will receive soon your ballot for the next biennium's officers, and I hope that you will return your ballot immediately. This to me, is one of the opportunities and responsibilities as a member of a professional association.

Hope to see you in New York, and later in Birmingham.



— Helen D. Lockhart

# THERE'S ONLY ONE NAME TO REMEMBER WHEN ORDERING



- PERIODICALS  
(FOREIGN & DOMESTIC)
- CONTINUATIONS/ ANNUALS
- MICROFORMS
- NEWSPAPERS
- IRREGULAR BOOK OR MONOGRAPH SERIES

MORE INFORMATION ON EBSCO IS ONLY  
A TELEPHONE CALL AWAY . . .

(205) 252-9011  
P.O. BOX 2543/BIRMINGHAM, ALABAMA 35202  
TELEX 5-9717  
(703) 321-9630/321-7494  
8000 FORBES PLACE/SUITE 204/SPRINGFIELD, VIRGINIA 22151  
TELEX 82-4442

11 U.S. OFFICES / TORONTO / RIO DE JANEIRO / AMSTERDAM  
**EBSCO SUBSCRIPTION SERVICES**  
150,000 SERIAL LISTINGS FROM 47,000 PUBLISHERS WORLDWIDE



Dear Editor and SELA members:

Four years have passed since constitutional revisions were voted by the SELA membership. Two years ago a revised constitution was printed in the summer issue of *The Southeastern Librarian* but that document was not presented to the membership when it was learned late in the game that additional problems needed addressing. That addressing has now been done by an enlarged committee representing all ten member states of our association. The document now presented as printed in the Chronicle section for the consideration of the SELA Executive Board at its June 30 meeting is the result of work at the Atlanta workshop, of input received in response to my letters printed in *The Southeastern Librarian*, and of additional work by the Constitution and Bylaws Committee which met in a special session in Atlanta last February. Also considered were the views expressed at a meeting of state-association presidents which took place in the Summer of 1978. Opportunity for expression has been ample.

The constitution and bylaws have been revised at least three times. The revision offered here is an extensive one and at a glance seems like a total new document. In some ways it is. But since no limitations were put on the charge given this Committee, the Committee felt that extensive revisions were called for, both editorial and substantive.

There are three basic changes in the recommended document:

1. The Executive Board is enlarged to include the Chairmen of the Sections.
2. An Executive Committee is provided for which can act for the Board in certain emergency cases that may arise between Board meetings.
3. Each SELA state will be represented in the membership of each standing committee.

The Committee feels that the following advantages will occur if this new constitution is adopted:

1. There will be better communication and cooperation within the SELA structure because of increased representation on the Executive Board.
2. There will be better cooperation with the constituent state associations through the committee structure. Hopefully, this will bring about more cooperative programs.
3. The state associations will have more influence on SELA operations. Hopefully, this will mean greater cooperation.
4. Closer ties with the constituent state associations will strengthen recruitment activities for all organizations concerned.

The Committee feels that now is the time for action — that to delay action longer will be detrimental to the operations of the organization. We welcome debate, of course, but hope for favorable passage of the document.

The Committee is grateful to the Association's President and to the Executive Board for the special funding that made the February meeting possible and for the confidence shown the Committee through the wide freedom given it in its operations.

— Hubert H. Whitlow  
Chairman  
Constitution and Bylaws  
Committee  
Southeastern Library  
Association

To the Editor: A Response

Beyond Sub-Professional (Oh, How We Love the Sound) Status: Creating a Real Library Constitution

As Michael McDavid points out (Winter, 1979, "Beyond Faculty Status: Creating a Library Constitution") faculty status has been a major concern among academic librarians since the 1960's. Well, how about some concern for human-being status for the other folks that work in academic libraries.

No, we're not called sub-professionals at Georgia State any longer, its's support staff. But this is how we stack up in the so-called "Library" bylaws Mr. McDavid writes of:

While support staff out-number professional librarians by more than 2 to 1 at the Pullen Library, the bylaws make only minor provisions for support staff participation in the internal governance of the Library. These include: participation in a full review of the University Librarian (UL) — held only once every five years; possible inclusion on *ad hoc* committees; and attendance (non-voting) by the chair of the Supportive Staff Committee at Library faculty meetings (if not excluded by the UL or by vote of 1/3 of the faculty).

The bylaws provide for 5 standing committees and an Administrative Council. These include 24 elected positions. Six department heads, the UL, the Associate University Librarian (AUL), and the Assistant University Librarian hold permanent positions on the Administrative Council. The UL and AUL each serve in an *ex officio* capacity on two of the standing committees. There are 2 alternate positions to one committee, and an elected faculty secretary and parliamentarian. This is a total of 39 positions for 28 faculty members.

The support staff are represented by one committee, not provided for in the Library bylaws and therefore subject to the whim of the administration. Charged with most of the tasks of the faculty standing committees (not grievance or tenure and promotion procedures) the committee has 7 elected members with 5 alternates, the UL and AUL serve as *ex officio* members, as does the previous year's president. There are 62 members of the support staff.

Speaking about faculty organization in the May, 1972 issue of *College and Research Libraries*, Edward Holley of UNC-CH had this to say:

If one assumes as a basic principle that staff should participate in decisions which directly affect them, then he can scarcely ignore a group of full-time employees which do the bulk of the work and who constitute anywhere from 50 to 70 percent of the total staff.

But ignored we are. Mr. McDavid's final sug-

gestions include "Involve the Entire Library". But reading further we find that he means the entire faculty, less than one third of the "entire library".

The support staff at the Pullen Library are asking for a change. We have proposed amendments to the bylaws that would add support staff positions to 2 standing committees and the Administrative Council.

This is not a success story, we cannot predict the future of our proposals. Instead, it is a plea to all librarians in academe. When you act, think of all the people you work with, not just the ones who get to type "M.L.S." on their resumes. Librarianship may not be everyone's profession but it is every library employee's job, and believe me when I say we care.

— Kay Hoover  
Chair, Supportive  
Staff Committee  
Pullen Library  
Georgia State  
University

Dear Editor:

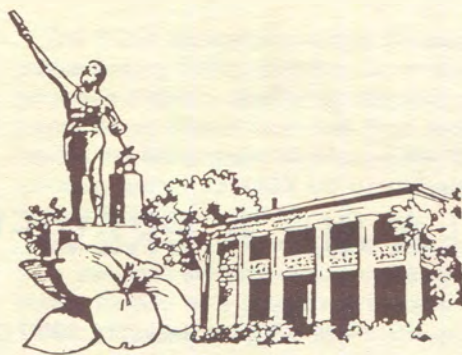
I just want to say to you and the Editorial Board "Congratulations on a job well-done!" For several years I have enjoyed and profited from reading *The Southeastern Librarian*, and whenever I read an issue, I always think "What a superior library publication this is!" I'm delighted that the administration of the H. W. Wilson Company also thinks that *The Southeastern Librarian* is a superior publication and therefore awarded it the company's 1979 Library Periodical Award.

Now, for the first time in my life, I am living and working outside of the Southeast, and I appreciate SELA and *The Southeastern Librarian* more than ever; there is no comparable regional library organization or publication in this area. I am counting on *The Southeastern Librarian* to keep me in touch with the people, thoughts, and happenings of the Southeastern library world until I return to the Southeast.

Keep up the good work on *The Southeastern Librarian*.

— Cynthia N. Creekmore  
Indiana University  
of Pennsylvania

Vulcan stands ready  
to welcome the



Twenty-Ninth Biennial Conference  
of the  
Southeastern Library Association

to

Birmingham, Alabama

November 19-22, 1980

Conference Theme:

A NEW DECADE · A NEW BEGINNING  
SOUTHEASTERN AFTER SIXTY YEARS

Preconference  
Conference

November 19, 1980  
November 20-22, 1980

Birmingham · Jefferson Civic Center

Hyatt House Hotel

# SELA 80: A PREVIEW

M. Virginia Jackson, 1980 Convention Program Chairman

New sights and new sounds await you in BIRMINGHAM, ALABAMA on NOVEMBER 19-22 when the TWENTY-NINTH BIENNIAL CONFERENCE of the SOUTHEASTERN LIBRARY ASSOCIATION convenes. A NEW DECADE offers a chance for NEW BEGINNINGS and your Convention COMMITTEE has been joined by the association sections, committees, and roundtable in arranging programs which should present a look into the future. At least three preconference workshops have been scheduled.

The Association has "Library Education in the Southeast" as the theme of its workshop on Wednesday, November 19. The Special Libraries Section is sponsoring an On-Line Workshop the same day. The Public Library Association of the American Library Association plans to replicate its preconference from the New York summer meeting of ALA. "The Planning Process for Public Libraries" is the Wednesday preconference subject. A two-day workshop is under consideration. SELA would join with LITA (Library and Information Technology Association) of ALA in sponsoring a regional workshop on "Developing Specifications and Contracting for Library Automation Equipment and Systems." Registration would be limited to 50 people. The Convention Committee will host an open-house for exhibitors on Wednesday evening.

William J. Welsh, the Deputy Librarian of Congress, will set the tone for the convention in his address, "The Power of Knowledge, the Future of Libraries," at the opening General session on Thursday morning, November 20. The afternoon of the 20th will be filled with program and business meetings of most of the sections and committees. Frederick J. Glazer, Director of the West Virginia Library Commission, will be the principal speaker for the Public Relations Committee meeting; his topic will be "Promote or Perish." One tour has been scheduled for Thursday afternoon which

should be of particular interest to members of the University College Section. The Charles Andrew Rust Learning Center at Birmingham-Southern College and the Mervyn H. Sterne Library at the University of Alabama in Birmingham will be visited during the afternoon tour.

Eight library schools and alumni organizations will be hosting receptions in the early evening prior to the Second General Session dinner. The past and future will both be in focus at an elegant dinner honoring past presidents of SELA. Edwin Newman, NBC radio and television commentator — fresh from coverage of the 1980 presidential election, will furnish a look into the eighties.

Friday morning will be filled with committee meetings, tours, and programs. The Tour Committee has arranged three tours during the morning which should have wide-ranging appeal for the different interests of the convention participants. School and children's librarians have a treat in store when they visit EPIC School, Birmingham City Schools' most modern and innovative school for mainstreaming of grades K-5. The school has three libraries — kindergarten, primary, and intermediate. In addition the tour will visit the Emmett O'Neal/Mountain Brook Public Library and the Vestavia High School Library. Public librarians will have a chance to visit Birmingham Public Library's newest branch, Inglebrook, a converted fire station. Two small town libraries, Fultondale and Gardendale, and the Emmett O'Neal/Mountain Brook Public Library are also included in the tour. The Thomas W. Martin Library at Southern Research Institute and the Lister Hill Library, the library for health sciences, at the University of Alabama in Birmingham will be visited on the special librarians tour.

Trustees and Friends of the Library Section will have a full day on Friday. Morning and afternoon workshops have been arranged for each of the

two groups and the theme will be "Who Runs Your Library?" A joint luncheon program and an early evening reception will round out the full day. Alabama Trustees and Friends of the Library and Anthony Miele, Director of the Alabama Public Library Service, will host the reception.

After the School and Children's Library Section members return from their morning tour, they will attend a program luncheon. Ann Durell, children's book editor for Elsevier-Dutton Publishing Co., will address the group. Her topic will be "Children's Book Trends — A Look to the 80's."

The Third General Session on Friday afternoon will be devoted to SELA business. The Junior Member Roundtable (JMRT) will have their program on "Hiring and Being Hired" following this general session. Margaret Myers from the ALA office will present the program.

The SELA Outstanding Author Awards Committee and the 1980 Convention Committee have arranged a special treat for all convention registrants. At an elegant reception (food and drink) held in the Birmingham Museum of Art, the outstanding author for 1980 will be presented on Friday night from 6-8 P.M.

Saturday morning at the Fourth General Session, librarians will learn of alternative sources of library funding at a program presented by the Public Librarian Section. With inflation, proposed cuts in government spending, and other restraints on funding for libraries, this program presented by Patricia Senn Breivik, Director of Auraria Libraries, Denver and author of *Alternative Funding for Libraries*, should be of interest to all convention registrants. The newly elected officers will meet on Saturday afternoon to begin their planning for the business of SELA for the coming two years.

WITH TRAVEL COSTS INCREASING DAILY,  
LET THIS BE THE YEAR YOU BEGIN SUPPORT  
OF REGIONAL CONFERENCES CLOSER TO HOME.

PRELIMINARY PROGRAM SCHEDULE

WEDNESDAY, NOVEMBER 19, 1980

8:00 A.M.—10:00 A.M.	CONFERENCE REGISTRATION
9:00 A.M.— 4:30 P.M.	SPECIAL LIBRARIES SECTION On-Line Workshop (lunch not included)
9:00 A.M.— 5:00 P.M.	PUBLIC LIBRARY ASSOCIATION, ALA "The Planning Process for Public Libraries" — workshop Shirley Mills, ALA
9:30 A.M.—12:30 P.M.	SOUTHEASTERN LIBRARY ASSOCIATION
2:00 P.M.— 5:00 P.M.	"Library Education in the Southeast" — Workshop Edward G. Holley, Dean of the School of Library Science, University of North Carolina at Chapel Hill
2:00 P.M.— 8:00 P.M.	CONFERENCE REGISTRATION
5:30 P.M.— 7:30 P.M.	EXHIBITERS OPEN-HOUSE

THURSDAY, NOVEMBER 20, 1980

8:30 A.M.— 6:00 P.M.	CONFERENCE REGISTRATION
9:00 A.M.— 6:00 P.M.	EXHIBITS OPEN
10:00 A.M.—12 NOON	FIRST GENERAL SESSION "The Power of Knowledge, the Future of Libraries" William J. Welsh, The Deputy Librarian of Congress
12 NOON—2:00 P.M.	SPECIAL LIBRARIES SECTION Luncheon/Program

1:30 P.M.— 4:30 P.M.	MEDIA UTILIZATION COMMITTEE Continuous Film Showing
2:00 P.M.— 3:30 P.M.	RESOURCES AND TECHNICAL SERVICES LIBRARIANS SECTION "Countdown to AACR-II" Arlene T. Dowell & Arnold Wajenberg
2:00 P.M.— 4:30 P.M.	REFERENCE AND ADULT SERVICES SECTION "Negotiation or Clarification: the Reference Interview Revisited" James Benson
2:00 P.M.— 3:00 P.M.	INTELLECTUAL FREEDOM COMMITTEE "Intellectual Freedom — SELA Update" State Committee Members
2:00 P.M.— 4:00 P.M.	TOUR — College & University Libraries
3:00 P.M.— 4:15 P.M.	PUBLIC RELATIONS COMMITTEE "Promote or Perish" Fred Glazer
4:00 P.M.— 5:30 P.M.	LIBRARY EDUCATION SECTION "New Dimensions in Library Education for 1980" Rebecca Bingham, Ramona Mahood, Glenn Miller, Ann Prentice, & Henry Stewart
4:15 P.M.— 5:30 P.M.	LIBRARY ORIENTATION AND BIBLIOGRAPHIC INSTRUCTION COMMITTEE "The Role of the Library School in Library Instruction" Vida C. Stanton
5:30 P.M.— 7:00 P.M.	LIBRARY SCHOOLS AND ALUMNI ORGANIZATIONS RECEPTIONS
8:00 P.M.— 10:00 P.M.	SECOND GENERAL SESSION Dinner Honoring Past Presidents of SELA Edwin Newman, NBC Radio & Television
FRIDAY, NOVEMBER 21, 1980	
8:30 A.M.— 6:00 P.M.	CONFERENCE REGISTRATION
9:00 A.M.— 6:00 P.M.	EXHIBITS OPEN
8:30 A.M.— 11:00 A.M.	TOUR — School & Childrens Libraries
9:00 A.M.— 11:30 A.M.	TOUR — Special Libraries
9:00 A.M.— 11:30 A.M.	MEDIA UTILIZATION COMMITTEE Continuous Film Showing
9:00 A.M.— 12 NOON	TRUSTEES AND FRIENDS OF THE LIBRARY SECTION "Who Runs Your Library?" — Two concurrent workshops Policy: Support/Lobbying/Budget
10:00 A.M.— 12 NOON	UNIVERSITY AND COLLEGE SECTION "A SOLINET Development Update" Lee Handley, SOLINET
10:15 A.M.— 12:30 P.M.	TOUR — Public Libraries

11:30 A.M.— 2:00 P.M.	SCHOOL AND CHILDREN'S LIBRARIANS SECTION Luncheon/Program "Children's Book Trends — A Look to the 80s" Ann Durell, Elsevier-Dutton Publishing Co.
12:15 P.M.— 1:45 P.M.	TRUSTEES AND FRIENDS OF THE LIBRARY SECTION Luncheon/Program
2:00 P.M.— 4:00 P.M.	THIRD GENERAL SESSION "SELA Business" Helen Lockhart, presiding
2:00 P.M.— 4:00 P.M.	TRUSTEES AND FRIENDS OF THE LIBRARY SECTION Trustees workshop: "The State Role in Library Funding and Development" Panel of three state library directors Friends workshop — 4 sessions: "Friends as Library Promoters," "Bond Issues — How-to's," "Newsletters and Cultural Programs," and "Why Friends?"
4:00 P.M.— 5:00 P.M.	MEDIA UTILIZATION COMMITTEE "Group Sharing"
4:00 P.M.— 5:30 P.M.	JMRT (SENIOR MEMBER ROUNDTABLE) "Hiring and Being Hired" Margaret Myers, ALA
6:00 P.M.— 8:00 P.M.	SELA OUTSTANDING AUTHOR AWARDS COMMITTEE Reception at the Birmingham Museum of Art (Awards Committee and Convention Committee — hosts)
6:00 P.M.— 8:00 P.M.	TRUSTEES AND FRIENDS OF THE LIBRARY SECTION Reception (Alabama Trustees and Friends & Anthony Miele — hosts)
SATURDAY, NOVEMBER 22, 1980	
8:00 A.M.— 10:00 A.M.	PEABODY ALUMNI ASSOCIATION Breakfast/Program
10:00 A.M.— 12 NOON	FOURTH GENERAL SESSION Public Librarian Section, host "Alternative Sources of Library Funding" Patricia Senn Breivik, Auraria Libraries
2:00 P.M.— 4:00 P.M.	EXECUTIVE COMMITTEE MEETING

November 19-22, 1980

Hyatt House, Birmingham, Alabama

REGISTRATION INFORMATION AND INSTRUCTIONS

November 1 is the final day for pre-registration.

Use separate form for each registrant.

Special tickets for meals are available only by pre-registration. Tickets for guests, library school students and exhibitors are available with pre-registration.

Please write separate checks for the Pre-conference and the General Conference. Association membership payment should be made at the membership desk at the Conference, not at the registration desk.

Badges will be required at all programs, business meetings and exhibits.

Reservations for meals must be made on this form.

PRE-REGISTRATION CLOSSES NOVEMBER 1, 1980

1 Last Name

13 First Name

Middle Initial

20 Mailing Address

37 City

State

45 Zip

50 Library or Business Name

66 Check one:

s  Children's, School

c  College, Univ., Special

p  Public

t  Trustee/Friend

REGISTRATION:	68 (Y)	(N)	(E)	(C)
Full Convention:	<i>Members</i>	<i>Non-Members</i>	<i>Exhibitors</i>	<i>Complimentary*</i>
Pre-registration:	<input type="checkbox"/> 20.00	<input type="checkbox"/> 30.00	<input type="checkbox"/> 10.00	<input type="checkbox"/> 0.00
Registration	<input type="checkbox"/> 25.00	<input type="checkbox"/> 35.00	<input type="checkbox"/> 10.00	<input type="checkbox"/> 0.00
67 Single Day Registration/Day	<input type="checkbox"/> 10.00	<input type="checkbox"/> 15.00	<input type="checkbox"/> 5.00	<input type="checkbox"/> 0.00
69 Check one:				
<input type="checkbox"/> Wednesday (W)	<input type="checkbox"/> Friday (F)			
<input type="checkbox"/> Thursday (T)	<input type="checkbox"/> Saturday (S)			

\*Past Presidents and Registered Library School Students



SELA 80 PRE-REGISTRATION  
(Deadline for pre-registration is November 10)

	Date	Time	No. of Tickets	Unit Price	Total Price
Pre-Conference: Public				\$ 95.00 <sup>1</sup>	
Library Workshop	11/18	7:30— 10:00 P.M.		125.00 <sup>2, 3</sup>	
Lunch Included	11/19	9:00— 5:00	(69)___	150.00 <sup>4</sup>	\$_____
Pre-Conference: On-Line				15.00 <sup>2</sup>	
Workshop	11/19	9:00— 4:30	(70)___	25.00 <sup>4</sup>	_____
Luncheon (Special Libraries)	11/20	12:00	(71)___	10.00	_____
Dinner (2nd General Session, Edwin Newman, Speaker)	11/20	8:00	(72)___	15.00	_____
Tours:*					
College & University	11/20	2:00— 4:00	(73)___	2.00	_____
School & Children's	11/21	8:30— 11:00	(74)___	2.00	_____
Special	11/21	9:00— 11:30	(75)___	2.00	_____
Public	11/21	10:15— 12:30	(76)___	2.00	_____
Trustees & Friends Luncheon	11/21	12:00	(77)___	10.00	_____
School & Children's Librarians Luncheon	11/21	11:30	(78)___	10.00	_____
Reception Honoring S.E.L.A. Outstanding Author (Admission by Badge)					
Guest Tickets	11/21	6:00— 8:00	(79)___	2.00	_____
Alumni Breakfast (Peabody)	11/22	8:00	(80)___	8.00	_____
				Total Special Events	\$_____
				Total Registration Fee	\$_____
				Grand Total	\$_____

\*minimum 20 per tour required

<sup>1</sup>ALA/PLA Members

<sup>2</sup>SELA Members

<sup>3</sup>ALA Members

<sup>4</sup>Non-members

Please make checks payable to SOUTHEASTERN LIBRARY ASSOCIATION and mail to:

Southeastern Library Association 1980 Conference  
c/o Dr. Geraldine Bell  
P.O. Box 2732  
Birmingham, Alabama 35202

# Candidates for SELA Offices

## 1980-82 Biennium

### Nominees for Vice-President (President-Elect)

#### **Louise C. Bedford**

**Education:** A.B., Drake University, Des Moines, Iowa; M.S.L.S., and Rank I — Sec. Adm., University of Kentucky, Lexington, Kentucky.

**Experience:** Teacher/Librarian/Instructional Media Coordinator, Montgomery County Board of Education, Mt. Sterling, Kentucky (1938-1941 and present); Library Consultant, General Electric Company, Lockland, Ohio (Summer 1951); Visiting Inst., University of Kentucky, Lexington, Kentucky (Summers 1957, 1961, 1963 and 1969).

**Membership in Professional Organizations:** Central Kentucky Education Association, President of Librarian Section (1959); Kentucky Education Association; National Education Association; Kentucky Library Association, Secretary (1963); Kentucky School Media Association, President (1973); Southeastern Library Association, Kentucky Representative/Executive Board (1974-1978); American Library Association; Kentucky Library Association, Vice-President/President-Elect (1978); Kentucky Library Association, President (1979).

#### **Barratt Wilkins**

**Education:** B.A., Emory University, Atlanta, Georgia; M.A., University of Wisconsin, Madison, Wisconsin; M.A., Georgia State University, Atlanta, Georgia.

**Experience:** State Librarian, State Library of Florida, Tallahassee, Florida (1977- ); Assistant State Librarian, State Library of Florida, Tallahassee, Florida (1973-1977); Institutional Library Consultant, Missouri State Library, Jefferson City, Missouri (1971-1973); Reference Librarian, South Carolina State Library, Columbia, South Carolina.

**Membership in Professional Organizations:** American Library Association, Conference Program Committee (1977), Divisional Interests (DISC) (1976-1978); Association of Hospital and Institutional Libraries, Board of Directors (1973-1976); Association of State Library Agencies, President (1976-1977); Chief Officers of State Library Agencies, USOE?NCES Liaison Committee (1978-1980); American Correctional Association, Institution Library Committee Chairman (1975-1978); Southeastern Library Association, Interstate Cooperation Committee (1976-1978); Florida Library Association.

### Nominees for Secretary

#### **Joseph F. Boykin**

**Education:** B.S., M.S.L.S., Florida State University, Tallahassee, Florida.

**Experience:** Director, University of North Carolina Library at Charlotte, North Carolina.

**Membership in Professional Organizations:** Southeastern Library Network (SOLINET), Board of

Directors (1975-1978), Chairman (1977-1978), Advisor/Consultant (1978-1979), Contract Committee (1977-1979), Membership Committee (1975-1976); OCLC, Inc. Users Council; Organizing Committee (1978); SOLINET Delegate (1978-1982), President (1978-1980); University Library Advisory Council (University of North Carolina System), Chairman (1977-1979), Vice-Chairman (1974-1976), Budget Committee (1978-1980).

### **Luther E. Lee**

**Education:** B.S., M.A., M.S., University of Alabama, Alabama.

**Experience:** Cataloger, Circulation Librarian, Reference Librarian, Acquisitions Librarian, Indexer Documents Librarian, Air University Library; Maxwell Air Force Base, Alabama.

**Membership in Professional Organizations:** Special Libraries Association since 1961, Alabama Chapter Bulletin, Editor (1962-1976), President (1968-1969), SLA Resolution Committee (1969-1974), Bulletin Editor, Military Librarians Division (1974- ); Alabama Library Association (1960- ), Editor, The Alabama Librarian (1963-1974), President (1975-1976), Numerous Committee Assignments, SELA Board (1978- ), Co-Founder of Library and Media Professional (LAMP) Workshops (1975- ); Southeastern Library Association (1960- ), Chairman, Constitution and By-Laws Committee (1972-1976), Founder and First Chairman of Special Libraries Section (1970-1972), SELA Board (1978- ); Alabama Instructional Media Association, Chairman, Audit Committee (1978- ).

## **Nominees for Treasurer**

### **James B. Nelson**

**Education:** B.A., M.S.L.S., University of Minnesota.

**Experience:** Director, Cabell County Public Library and Western Counties Regional Library System, Huntington, West Virginia; Director, Cattermole Memorial Library, Fort Madison, Iowa; Assistant to the Director, Medical Library, May Clinic, Rochester, Minnesota; Librarian, Hastings State Hospital, Minnesota; YA Librarian, Brooklyn, New York Public Library; Teaching Assistant, University of Minnesota Library School.

**Membership in Professional Organizations:** American Library Association, Vice-President, President, Public Libraries Systems Section, PLA (1979-1980), Chair, Advisory Committee, Office of Library Service to the Disadvantaged (1974-1977); PLA Board of Directors (1979-1980); RASD New Readers Committee (1973-1975); LAMA Publicity Committee (1975-1978); Southeastern Library Association, Executive Board (1974-1978); West Virginia Representative (1974-1978), Development Committee (1979-1980); West Virginia Library Association, President (1972), various committees; Iowa Library Association, Chairman, Intellectual Freedom Committee (1963).

### **Annette L. Phinazee**

**Education:** B.A., Fish University; B.S.L.S., M.S.L.S., University of Illinois; D.L.S., Columbia University.

**Experience:** Dean, School of Library Science, North Carolina Central University.

**Membership in Professional Organizations:** ALA Council (1972-1975), Legislation Assembly (1979-1980), Planning and Budget Assembly (1978-1979); SCOLE, Chairman (1978-1980); Appointments Committee, Chicago Conference Program (1977-1978); Council Committee on Coms. (1973-1974); Intellectual Freedom Committee (1971-1974) (1977-1978); President's Commission (1976); OLPR, Advisory Committee (1975-1977); LED, President-Elect (1977-1978), Board of Directors (1976-1978), Internship Committee (1970-1978); RTSD: IFRT: SRRT, Black Caucus; North Carolina Library Association, Vice-President (1973-1975), President (1975-1977), Past President, Finance Committee, Chairman (1977-1979); SLA: North Carolina Chapter, Placement Service Committee (1975-1976).

# The Impact of Changing Life Styles on Library Administration

Sheila Creth

*This paper presents a review of the impact of changing life styles on administration in organizations including libraries. The focus is on two major areas of change that have developed in the past two decades: the influx of women into the workforce and the resulting impact on marriage, families and employment policies; and, the alternatives in living arrangements or life styles that are available in today's world. The relation between these social trends and administrative policies and attitudes are presented.*

In researching the topic of changing life styles and the impact on organizations, one is struck by the complexity and the interactive nature of change within society. To a large extent it is not possible to identify which phenomena are the cause and which are the effects. It is helpful though, to stand back and look at change in a broader perspective than is possible on a day-to-day basis and to explore organizational change within the context of our society as a whole. It is important to develop a better understanding of changes that are occurring in our society, a greater appreciation and tolerance for change, and hopefully renew our energy with which to face change. Only by facing and moving with change can libraries offer a dynamic environment for both users and staff.

Over the past fifteen or twenty years, this country has undergone a number of dramatic social changes which have affected organizations, including libraries, in many different respects. As these effects have been felt in the employment sector they have in turn contributed to further social change. In a general sense these dramatic social changes have occurred primarily within the framework of the family and have consisted of

altering trends in marriage, divorce, family size, and alternative living arrangements outside of the traditional family.

These changes in our social structure affect all of us even if we have not altered our own life styles. It is important, therefore, for us to be more knowledgeable about and sensitive to such shifts in our society and recognize how such societal changes bring about change in library employment and administration.

There are two major areas of change that have developed in the past two decades: the influx of women into the workforce and the resulting impact on marriage, families, and employment policies; and, the alternatives in living arrangements which are more open and available to people today including men and women living together without being legally married and homosexuality.

One of the most profound changes over the past two decades affecting all organizations as well as the legal field has been the increased representation of women in the labor force of this country. Women now represent 41 percent of all U.S. workers. Among these women some are married with families, some are married but without families, some are single parents, and some

---

Ms. Creth is Assistant Director, University Library, The University of Connecticut. This paper was originally given as the Evalene Jackson Lecture, Emory University, 1979.

are single. The impact of women in the work force has been demonstrated by changes in employment policies and labor contracts; legislation on federal and state levels; changes in benefits for women employees; new approaches by managers to hiring, firing, evaluation; and the development of new views of women's and men's roles in our society. This dramatic increase in women's participation in the labor force has been one of the strongest indications of the changing social and economic roles of women.

Prior to 1950, few women viewed their primary role to be that of a wage earner; they were wives and mothers. Employers viewed women to a large extent as a cheap though unstable source of labor. Social changes affecting the representation of women in employment fall into several broad categories:

*Economic changes* play a significant part in women returning to the workplace on a more permanent basis, as it becomes increasingly difficult for families to survive on one income; *Attainment of higher levels of education* has influenced women in returning to or not leaving the labor pool. "By 1972 women earned 41 percent of all degrees at or above the B.A. level and 16 percent of all doctorates."<sup>1</sup> More recent statistics might very well show an even greater percentage.

*The political impact of the "women's movement"* with its stress on equal opportunities for women, and the right of women — as for men — to pursue careers.

*Changing patterns of marriage and child-bearing.* "... women's median age at marriage, which has been declining until the mid-1950's, has risen rapidly, especially during the 1970's. Birthrates and average family size have been declining . . ."<sup>2</sup> As of 1978, the number of children per family was 1.07 as compared to 1.27 at the start of the decade.<sup>3</sup>

*Increase in women as heads of households,* families in which the woman has the main economic responsibility. "The phenomenal increase in the number of divorced women has been the most prominent factor in the accelerated growth of families headed by women."<sup>4</sup> By March 1977, the number of families headed by women reached 7.7 million and well over half of these women, or approximately 56 percent, were in the labor force. The number of families headed by men as the single parent is much lower, 1.5 million.<sup>5</sup> Two other contributing factors to the large representation of women as

heads of households is the increasing number of young women who keep their babies even though they are not married, which is no doubt affected by a change in society's attitude toward unwed mothers, and the small but growing number of women who never marry but who adopt children.

So the major contributing factors to the increased representation of women in the workforce are: economic conditions; educational opportunities; changing patterns in marriage, divorce and family size. As these changes have occurred, attitudes and opinions also have altered which no doubt have contributed to further change. As we will see, laws have changed to keep pace with these shifts in our society or, in some cases, to pave the way for further change.

Because of a shift in attitude, at least in certain areas of our country, toward couples living together who are not married, there has been and continues to be an increase in the total number of people who choose to establish a home together without marrying. "A spectacular 8-fold increase occurred . . . in the number of household heads who were reported as living apart from relatives while sharing their living quarters with an unrelated adult 'partner' . . . of the opposite sex."<sup>6</sup>

Homosexuality is still a sensitive topic in our country but it deserves careful attention by library administrators as it relates to personnel policies and practices. Though there remains conflict over the issue of gay rights there is little reason to doubt that this issue will continue to attract national political and legal attention.

A major consideration for any person in the labor force is whether he/she will receive fair and equal treatment in hiring, pay, promotion, evaluation, and even dismissal. Equal employment has been a major focus of women's groups, gay rights groups, federal, state and local legislators. Employment is certainly one of the most important aspects of any library's personnel program.

Women are still suffering from discrimination both in the private sector and in government agencies. It is even possible that discrimination against women still occurs, now and again, in libraries. A great deal of discrimination against women occurs with young women. Quite often young women are perceived as a risk because they might get married and have children, they are already married and might have or already have children, or they might relocate because of their spouse. In such situations, the employer tries to second guess the woman applicant.

In the past ten years, there has been considerable federal legislation addressing the area of equal employment and affirmative action because of the very pervasiveness of discrimination. Because of federal guidelines and numerous legal cases, the following topics are now considered off limits in the screening and interviewing process: marital status, number and age of children, intention to have children, childcare arrangements, and spouse's job. There are, of course, other areas that are also off limits such as age, race, color, creed or national origin. None of these aspects of an applicant's background or personal history are relevant. More importantly if they are used as the sole basis to make a decision on employment or non employment, they are considered to be discriminatory. A new federal law also prohibits discrimination against pregnant women in employment.

Nepotism is no longer a practice that is permissible. Specifically the Department of Health, Education and Welfare indicates that educational institutions must establish an anti-nepotism policy because of the adverse affects that nepotism policies have had against women in the academic sector for years. Because of this change, men as well as women benefit in their ability to be employed by the same institution.

It is also obvious that people choosing alternative living arrangements still face discrimination though social mores have begun to change. A recent case before the Virginia Supreme Court dealt with the situation of a woman who had been denied a "good-character certificate" which she needed to take the Virginia bar examination. A panel of lawyers had decided that she was unfit to practice law in Virginia because she lived with a person of the opposite sex without being married. The Virginia Supreme Court ruled that her living arrangements bore "no rational connection to her fitness to practice law."<sup>7</sup> It is interesting to note that the woman in question was already a practicing lawyer in Washington, D.C.

More pertinent to libraries was a situation in Pennsylvania in which two library employees were fired because they were living together without being married. Even though they were not "violating any state law, local ordinance, or library regulation by living together" the lawyers for the library argued that the library has the right, "if not the duty, to attempt to create a proper moral environment within the public library."<sup>8</sup> The couple has asked the Supreme Court to rule on the constitutionality of their dismissal, and are suing for

back wages, reinstatement and damages.

According to an article on gay rights in a recent issue of *Time* magazine, there are only 39 cities, towns and counties including Detroit, Washington, D.C., and Minneapolis, which have enacted ordinances forbidding discrimination against homosexuals in jobs and housing. Only 5 of these communities have been added to the list of 39 in the past two years.<sup>9</sup> In 1978, New York City defeated such an ordinance, and in April 1979, Connecticut voted down a gay rights bill. The federal Civil Rights Commission has issued guidelines stating that people can not be denied federal employment solely because of homosexuality, but there is still resistance to these guidelines by certain governmental departments such as the CIA.

Within ALA, the Council approved in 1976 an equal employment opportunity statement supporting non-discrimination based on race, color, creed, national origin, individual life style. The statement reads that "individual life style" is interpreted to mean, among several categories, sexual preference.

Turning to the work environment, it must be asked what difficulties or problems are encountered by women and people who choose alternative life styles once they are in the organization?

As the various ways in which changes in our society affect employees and library employment are identified, one has to keep in mind that there are certain situations that library administrators are not in a position to address because the situations may not relate to the employment environment.

Married women who work have some problems that are unique to them. Hennig and Jardim, in their book *The Managerial Woman*, referred to a study of women who were married and employed in middle management positions. The findings of this study indicate that for these women coping with conflicts which arose between their married role and their job role was the major energy absorber of their lives. According to Hennig and Jardim, "A woman has to be, and drives herself to be, both wife-mother and a woman who must manage not just dual roles but dual sets of anxieties each of which compounds the difficulties of the other." The superwoman syndrome takes over as women feel that the "only way they can deal with their feelings of guilt over having a career is to try to be a perfect woman/wife/mother simultaneously."<sup>10</sup> All of these feelings as well as the stresses of time contribute to strain on the woman

and the marriage.

The feelings and attitudes of husbands regarding their working wives also impact the marriage as well as the ability of women to continue to work and feel good about their accomplishments. Men whose wives have careers may experience emotions from uneasiness to anger, and new problems may be created within the marriage. In addition to the feelings of both husband and wife, outsiders can also put pressures on the couple such as parents and in-laws, husband's colleagues and the non-working wives of husband's colleagues, and personal friends who have a different life style. The emotional effect on a marriage as the woman begins to reshape her role within the family and in relation to her husband can have a number of related repercussions. For one, the woman may be "subconsciously fearful of upsetting" the marriage and as a result may restrict her own job progress.<sup>11</sup> This self-imposed restriction may cause anger and frustration for the woman, additional tensions in the marriage and possible divorce. The woman may finally give up and drop out of her job and her career.

Another situation relevant to the working wife is the effect that the husband's job has on her ability to be either mobile or stable in her employment. Women are usually viewed by themselves, as well as by others, as the secondary economic member of the family and therefore their career choices are predicated on their husband's commitments.

In addition to the lack of mobility or the relocation problems if the husband is transferred, a working wife may also be affected by the demands of her husband's job on a more frequent basis. If the man is in a business situation that requires a great deal of entertaining or attendance at business-related functions, the wife is limited in her ability to pursue other activities.

When both members of a working couple are librarians there is hopefully more understanding and appreciation of the importance of the other person's career. Strain on the marriage may still exist though because of the real and constant demands of pressure and time. It is obvious that for working wives to be most effective in their jobs, they need the support of their families including their husbands, both emotional support and support in managing the household. If the strain on the woman becomes too great, it will be felt in the library as well as at home. It may be reflected in high absenteeism (particularly illness), fatigue, frustration, and general difficulty in performing

effectively. As one author commented, "For better and for worse, . . . the rapid influx of wives . . . into the labor force is altering the nature of marriage across the country."<sup>12</sup>

For all working mothers, child care arrangements become a primary concern. The number of working mothers has increased tremendously with "nearly half of all mothers with children under 18" working and with a sharp increase since 1950 for working women with children under six, 40 percent have jobs now compared with 14 percent in 1950.<sup>13</sup> Even though all working mothers must arrange child care, there may well be added tension for married women when they must assume full responsibility even though there is another adult in the home. In a recent article in the *New York Times*, a woman stated that in "two-career families, old-fashioned values still often prevail when it comes to childcare responsibilities. 'It's still the woman's job to organize the housework and organize the babysitter.'"<sup>14</sup>

The impact of this uneven balance in responsibility among married couples is felt in the workplace when it is always the woman who has to leave work when a child or the babysitter is sick or school holidays occur. One woman commented that for women "work is considered like a luxury. And usually it's the woman who stays out of work when the child is sick."<sup>15</sup> In a library where usually the largest number of employees are women there can be a debilitating effect if a number of the women employees have children of school age or younger and must always be available if babysitting arrangements fall through. Realistically, libraries need some mechanism to allow flexibility for employees, men or women, to respond to the home emergencies that invariably occur.

In an article in the September 1978 issue of *American Libraries*, entitled "Librarian/Working Mother," the author commented on the problems of child care. She indicated that she was able to bring her child into the library on those occasions when a babysitter was not available and she could supervise the child while performing her work.<sup>16</sup> Unfortunately this arrangement may not be feasible, or desirable, for most working mothers. It is not an easy task for a woman to perform her role as an employee and a mother simultaneously. In addition, children in work areas of libraries may cause disruptions to other workers (an annoyance if they feel they have to "babysit") and may also generate complaints from library patrons. In the end, the ability of a woman to establish stable child care arrange-

ments will affect her ability to maintain a job and to have the energy to perform her job successfully. Women who are unable to establish child care arrangements on which they can depend not only endanger their own employment but the employment of other women if an employer feels that he/she has been "burned" by a woman with school age children.

Women with families, and men if they are the single parent, face a number of other time conflicts and problems which they must attempt to resolve: scheduling doctor and dental appointments; attendance at school functions from parent-teacher meetings to the all important school play; arranging for car repairs; and, on and on and on. All of the requirements to keep life going become complicated and difficult to achieve when one is trying to juggle so many responsibilities and time and energy are limited. The problem for working women stems from the fact that they don't have "WIVES" to take care of them.

To shift focus for a moment, we need to look at some of these same situations for a man who is a single parent. What are the difficulties that he might encounter in juggling both a career and a family? Those who have read the novel or seen the film, *Kramer Vs. Kramer*, may already have a very sympathetic view of the problems that a man faces. Essentially he must, like the woman, establish reliable child care, and manage all of the other time demands. In some cases, men may have greater difficulty because they may not have had the years of preparation in managing a home and a family. Also, since childrearing has traditionally been a female role, the man may not receive much support and understanding from his friends and colleagues. There may be less tolerance for the man who must leave early to pick up a sick child at school, to attend the school play and so forth. Depending on the level of the position, men may be expected to spend far more hours and energy on their jobs than possible without serious conflict with their home responsibilities. Their inability to live up to such job expectations could adversely affect their employment.

Because of changes in marriage patterns and our views of male-female roles in our society, we will no doubt see an increase in the number of men who either choose to or must assume responsibility for their families. Therefore, men are also going to need the cooperation and support of their friends and colleagues and the same flexibility that is extended to working women with families. It is obvious that both working women and

men with family responsibilities are faced with some major conflicts of time. What are some of the ways in which organizations, including libraries, can provide alternative personnel arrangements for employees? This is not to suggest that every library will be able to undertake major renovation of its personnel policies and programs. Obviously the main criterion for any change in library policies is that the library can continue to meet its responsibilities to its users. Therefore not all alternatives will be feasible in all libraries nor all departments of a library nor with the same degree of flexibility.

On the other hand, we must guard against being provincial in our thinking, traditional to a fault. Certainly we have all heard someone say "we can't do that" when we know that what they mean is "we're not willing to change." Change is scary — none of us typically approach change with a totally open mind. If we think back on some changes that might have occurred in our personal and professional lives over the past year, we will begin to realize to what extent change occurs constantly and to what extent we are resistant to these changes and the new demands made on us. Therefore, it is usually attitude that impedes or affects the quality of change, not technical or procedural capability. We must be aware of this resistance so that we can examine our own attitudes toward change in general and specific situations in particular.

A major innovation that has occurred in organizations, including a number of libraries, over the past five years or so is flexible scheduling. Flexible scheduling is a concept which developed in Germany. "Its original objective was to find some way to allow German mothers to enter the labor market."<sup>17</sup> There are many variations on flexible scheduling: alternative starting and quitting times; flexible number of hours worked each day; four-day work week; and, variable starting times. Whatever particular program is implemented in an organization there are distinct advantages and disadvantages.

The advantages of flexible scheduling are mostly for the individual: women can arrange their schedules to conform more closely with that of their children; a four day work week can allow a working mother or father to have time to perform all of the personal chores and appointments. Flexible scheduling allows employees more personal choice with regard to their work life.

The disadvantages are that a far greater burden is placed on supervisors and on co-workers



with regard to coverage, communication and backup. Quite often flexible schedules within a unit can contribute to tensions and poor working relationships because of poor communication.

There can be advantages to the library as well though these advantages will vary: greater access to library tools and resources such as the public catalog, bibliographic tools, OCLC terminals and so forth; reduction of crowded work areas; expanded coverage in technical and public services areas; reduction of fatigue, and possibly absenteeism. There is little doubt that greater flexibility is possible for technical services staff since staff in public service departments are already on "flexible" or rotating schedules in order to provide evening and/or weekend coverage. Library employees in small libraries or small departments in a library will have less flexibility.

Unless the implementation of a flexible scheduling program is handled properly with thorough research and then education of the staff, there can develop resentment if it is felt that some employees get more benefits than others. Library administrators should also be aware that there is no research to support the concept that flexible scheduling contributes to greater efficiency or productivity. Primarily, flexible scheduling reduces tensions for individual employees by allowing them greater say in their work schedules. Staff who elect to work a flexible schedule assume a responsibility to insure adequate coverage when they are not at work and good communication with supervisor and colleagues.

There are two other programs that can be examined by libraries as means of offering more flexible personal arrangements to employees. Part-time work, i.e. permanent part-time employment not hourly or temporary employment, offers a particular advantage to women who wish to remain in or return to the work force but because of family and home responsibilities do not feel able or willing to seek full-time employment. "... the majority of the 13 million persons working part-time . . . by choice in 1977 were adult women . . . between 1940 and 1970 almost 40 percent of the increase in the number of working women was in part-time employment."<sup>18</sup> As part-time work becomes more acceptable to both employees and employers, more people will want to use this opportunity for exploring other activities while holding a job: young people may wish to delay beginning a full time career; people who want to obtain more education may be interested in a part-time job; people who are near retirement

may want to work part-time in order to make a gradual shift out of permanent employment; some couples may be interested in living on one salary by both working part-time, and so forth.

The advantages to an organization of part-time employment are: greater flexibility in shifting personnel to meet fluctuating workloads; expanded service hours to the public; lower personnel costs because overtime for full time employees can be reduced; a mechanism for meeting affirmative action goals; retention of experienced employees who cannot or do not wish to remain full time; and, higher productivity because of reduced tardiness, absenteeism, break periods, errand-running, and fatigue.<sup>19</sup>

There are difficulties with administering part-time employment both on a supervisory and an administrative level. Since almost all libraries exist within other organizations, the individual library is expected to follow policies that have been established by the parent institution.

At the 1975 midwinter meeting of ALA, Council passed a resolution "recognizing the right to part-time employment on a par with full-time employment with prorated pay and fringe benefits, with opportunity for advancement and protection of tenure and with access to middle and upper level jobs and the exercise of full responsibilities at any level."<sup>20</sup> This is of course a laudable statement and philosophy but not always that easy to implement. Certainly people who occupy permanent part-time positions should be afforded the same benefits on a prorated basis as all other staff, but implementation will depend on the policies of the parent institution to which the library belongs and possibly on collective bargaining agreements.

People who are in part-time positions — particularly professional employees — have a responsibility to insure that they are effective within the time limits of their position. They should be willing to be flexible with their schedules in order to make important meetings scheduled outside of their regular work schedules or to respond to unusual situations, and they must pay particular attention to maintaining good communication with their colleagues.

Part-time employment is another staffing option whose potential advantages and disadvantages must be analyzed in the same manner as proposed new full time positions. Part-time employment can cost more, more in supervisory time and effort, and more in fringe benefits, such as medical benefits, but it can be well worth the extra cost.

The alternative to part-time work is the concept of job sharing. The idea is for two people to share one job and to split all responsibilities and benefits between them. It requires a great deal of coordination and communication between the two people involved as well as with their coworkers. "... success depends heavily on the ability of the partners to cooperate and communicate, particularly in a job where there is no clear cut, ready-made division of responsibilities."<sup>21</sup> In a public library in Connecticut, two people sharing a job indicate that a major drawback is that "two people sharing one job are neither fish nor fowl. We do not work enough hours to be considered permanent part time and no precedent yet exists for dividing the benefits of one position (i.e. vacation, holidays, health insurance) equally between two employees. So for the time being we remain hourly workers, albeit professionally paid ones."<sup>22</sup> The states of California and Wisconsin have pilot projects in job sharing in operation at this time.<sup>23</sup> Job sharing does not really offer an advantage over part-time employment except that it does allow two people who already work together to suggest that each go to a part-time status while sharing the responsibilities of the one position.

So these three personnel arrangements — flexible scheduling, part-time employment and job sharing — can offer library employees ways in which to address the demands on their time and their different life styles while still allowing them to be productive and contributing members of the community and the library profession.

Another important personnel area of concern to all employees, and one in which there has been change, is benefits. The changes in our society that have impacted benefits seem dramatic in retrospect but have in fact evolved slowly and with many a good fight. Most of the changes in benefits, particularly medical benefits, have affected women most directly. The biggest change in benefits is the way that maternity and childbirth benefits are now handled. A major change occurred as recently as April 1979 with the enactment of Public Law 95-555 which prohibits discrimination against pregnant women.

Changes for women have occurred in two major benefits areas: job security for pregnant women who are healthy, and disability benefits for women related to childbirth. Historically woman's role in the work force has been negatively affected if she was in the childbearing age. "Pregnant workers have been refused promotions,

have been fired, denied the right to use accumulated sick or vacation leave for pregnancy-related absences, and have lost their job seniority. This has helped to keep women at the bottom of the employment ladder. And since women are having children at precisely the age that men are making their greatest strides in occupational advancement, many women have never had the opportunity to 'catch up' after returning to the labor force."<sup>24</sup>

In 1976, 73 percent of the working women who gave birth returned to work. The stereotype of women dropping out of the labor force for extended periods to raise children then is erroneous. Yet employment practices have not changed sufficiently to reflect the changing patterns of women workers. Even though there are still uneven practices in organizations, legislative and judicial actions, as well as local company policies, have begun to alter employment practices that have traditionally discriminated against the pregnant worker. Public employees are protected under a Supreme Court ruling of 1974 in which "mandatory maternity leaves were declared unconstitutional under the 14th amendment which guarantees freedom of personal choice in matters of marriage and family life," by state laws prohibiting discrimination, or by guidelines issued by the Equal Employment Opportunity Commission in administering Title 7 of the 1964 Civil Rights Act. "Unfortunately, though, the latter guidelines do not have the force of law."<sup>25</sup>

As policies and laws have changed with regard to maternity there has also been a related change which is the development of the concept of paternity leave or a leave for the father in relation to the birth or rearing of a child. Although this practice is not widespread it is one whose popularity may continue to grow as we continue to see changes in our views of men's and women's roles in the family and a greater sharing of responsibilities.

Changes have also occurred in several other areas with regard to medical benefits: medical insurance coverage for abortion is available in most organizations; medical coverage and protection in employment for emotional disabilities; and, of course, the new federal law on employment of the physically and mentally disabled. Another medical insurance area which has previously been a "joking matter" is no longer and that is the question of sex operations.

We will continue to see other changes in life styles that will impact our organizations in structure and behavior; participatory management is

an outgrowth of the need for people to be more involved with their work environments. Laws on personnel files and access to personnel information continue to evolve on the state and federal level as people demand both the right to know what information is maintained about them and control who has access to such information.

Change is inevitable; it is a tide that will not stop. By the very need to survive, an organization

must be able to change and adapt to the needs of its users and its staff. Libraries by their very nature, as the storehouses and disseminators of knowledge, should not only be willing to grudgingly move along with change but should be in the front of the parade. As time moves on, society and life will change. The question is: are we as individuals and librarians prepared to meet change in a forceful and dynamic way?

## REFERENCES

- <sup>1</sup>U.S., Department of Commerce, Bureau of the Census, *A Statistical Report of Women in the United States*, Current Population Reports, Special Studies, Series P-23, No. 58 (April 1976), p.21.
- <sup>2</sup>Carol Leon and Robert W. Bednarzik, "A Profile of Women on Part-time Schedules," *Monthly Labor Review* 101 (October 1978): 3.
- <sup>3</sup>Douglas R. Sease, "Marital Relationships Often Undergo Strain When Wives Get Jobs," *Wall Street Journal*, 19 September 1978, p. 1.
- <sup>4</sup>Beverly L. Johnson, "Women Who Head Families, 1970-77: Their Numbers Rose, Income Lagged," *Monthly Labor Review* 101 (February 1978): 32.
- <sup>5</sup>*Ibid.*
- <sup>6</sup>U.S., Department of Commerce, Bureau of the Census, *Some Recent Changes in American Families*, by Paul C. Glick, Current Population Reports, Special Studies, Series P-23, No. 52, p. 13.
- <sup>7</sup>"Court Finds Out-of-Wedlock Life No Cause to Bar Virginia Lawyer," *New York Times*, 21 April 1979, p. 1.
- <sup>8</sup>"Whose Business Is It?" *Wilson Library Bulletin* 53 (January 1979): 367.
- <sup>9</sup>"How Gay Is Gay?" *Time*, 23 April 1979, p. 72.
- <sup>10</sup>Margaret Hennig and Anne Jardim, *The Managerial Woman* (New York: Pocket Books, 1977), pp. 145, 146, 210.
- <sup>11</sup>Sease, p. 34.
- <sup>12</sup>*Ibid.*, p. 1.
- <sup>13</sup>Earl C. Gottschalk, Jr., "Day Care Is Booming, But Experts Are Split Over Its Effect on Kids," *Wall Street Journal*, 15 September 1978, p. 1.
- <sup>14</sup>Sue Mittenhal, "After Baby, Whither the Career," *New York Times*, 14 February 1979, p. C7.
- <sup>15</sup>*Ibid.*
- <sup>16</sup>Janet Williams, "Librarian/Working Mother," *American Libraries* 9 (September 1978): 469.
- <sup>17</sup>Patrick Barkey, "Flextime: The Workweek Revolution," *Library Journal* 103 (April 1, 1978): 714.
- <sup>18</sup>Leon and Bednarzik., p. 3.
- <sup>19</sup>James E. Jarrett, *Permanent Part-Time Employment: A Staffing Option for State Government, a Document Based on a Study of Programs in Maryland and Massachusetts*. (New York: Council of State Governments, August 1978). pp. 1-2.
- <sup>20</sup>"Part-time Employment," *LAD Newsletter* 2 (June 1976): 1.
- <sup>21</sup>Gail Haar and Ami Weber, "Job Sharing," *Connecticut Libraries* 20 (Spring 1978): 44.
- <sup>22</sup>*Ibid.*
- <sup>23</sup>June Kronholz, "Management Practices Changes to Reflect Role of Women Employees," *Wall Street Journal*, 13 September 1978, p. 1.
- <sup>24</sup>"Working Mothers Make Headway in Obtaining Occupational Security," *National Business Woman* (March 1979): 16.
- <sup>25</sup>*Ibid.*

# The Subject Specialist and Professional Development

Robert G. Melanson

*It was believed that in a functionally organized academic library, the duties of a subject specialist were so varied that it was not possible to restrict professional development activities on the basis of their not being job-related. A study was conducted to determine the amount of time the reference librarians at the Old Dominion University Library spent at the reference desk and what LC classification the questions they answered pertained to. The results indicated that in most instances subject specialists answered a significantly higher number of questions outside their area of expertise.*

This article is the result of an attempt to determine the types of professional development that could be considered job-related for a reference subject specialist in a functionally organized academic library. It was believed that in a library with this type of organization that the demands on a subject specialist would be so varied and the chain of command structured in such a way that, while the librarian may have a subject background, he was actually performing the role of a generalist. If this proved to be a correct assumption, then professional development activities that were beyond the scope of a librarian's subject expertise would have to be considered as job-related. In an attempt to determine the validity of this belief, a two-month study was undertaken in the Reference Department of Old Dominion University Library to identify the areas in which the reference librarians were required to answer questions at a general service point.

Even a cursory examination of the literature shows the diversity of topics pertaining to subject specialists. Guttsman is concerned with role conflict and organizational stress.<sup>1</sup> Kirk writes about the continuing education needs of the subject specialist.<sup>2</sup> Holbrook<sup>3</sup> identifies the subject spe-

cialist as a member of the library staff appointed to organize library services in a particular subject field which is typically broad and usually contains the disciplines included in the faculty, school or departmental structure. The subject librarian's responsibility for developing services and maximizing the use of the library's resources in an area require service as policy maker, educator, academic and manager.

Michalak discusses the subject specialist and a graduate program clientele, outlining the duties of the subject specialist to include book selection and collection development, reference services, bibliographic control, library instruction, current awareness and SDI services.<sup>4</sup>

Coppin integrates the subject specialist with the other members of the academic staff and writes that the minimum training required for a subject specialist in a functionally organized library would be an undergraduate degree in the subject area and a masters degree in Library Science. She does say that eventually a subject masters would be a necessity.<sup>5</sup>

These authors offer various theories, definitions and survey results, but often they seem to be working with an ideal library organization, not one

Mr. Melanson is Head, Reference Department, Chesapeake Public Library.

that is understaffed with a stabilized or shrinking budget. The situation in which many libraries find themselves today requires the justification of professional development activities before the library can be expected to support them. This situation also dictates flexibility on the part of the library staff. The problem of determining whether an activity is job-related is the result of attempting to match the justification for the library's support of an activity with the flexibility that the librarian is being required to have.

Brieting, Dorey and Sockbeson<sup>6</sup> identify participative management, professional advancement and continuing education as the three aspects of professional development most often cited in the literature. Discussions of participative management (PM) in the library have been many and varied, but it is easy to see how PM would be job-related for the subject specialist having duties outlined by Holbrook and Michalak. The job-relatedness of professional advancement is also obvious. But when discussing continuing education it becomes more difficult to identify a connection between a subject specialist's duties and the types of continuing education that are job-related, particularly when the subject specialist is working in a functionally organized library.

Creth's<sup>7</sup> definition of continuing education is perhaps the most all-encompassing. She describes it as "a process whereby library professionals update their knowledge, broaden their scope, or gain a more in-depth understanding of some aspect of their profession." This definition reinforces a study undertaken thirteen years ago by Jesse and Mitchell<sup>8</sup> for the ACRL Committee on Academic Status. Their results indicate that academic library administrators do not generally discriminate in the types of courses their staffs elect to attend. As one administrator stated, "few courses are not relevant to librarianship in some way."

The study at Old Dominion identified the percentage of time a reference librarian spent at the reference desk each week and provided for the recording of reference questions by the Library of Congress (LC) classification of the primary material used to answer the inquiry. It was believed that by recording the LC classification of questions the extent that a reference librarian worked outside his subject specialty could be determined.

There are nine librarians in the reference department — a department head, an associate department head who is also a science/technology subject specialist, an instruction li-

brarian, an interlibrary loan librarian, and subject specialists in business, education, history, language and literature, and a second science/technology librarian. The reference desk is staffed for eighty-one hours a week. The nine librarians are scheduled to be at the desk between twenty percent and forty-five percent of their work week, depending on other responsibilities. All questions asked are first attempted by the librarian on desk duty regardless of the subject area of the inquiry. If the question involves expertise beyond that librarian's abilities, it is referred to the appropriate subject specialist. A form was devised that allowed questions to be recorded by LC classification. All history questions (LC classifications C, D, E, and F) were recorded as one category, as were all science/technology questions (LC classifications Q, R, S and T). Also, the psychology (LC classification BF) and business (LC classification HA-HJ) questions were recorded separately from the B and H classifications. The line on which questions were recorded was subdivided by each of the nine librarians' positions, forming a grid whereby each librarian could record questions answered by LC classification. Lines were also added to record the number of questions referred to a subject specialist, for directional questions which would not be relevant to an LC classification category, and for questions involving checking the card catalog for phone patrons. The department distinguishes between reference and directional questions as outlined by the Department of Health, Education and Welfare.

The study supported the belief that in a functionally organized academic library the majority of questions answered by a reference subject specialist would be outside that librarian's area of expertise. However, as shown in Table I, in most instances the subject specialist answered more questions in his own area of expertise than in any other single LC subject classification. For example 15.98% of the total questions answered by the business specialist were in the HA-HJ classification. This was a higher percentage than in any of the other LC classification areas. The same was found to be true of the two science/technology specialists, the history specialist and the education specialist. The percentage of questions answered by each of them in their respective subject areas was 27.8%, 19.2%, 13.6% and 17.8%. However, the language and literature specialist answered more science/technology (15.7%), business (13.7%) and education

(10.8%) than P classification questions (10.2%).

When grouped by broad subject area, i.e. General (A and Z classifications); Humanities (B-BD, BH-BX, C, D, E, F, M, N, P, U and V classifications); Social Sciences (BF, G, H, J, K, L classifications) and Science/Technology (Q, R, S, T classifications) it can be seen that all librarians, regardless of any subject specialization or other job responsibility, answered more questions in the social sciences than in any of the other subject groupings. It is also interesting to note that in most instances a librarian answered more questions in an area completely outside his subject area than he did within that area. By comparing the figures in Table I with Table II, it can be seen that the history specialist answered more science/technology questions than history questions. The business specialist answered more humanities questions than business. Both science/technology specialists answered more social science questions than science/technology questions, and one of the two specialists answered more general questions as well. The language and literature specialist answered fewer P classification questions than in any of the other three non-humanities groupings. The education specialist is the only librarian for whom this is not true. Education is within the social sciences, and unlike the business specialist, the education specialist did not answer more questions in any of

the non-social sciences groupings than in the L classification.

Statistics were also recorded for the number of questions referred to a subject specialist by the other members of the department. This aspect of the study showed that of the total number of P classification questions answered by the language and literature subject specialist, 16.5% of them were referred to her by other librarians. Similarly, 20.3% of the C, D, E, F classification questions answered by the history subject specialist, 15.8% of the L classification questions answered by the education specialist, 12% of the HA-HJ classification questions answered by the business specialist, and 23.1% of the Q, R, S and T classification questions answered by both of the science/technology specialists were referred to them.

An analysis of the study results reveals that although it is important for a functionally organized academic library to employ subject specialists, it is imperative that those specialists have significant exposure to materials and subject matter outside their area of expertise. The study also reveals that due to the variety of questions that a subject specialist is required to answer, it is difficult to establish that a particular activity undertaken for professional development would not be job-related, even if it involved areas outside that librarian's specialty.

TABLE I

Classification	Department		Library Instruction	Business Specialist	Education Specialist	History Specialist	Language & Literature Specialist	Science/Technology Specialist	Science/Technology Specialist
	Head	III							
A	6.79	5.38	3.56	9.99	13.03	5.53	5.38	8.77	8.19
B-BD; BH-BX	1.89	.83	1.78	1.46	.64	1.13	.83	1.78	.86
BF	1.89	5.10	2.96	5.86	5.45	5.53	5.10	3.27	1.29
C; D; E; F	5.66	6.62	6.52	7.19	4.17	13.58	6.62	6.24	3.66
G	8.30	5.52	3.26	2.26	3.52	4.65	5.52	3.27	1.08
H; HM-HX	5.66	8.0	5.78	7.19	5.45	6.67	8.0	5.5	4.53
HA-HJ	10.19	13.66	14.96	15.98	13.57	13.58	13.66	12.63	11.42
J	3.40	3.45	3.85	3.33	8.12	7.04	3.45	3.71	3.45
K	3.77	3.59	3.85	4.13	3.53	3.52	3.59	2.97	4.74
L	10.19	10.76	12.59	11.32	17.84	9.69	10.76	10.7	13.58
M	2.64	.41	.44	.53	.53	1.38	.41	.59	1.29
N	1.51	1.38	1.04	.53	.75	1.26	1.38	.59	1.08
P	12.08	10.21	5.63	7.06	6.73	7.67	10.21	6.24	10.34
Q; R; S; T	6.79	15.72	18.67	13.31	13.68	14.72	15.72	27.79	19.18
U; V	—	.55	—	.13	.32	—	.55	.15	—
Z	19.25	9.24	15.11	9.72	2.67	4.03	9.24	5.79	15.30
Referrals				12.0	15.8	20.3	16.5	12.1	11.0

TABLE II

Classification	Department		Library Instruction	Business Specialist	Education Specialist	History Specialist	Language & Literature Specialist	Science/Technology Specialist	Science/Technology Specialist
	Head	III							
General	26.04	20.77	18.67	19.71	15.70	9.56	14.62	14.56	23.49
Humanities	23.78	12.14	15.41	16.90	13.14	25.02	20.00	15.59	17.23
Social Sciences	43.40	53.67	47.45	50.07	57.48	50.68	50.08	42.05	40.09
Science/Technology	6.79	13.42	18.67	13.31	13.68	14.72	15.72	27.79	19.18

## REFERENCES

- <sup>1</sup>Guttsman, W.L., "Subject Specialization in Academic Libraries: Some Preliminary Observations on Role Conflict and Organizational Stress," *Journal of Librarianship* 5 (no. 1):1-8 (Jan 1973).
- <sup>2</sup>Kirk, Artemis Gargal, "A Model for Continuing Education for Special Librarians," *Special Libraries* 67 (3):138-144 (Mar 1976).
- <sup>3</sup>Holbrook, A., "The Subject Specialist in Polytechnic Libraries," *New Library World* 73:393-396 (Sept 1972).
- <sup>4</sup>Michalak, Thomas J., "Library Services to the Graduate Community: the Role of the Subject Specialist Librarian," *College and Research Libraries* 37:257-265 (May 1976).
- <sup>5</sup>Coppin, Ann, "The Subject Specialist on the Academic Library Staff," *Libri* 24 (2):122-128 (1974).
- <sup>6</sup>Breiting, Amelia, Marcia Dorey and Deidre Sockbeson, "Staff Development in College and University Libraries," *Special Libraries* 67 (7):305-310 (July 1976).
- <sup>7</sup>Creth, Sheila, "Continuing Education-III," *College and Research Libraries News* 39 (6):160-161 (June 1978).
- <sup>8</sup>Jesse, William H. and Ann E. Mitchell, "Professional Staff Opportunities for Study and Research," *College and Research Libraries* 29:87-100 (Mar 1968).

## WINSTON BROADFOOT

J.D. / C.P.C.U.

APPRAISER OF BOOKS AND MANUSCRIPTS

ESTATE AND GIFT CONSULTANT

(919) 942-2726

2001 S. LAKE SHORE DRIVE  
CHAPEL HILL, N.C. 27514

CALL COLLECT OR WRITE

**HOWARD STITH**  
ACCOUNT REPRESENTATIVE  
Library and Education Division  
Information Handling Services

An Indian Head Company      Formerly Microcard Editions

1872 Dior Drive  
Marietta, Georgia 30062  
(404) 971-7725

REPRESENTING THESE PRODUCTS IN THE  
SOUTHEASTERN LIBRARY REGION.

- Library of Congress/National Union Catalog
- U.S. Supreme Court Records & Briefs 1832-Present
- State Publications Program
- United States & Foreign Government Documents
- Popular, Scientific & Technical Journals & Periodicals
- U.S. Chemical Patents
- Atomic Energy Commission Documents
- Learning Resource System on Ultrafiche
- U.S. Congressional Legislative Histories
- Books for College Libraries
- General Legal Materials
- United States & Foreign Special Collections
- Visual Search Microfilm File — Vendor Catalogs, Industry Standards, Military Specifications

## FOREIGN BOOKS and PERIODICALS

CURRENT OR OUT OF PRINT

*Specialties:*

Search Service

Irregular Serials

International Congresses

Building Special Collections

**ALBERT J. PHIEBIG INC.**  
Box 352, White Plains, N. Y. 10602

# The Duplicate Books Collection of LC's Exchange and Gift Division

R. Neil Scott

*Utilization of surplus materials from large institutions such as the Library of Congress may be very rewarding for the small academic library. Inadequate book budgets, inflation, and the proliferation of materials published have become common economic problems. Forty-seven percent of LC's acquisitions during the 1978 fiscal year were through the Exchange and Gift Division. The Division consists of eight Sections which acquire materials through various methods. Excess surplus materials are placed in the Duplicate Books Collection and are available for librarians to select materials for their own institutions. The collection is described, and results of two trips tabulated.*

Many librarians in the academic community are feeling uneasy these days, as institutional budgets are beginning to reflect the uncertain future that decreasing enrollments and double digit inflation bring. Small, private colleges are perhaps the most vulnerable to these harsh realities. As a result, book budgets in many of these libraries are being carefully scrutinized to obtain the finest and most necessary materials at the most favorable prices. While most are still able to acquire virtually all those books considered "first priority" acquisitions, many are no longer able to purchase necessary duplicates, or supplemental support materials. These "support" materials are books which would be considered "second priority" sources, but their presence in the collection adds depth and support for a particular topic or subject area. Reference librarians are also aware of the "saving grace" of these materials when term paper time rolls around.

To look at another aspect of the same problem, librarians have become acutely aware of the staggering numbers of new periodicals and monographs published in recent years. As one professional aptly summed up the situation, this is "put-

ting libraries in the squeeze between increasing amounts of desirable materials and budgets which cannot keep up with inflation."<sup>1</sup> One method that librarians may wish to use in battling for a quality collection with a limited budget is to selectively utilize surplus materials from other institutions. These materials would not be a substitute for carefully planned and budgeted purchases, but simply materials whose presence in the collection enriches and adds depth to a particular area. This method is especially attractive to the small academic library. A Reference Librarian who knows his library's collection and needs should be able to critically select such materials from memory with a reasonably high rate of success. Of course, the larger the collection, the more difficult it is to select materials not already owned. However, an excellent source can make the venture extremely rewarding. The proliferation of branch campuses requiring library holdings in community centers, high schools, and wherever classes are held, makes this possibility even more attractive. This article examines and describes one particular and unique source of such materials — the Exchange and Gift Division

---

Mr. Scott is Public Services Librarian, William Carey College, Hattiesburg, MS.



of the Library of Congress. After a brief functional overview of the various activities of the Division in terms of their acquisition responsibilities, methods and policies of access to the "Duplicate Books Collection" are described.

Stated in broad terms, the purpose of the Exchange and Gift Division of the Library of Congress is to acquire library materials by means other than by purchase.<sup>2</sup> Acquisition sources of this Division include materials received by "Official Donation," by "Virtue of the Law," through "Domestic and Foreign Exchanges," and "Gifts from Unofficial and Individual Sources." The total number of acquisitions from these four sources for the fiscal year ending September 30, 1978, was 6,456,719 pieces.<sup>3</sup> This figure represents about 47 percent of the total number of library materials received through all acquisition sources of the Library of Congress during the 1978 fiscal year.<sup>4</sup>

The organizational structure of the Exchange and Gift Division reflects the acquisition responsibilities set forth by the Librarian of Congress. Eight Sections exist within the Division, all of which operate under the direction of the Office of the Chief (Exchange and Gift Division). This Office is charged with the direction, coordination, and planning of all of the activities of the eight Sections of the Division. Since some of the materials acquired by each Section may find their way into the Duplicate Books Collection, each of the Sections and their responsibilities follows.

The *Gift Section* acquires materials by gift from individuals and organizations, except those which are official or quasi-official in character. Once the materials are acquired, they are stamped with ownership marks, acknowledged, and routed to the appropriate offices for selection and cataloging. Materials deposited conditionally in the Library are also handled by this Section. A central control record is kept of them, and all arrangements are complied with. Records kept by this Section include accessions of Intra-Library transfers, and files relating to "officially executed copies of instruments of gifts and deposits."<sup>5</sup>

Four *Exchange Sections* are responsible for exchange arrangements between the Library of Congress and other governments, learned societies, and other organizations throughout the world. The arrangements stem from four sources of agreements: (1) the Brussels Convention of 1886; (2) Executive agreements concluded between the State Department of the United States and Foreign Nations; (3) Informal agreements

between the Exchange and Gift Division and domestic and foreign institutions; and, (4) Priced exchange agreements. The four Sections are: (1) American and British Exchange Section; (2) European Exchange Section; (3) African-Asian Exchange Section; and, (4) Hispanic Exchange Section.<sup>6</sup>

The *State Documents Section* acquires official publications from the states, territories, and possessions of the United States; and it selects materials for inclusion in the Library's collection. It also selects those to be cataloged, assigns Library of Congress catalog card numbers, and compiles and prepares for publication *The Monthly Checklist of State Publications*.<sup>7</sup> During the 1978 fiscal year, the customary twelve issues of the *Checklist* were published with each issue averaging 106 pages and 2,270 entries.<sup>8</sup> While many states have laws requiring deposit of official publications in LC, a majority must be approached through special agreements with individual state agencies.<sup>9</sup>

The *Federal Documents Section* acquires U.S. Government publications for inclusion in the Library's collections, for dissemination in the exchange programs of the Exchange and Gift Division, and for selective members of the Documents Expediting Project.<sup>10</sup> The Section maintains a mailing list of foreign exchange recipients, and is temporarily filling claims for materials supplied through the Superintendent of Documents to LC's official exchange partners.<sup>11,12</sup> It selects Federal monographs to be added to the collection, assigns LC card numbers, and determines how many copies are to be retained. Specialists within the Section provide the Superintendent of Documents with non-GPO publications to be considered for inclusion in the *Monthly Catalog of United States Government Publications*.<sup>13</sup> The Section supervises a collection of duplicate Federal Documents which "contains copies of the more frequently requested publications and reduces the number of special requests the Section must forward to Su Docs for items needed by the Library or on exchange."<sup>14</sup>

The *Receiving and Routing Section* receives and distributes all library materials acquired by the Division from exchange, gift, and government sources, and places an accessioning stamp showing Library ownership on most incoming materials except manuscripts and materials requiring special handling. Materials received by the Section include copyright materials, and books received under the Cataloging-In-

Publication Program. This Section is also responsible for maintaining "the library's collection of duplicate materials which are used in the exchange, transfer, and donation programs."<sup>15</sup>

The Duplicate Books Collection, administered by the Receiving and Routing Section, consists primarily of materials transferred from Federal Agencies within the U.S. Government. Federal regulations and laws specify that all library materials no longer needed by Federal agencies be forwarded to the Library of Congress for redistribution. The Library solicits all materials except daily issues of the *Federal Register*, and the *Congressional Record*. However, because of postage and shipping costs, most of the materials originate from any of the innumerable Federal agencies in the Washington, D.C. area.<sup>16</sup> Of course, when the materials are received by the Library of Congress, they are first screened to determine if any should be included in the Library's collection. The remaining books are then placed in the Duplicate Books Collection.

Representatives of Federal agencies are the first group entitled to select from the collection (Exchange/Transfer Bays). As such, the Exchange and Gift Division first "serves in effect as a Clearinghouse for the distribution of excess library materials to the Federal Library community."<sup>17</sup> The only other persons authorized to make selections from this portion of the collection are representatives of non-Federal libraries who may select material on an exchange basis, usually piece for piece.<sup>18</sup>

After the materials have remained in the restricted (Exchange/Transfer) bays for a period of time for the Federal representatives to select from, the bays are then designated as "Donation." As such, representatives of "educational institutions" or "Public Bodies" in the United States may make as many selections as they wish, absolutely free of charge.

Educational institutions are defined as those which are " 'full time tax-supported or non-profit schools, school systems, colleges, universities, and public libraries.' Public Libraries are defined as 'libraries that serve free all residents of a community, district, or state or region and receives their financial support in whole or in part from public funds.' Public bodies are defined as 'agencies of local, state, or national government.' "<sup>19</sup>

Anyone who wishes to represent an educational institution or public body must present or send a letter from his sponsoring agency, institution, or Congressman, authorizing him to select

from the collection. All selections must be made in person, no requests will be honored via telephone or mail due to the nature of the collection. The letter may name any number of representatives and is kept on file for a period of two years. It should be addressed and sent to:

Library of Congress  
Processing Department, Exchange and Gift  
Division  
Building 159, Room 329  
Naval Yard Annex  
Washington, D.C. 20450.

Contact your Congressman also, he will provide you with preaddressed "Franked" mailing labels for you to ship the books from Washington to your library, free of charge.

In a memo sent to those requesting information on the Duplicate Books Collection, the following statement is given somewhat as a harsh reminder of the contents of the collection:

Since there is a constant turnover in the content and size of this collection, the value of the materials available at any one time would not, in our opinion, justify the expenditure of funds by an eligible institution to pay traveling expenses to have one of its representatives come to Washington solely for the purpose of reviewing this collection."<sup>20</sup>

It's a strictly "pot luck" affair, with relatively empty shelves on one visit, and astonishing quality, variety, and quantity on the next. The small college library has a decided advantage, as many of the materials available are reference works and other books that larger institutions would have already purchased. For example, on two visits in 1979, this author selected from the Duplicate Books Collection approximately 1300 books. After checking the materials against our catalogs, and considering each item selected in terms of our needs and areas of use, 671 of the books were eventually processed and placed in our collection. Appendix 2 describes statistical data relating to these books acquired from LC in 1979. The books and shipping were free of charge, except those from Project EX (bid of one dollar each). A larger school would probably have a much lower percentage of eventual acquisitions. Since "there are no Federal regulations relating to the disposition of materials after they are selected by the authorized institutions," the remainder of our books were then given to other libraries in the area or sold in book sales to students by the Library Club.<sup>21</sup>

The books are as varied as those of any academic or public library. However, they are in no

order or arrangement; they're simply placed on the shelves lining the walls of about a dozen hall-like rooms (Bays) with shelves running from the floor to the ceiling. The amount of time that a Bay remains available as "Donation" will "vary sometimes, depending on the rate of flow of incoming transfer materials."<sup>22</sup> Ranging from mint condition sets of the *U.S. Code* and other brand-new books to dog-eared fiction works with broken spines; from ancient and crumbling volumes on Napoleon to new books submitted for prepublication cataloging (tied together with only a thick rubber band). The assortment ranges in quality, type, and number from day to day.

Another opportunity which should be considered is that offered by Project EX. Certain bays are set aside for bookdealers, librarians, and collectors to select books and place a bid on them. While the book selection is often on the same level as the "Duplicate Books Collection," this author noted that many were in better condition and a higher percentage of new books were present. The way the project is set up is best described by one of the librarians administering the project:

Project EX . . . the program whereby we dispose of surplus duplicates in exchange for preservation materials, usually microfiche or microfilm, but also including other photocopies, audio tapes, and so on. These materials are purchased on our behalf by the dealers, collectors, or others who bid (minimum bid: \$25.00) on lots of books selected from the Exchange/Transfer Bays . . . or by contractual exchange partners . . . who buy our surplus serials and other special categories of duplicates. Dis-

posal of these materials on such an exchange basis enables us to use the proceeds for improving the Library's collections and effects a small reduction in our needs for appropriated funds.<sup>23</sup>

Libraries not located in the Washington, D.C. area are free to authorize anyone in the area to select on their behalf. Such a situation seems to be ideal for a part-time librarian to act as a consultant to a single library or group of libraries. This person should familiarize himself with the needs of the institution he represents, and then select items as often as he can. If great distances are involved, probably the most effective way to utilize this Collection as a source would be to have a representative in the Washington area make selections for your library. However, many librarians, like this author, find themselves in the Washington area, either on vacation or business, about once a year or so. When you're in the area, simply plan to spend an extra day at the Exchange and Gift Division.

The experience of doing it yourself is quite worthwhile. As one librarian who had utilized the Duplicate Books Collection as a source for some 20 years wrote:

"But far or near, we recommend that you take at least one turn at this treasure-trove in person. For the true bibliomaniac, who never lets dust and grime come between him and his books, this can be the mother lode."<sup>24</sup>

If indeed you are a book-loving librarian, the trip can be an interesting and enjoyable experience.

## REFERENCES

- <sup>1</sup>J. F. Jones, "Library Costs (Abstract)," *Florida Libraries* 29 (May/June 1979): 13.
- <sup>2</sup>U.S., Library of Congress, *Processing Department of the Library of Congress: Organizations and Functions* (Washington: Library of Congress, 1977), p. 13.
- <sup>3</sup>U.S., Library of Congress, Exchange and Gift Division, "Annual Report of the Exchange and Gift Division Fiscal Year 1978," by Nathan R. Einhorn, 20 October 1978 (Typewritten), Statistical Appendix, p. 1.
- <sup>4</sup>U.S., Library of Congress, *Annual Report of the Librarian of Congress For the Fiscal Year Ending September 30, 1978* (Washington: Library of Congress, 1978), Appendix 2, pp. A4-A5.
- <sup>5</sup>U.S., Library of Congress, Office of the Librarian, *Library of Congress Regulations*, "LCR 213-9 Functions and Organization of the Exchange and Gift Division, Processing Services," (Washington: Library of Congress, February 27, 1979), p. 1.
- <sup>6</sup>*Ibid.*, p. 2.
- <sup>7</sup>*Ibid.*, p. 3.
- <sup>8</sup>U.S., Library of Congress, Exchange and Gift Division, "Annual Report, 1978" p. 12.
- <sup>9</sup>*Ibid.*
- <sup>10</sup>Alma Mather, "The Documents Expediting Project," *Illinois Libraries* 53 (June 1971): 390.
- <sup>11</sup>U.S., Library of Congress, *Annual Report Librarian Congress 1978*, p. 49.
- <sup>12</sup>U.S., Library of Congress, Exchange and Gift Division, "Annual Report 1978," p. 14
- <sup>13</sup>U.S., Library of Congress, Office of the Librarian, *Library Regulations*, p. 3.
- <sup>14</sup>U.S., Library of Congress, Exchange and Gift Division, "Annual Report 1978," p. 14
- <sup>15</sup>U.S., Library of Congress, Office of the Librarian, *Library Regulations*, p. 3.
- <sup>16</sup>Daniel J. Boorstin to Federal Libraries, Memorandum on Duplicate Library Materials, 6 March 1978, p. 1.

<sup>17</sup>Ibid.

<sup>18</sup>Daniel J. Boorstin to Members of Congress, Memorandum on Duplicate Books, 16 February 1979, p. 1.

<sup>19</sup>Ibid.

<sup>20</sup>Nathan R. Einhorn, Chief, Exchange and Gift Division, Library of Congress, Form 65-L-61 (rev 2/78).

<sup>21</sup>Letter from Nathan R. Einhorn, Chief-Exchange and Gift Division, Library of Congress, Washington, D.C., June 21, 1979.

<sup>22</sup>Letter from Walter B. Counts, Exchange and Gift Specialist, Library of Congress, Washington, D.C., January 2, 1980.

<sup>23</sup>Ibid.

<sup>24</sup>A. Aime Deschamps, "Free Books Anyone?" *Catholic Library World* 41 (October 1969): 109.

## INDEX TO ADVERTISERS

Baker & Taylor	104
Bound to Stay Bound	.58
Broadfoot	.85
EBSCO	.62
F. W. Faxon	.58
F. W. Faxon	.95
Larlin Corporation	Inside Front Cover
McGregor Magazine Agency	.58
Albert J. Phiebig, Inc.	.85
Reprint Company	.60
Joseph Ruzicka	.60
Howard Stith	.85

# Ideas, Concepts, and Practices

## The School Library Media Program and Community Education

Shirley L. Aaron

As taxpayers demand increased accountability in education, and public schools are besieged by criticisms from many different groups, educators have expressed great concern about how to restore confidence in the nation's educational system. One thing that has become obvious to those who are trying to re-establish this credibility is that education must be viewed in a much broader perspective. The time has passed when the primary focus of an educational system can be limited to a small portion of the population. Instead, many feel that the purposes and objectives of education must be concentrated on meeting the needs and solving the problems of the whole community.

With this point of view in mind, educators and others in various geographical regions have begun to explore the concept of community education seriously as a possible answer to many of the dilemmas presently facing the community. Experts in this field have offered different and sometimes conflicting ideas about community education, but the following definition briefly outlines the essential ingredients often mentioned in the literature on this topic: Community education stresses the involvement of the whole community in defining and implementing educational strategies aimed at alleviating specific problems and promoting self actualization of adults as well as children in the community. The school generally assumes a leadership role in community education; however, since advocates of this educational philosophy emphasize the use of many different resources to achieve their objectives, other agencies in the community must also be utilized when appropriate.

Careful examination of the basic tenets of this concept reveals some important questions which

must be answered as school media specialists attempt to define their contribution to the community education program. Some of these important questions are:

1. What is the potential role of the school library media program in a community education program?
2. What course of action can a school media staff follow to implement this role successfully?
3. If the school assumes a leadership role in community education, what is the corresponding role of the school media staff in insuring that appropriate services and resources from all types of libraries are utilized as the need for these services and resources is identified?
4. How can communication with other library agencies be established and maintained in order to make full and effective use of the educational services of each agency?

Well thought-out, informed answers to these questions by school media specialists and other educators are necessary in order to take advantage of every opportunity to provide a strong library program which will be most beneficial and cost effective to the community.

The first question asked by many media specialists who are contemplating their role in a community education program is "What contribution can I make to this program?" Of course there is no single answer to this question. Ideally, the range of services and resources presently and potentially available through a school media program are determined in advance of implementation of the community education program by means of a community resource analysis. This profile is then examined to ascertain if the skills, services and resources offered through the school media program are those required to implement the community education activities selected by community members in the most effective, cost efficient

---

Dr. Aaron is Associate Professor of Library Science, Florida State University.

manner. In other words, theoretically, the selection of an agency to participate in a community education program is preceded by a careful investigation of which agency or person can best provide the services required by the community in the most economical way. In actual practice, though, a number of factors determine the extent to which this procedure is followed. One of these factors is the amount of knowledge and expertise which the community education coordinator and others in leadership positions possess in identifying the present and potential range of services and resources in the community. When these individuals lack the necessary skills to perform this task adequately, the resources and services of many community agencies are overlooked, misinterpreted or viewed in a very narrow subjective fashion. The results of these limitations become obvious when community education coordinators speak of the school and public libraries as duplicative agencies which should be combined to save money, when they initiate new programs at additional expense with less qualified personnel to perform functions already being performed by existing library agencies, or when the literature pertaining to community education mentions only in passing the possibility of any contribution by the library, public or school, to community education activities.

Another factor which influences the procedure used to select resources and services in a community education program is the amount of time and degree of expertise which community education coordinators possess to systematically gather the necessary information about the vast number of resources available to the community and then to organize this information in a readily retrievable form. The special skills required to plan and perform these functions are very complex and are rarely acquired without extended study in this area.

Some other important factors which have direct bearing on the role of the school media program in community education are: the educational services and resources offered by other agencies in the community; the educational mission of the school media program; the priorities of the educational system and of the school; the monetary resources available; the perceptions of the media specialists about their roles in community education programs; the perceptions of community education coordinators, administrators, educators and others about the role of the school library; and, the human and material resources poten-

tially and presently available in the media program to serve an extended program; i.e., collection, number of staff members, facilities, expertise of staff members, inservice training opportunities, amount and types of equipment, etc. Each of these factors must be analyzed and evaluated in order to define the media program's potential role in community education.

Initially the media specialist who is interested in community education investigates the concept to become informed about its implications for education in general and for the library in particular. The specialist attempts to ascertain who is in charge of the community education program, what possible community education alternatives are being contemplated in the community, what local governing body is responsible for the program, what type of structure is being established to administer the program, what funds are available, what type of professional background the community education coordinator has, what mode of operation is planned for use in the community, what types of community education programs have been implemented in other communities, and any other information which promotes understanding or offers insights into the concept of community education. By the time the media specialist has completed this examination, a firm idea of the possible contribution that library resources and services can make to a community education program and an understanding of the local community education operation should have been attained.

After the media specialist has analyzed and assimilated this information, an effort is made to educate those in charge of the community education program about the benefits to the community of investigating and using the full range of services and resources of various types of libraries in the community and encourage the community education coordinator to include knowledgeable library personnel on planning and implementation committees to facilitate the effective utilization of these library agencies. Community education personnel should also be made aware that librarians can contribute to community education efforts in another important way by helping to establish information storage and retrieval systems which make relevant information about resources and services easily accessible. The success of the media specialist during this stage of development will have much influence on the ultimate role of library agencies in the community education program.

Once the advisory planning committee or an alternative structure has been created to plan the community education program, attention is focused on obtaining extensive information about the needs and problems of the community as the basis for program development. At the same time a community survey of resources and services available is being conducted.

Library personnel on the planning committee play a particularly important role since they are in a position to monitor the methods used to gather information about the library resources and services available to the community education program and to make sure that this information is given full consideration when agencies are being selected to carry on community education activities. It is unlikely, though, that each school and public library will have a representative on the planning committee, so library personnel selected to participate must be cognizant of their responsibility to see that provisions are made to utilize all library resources and services effectively rather than limiting their concern to one type of library. A real aid to committee members in achieving this objective is the presence of a profile of the services and resources provided by each library agency along with an explanation of its mission, priorities, etc. When unnecessary duplication of services and resources occurs among agencies or when a service is required that has not previously been performed by any agency in the community, information about the professional mission, resources, and other related factors serves as a basis for determining which agency should perform this service in the community education program.

Communication channels are established throughout the community at the beginning of a community education program so that all segments of the community are represented, and community priorities are used as guidelines to develop a program which truly reflects the educational needs of the community. Librarians as members of the planning committee participate in the planning, implementation and evaluation of this activity. In addition, involved library personnel should constantly strive to maintain continuing communication with the professional community they represent so that these people can supply the information needed to help committee members make informed decisions about how to bring about the full and effective use of available services and resources by various library agencies.

After community priorities are determined,

each priority is analyzed to identify which activities must be included in the community education program to meet the educational needs indicated by these priorities. From the community resource profiles the agencies or persons which possess the necessary capabilities to carry out these activities are selected. Ideally, the final choice of an agency to perform services associated with an activity is based on tests to ascertain which agency can accomplish specified tasks most effectively within the limitations and constraints imposed by a particular situation. Librarians as a part of the planning committee have an opportunity to help formulate, adjust, examine, evaluate, and participate in procedures used to determine agencies involved in community education activities.

When services and/or resources from the school media program are requested as a result of this evaluation process, the school media staff should be ready to work closely with the community education coordinator to coordinate the primary and extended library programs in the school effectively. In this way many members of the community receive the benefits of a school media program as they pursue their life long education. However, a word of caution is in order. Library personnel in school media programs must very carefully evaluate the adequacy of the school's media services and resources before any services or resources are offered to the community education program. No good purpose is served by depriving primary user groups of necessary resources and services in order to try to serve the needs of other community members. New services to groups outside of the school should not be undertaken without accompanying resources to provide these services unless additional services can be given without damaging the program already in operation. This is not to say that the school media staff should not participate in community education programs. In fact, quite the opposite is true. The community education program offers a rare opportunity for increased and meaningful involvement in serving the educational needs of the whole community. Through active participation in the planning and implementation of this concept, the school media staff can utilize its unique educational skills and talents to realize a broader concept of service where unmet needs in the community exist, and library personnel can demonstrate their worth in still another visible way in a time when misconceptions about library roles and functions abound.

## Turning Bad News Into Good News

Bernice Steele

How negative publicity can be turned around to create a positive image is the story behind the recently held amnesty days of Atlanta Public Library. Negative editorials and articles in Atlanta's two leading newspapers had been focusing on the loss of books in the Atlanta library system . . . losses estimated at 200,000 items. Ways of counteracting the publicity were considered, and it was decided to have two amnesty days on fines for overdue books and materials. A previous four-day amnesty in 1970 netted only about 5,000 items, but judging from public appeals for another amnesty, the library administration hoped to double the return.

The public information officer had recently been in close contact with McDonald's restaurants in connection with the library's summer reading program. Knowing that McDonald's had worked with libraries in other cities on amnesty days, the officer contacted them. They did want to help, and it was decided to use as an attention getter their offer of a free coupon for french-fries for the return of overdue materials. It was felt that some patrons would be hesitant to return long-overdue books to the library but that they would not mind going to a McDonald's to drop them off.

Various types of publicity for amnesty started about three weeks before the scheduled days. There was a TV spot on five television stations showing a man comfortably seated reading when an omniscient voice said, "Are you guilty of having that book out overdue from Atlanta Public Library?" The spot concluded with the man dashing out to return the book. Cover letters with press releases about amnesty weekend were sent to leading Atlanta newspapers as well as to neighborhood papers in the vein of . . . "You have been reading negative publicity about Atlanta Public Library . . . this is our solution." 10-20-and 30-second spots were prepared for local radio stations. There was an announcement at one of the Braves' baseball games. MARTA (Atlanta's rapid transit system) publicized amnesty weekend in its "Rider's Digest" which is carried on all buses throughout the city.

On the Saturday of amnesty weekend, the administrative staff of the library went to the Central library and spent the day taking telephone reports from the branches and "problem-spotting." There

was no deluge of materials returned at any one time during the day but rather a steady stream all day long. At approximately thirty McDonald's all over the city and at the library's 28 branches and its downtown facility, volunteers from the library staff, the trustees, and the community were stationed to take in materials and to give out coupons for french-fries. The maintenance crew of the library ranged over the city picking up filled boxes of materials, while at the library's Mobile Information Services Department, staff unpacked the boxes.

As they were unpacked, books were divided into those which were six months or less overdue and those longer overdue. Then, they were again divided into fiction and non-fiction. Books and materials with short overdue periods were returned as quickly as possible to their originating library. The others were put on shelves in Dewey order for later decisions. Keeping up the morale of the sorting crews were occasional notes in returned books, like one which read: "Fines are fine but no fines are fantastic." Good for a laugh was a book due in 1939 titled *The Influence of Caffein on Efficiency*. This book had a white ring on its dark cover which looked suspiciously like a ring made from a coffee cup. A sad note tucked in a book by a mother explained that the books being returned were late because her son had been killed in Vietnam.

The overwhelming success of amnesty weekend was due to the massive publicity program, the help received from McDonald's management and restaurants, the coordination by the administrative staff, the many hours spent by library staff and volunteers from the community helping take in books, the maintenance crew for keeping the boxes of books moving, and to the sorting done by the Mobile Information Services Department. The biggest benefit from amnesty weekend, besides retrieving valuable materials, was creating good will and a positive image for the library. The publicity about amnesty days brought Atlanta Public Library into prominent view, and Atlanta citizens are now better informed about the materials available in their library. Some learned for the first time that art prints, films, cassettes and records could be checked out in addition to books.

Several weeks after Atlanta Public Library's amnesty weekend, Ella Gaines Yates, Director, thanked the Atlanta public through an open letter published in the *Atlanta Constitution's* column

Ms. Steele is Head, Humanities Department, Atlanta Public Library.



called "Pulse on the Public."

... "We called on our friends; the Board of Trustees declared an amnesty on overdue fines for a weekend; and we retrieved over 25,000 items worth conservatively \$250,000. These books, framed art prints, records, cassettes and films are

being processed and will soon be back in circulation and available to library patrons, as 99 percent were in good condition. . . Our amnesty effort to put our house in order has proven that the Atlanta Public Library serves a community with real community spirit."

# Faxon is your Key.



Libraries are becoming increasingly automated and Faxon is your key to a wide range of specialized, automated subscription services. Faxon offers the latest in periodical control with TL-90, a bibliographic information service; SCOPE, a three-year price monitoring system; CS/PRC, serials records controls thru listings in various sequences of all titles currently subscribed to through Faxon, sub-totaled as requested; and FACS (Faxon's Automated Claim System) to rapidly and conveniently process your claims.

Information from the above, as well as all bibliographic elements on Faxon's annual invoice, is available on punch cards and/or data processing tape for direct use in your library's computer system.

Write or call Faxon today for our LIBRARIANS' GUIDE and SERVICE BROCHURE. Faxon... first in automated library subscription services.



**F.W. FAXON COMPANY, INC.**

Library Magazine Subscription Agency

15 Southwest Park, Westwood, Massachusetts 02090

Tel: 800-225-6055 (toll free)

Southern Regional Mgr.: Emmett Langley

P.O. Box 1000, Marietta, GA 30061

Tel: 404-971-1323

# View from the States

J. B. Howell

In 1950 the brothers and sisters of Thomas Wolfe donated approximately 1,500 family-related photographs to the North Carolina Collection of the University Library in Chapel Hill. Obviously centered on the Asheville author, who appears in about 150 of these pictures, the collection as a whole provides a pictorial account of the Wolfe family from the 1860's to 1945.

Although comprised of many single photographs, more than half of this massive collection was contained in seven photograph albums assembled by the family. Along with the interest in Thomas Wolfe, the use of this collection has increased correspondingly in the ensuing years. Protecting the pictures and making them accessible to researchers has proven a challenging project indeed for the North Carolina Collection staff.

The problems peculiar to the preservation and processing of photographic collections are clearly outlined by Jerry Cotton in "The Thomas Wolfe Photographs" in the Spring, 1980, issue of *North Carolina Libraries*.

---

In "Two for the Price of One," (Kentucky Library Association *Bulletin*, Winter, 1980) Nancy Baird gives a first-hand report of a highly successful experiment in library job-sharing. For several years, she has served as one of the two professional librarians to share the reference position in the Owensboro-Davies County Public Library.

The advantages of job-sharing for the employee are obvious ones. From the standpoint of the institution, however, this sharer contends that the library benefits from the knowledge, abilities, interests, and energy of two people. This arrangement also permits the combined efforts to answer difficult reference questions and provides for a greater flexibility of work schedules.

A blocked column in the February, 1980, issue of *The Georgia Librarian* announced that Mary Louise Rhey, director of the Cobb County Library System in Marietta, Georgia, has been named the winner of the prestigious Allie Beth Martin Award.

An active and enthusiastic participant in library activities from the local to the national level, Miss Rhey has been honored as Atlanta Woman of the Year in the Professions. Before assuming the directorship of the Cobb County Library System, her career spanned thirty-four years at the Atlanta Public Library, where she served in various capacities in the Children's Department, as Assistant Director from 1963-1975, and as Acting Director during 1973-74.

The Allie Beth Martin Award is formally presented at the annual conference of the American Library Association to a librarian who, in a public library setting, has demonstrated extraordinary range and depth of knowledge of library materials and distinguished ability to share that knowledge. Miss Rhey will be the second recipient of this award, and the first southerner to be so honored.

---

By placing special emphasis on vocational libraries in its January/February, 1980, issue, *Florida Libraries* has made a significant contribution to a somewhat neglected aspect of professional literature. As the editors claim, this thematic presentation may well be a "national first."

Guest editor Sharon Chaplin, the recipient of a recent grant to study all the vocational centers in the state, shares her observations of library service in a variety of vocational-technical programs throughout Florida. This informative survey is followed by a practical discussion of acquisitions aids for vo-tech libraries and a summary of vocational library research.

# Librarian's Bookshelf

Edited by John David Marshall

*A Book for a Sixpence: The Circulating Library in America.* By David Kaser. (Beta Phi Mu Chapbook No. 14) Pittsburgh, Pennsylvania: Beta Phi Mu, 1980. 194 pp. \$9.00.

This fine addition to the Beta Phi Mu Chapbooks traces the rise and fall of the circulating library from William Rind's attempt to lend books for a fee in 1762 to the 1950's. It is a familiar field for Dr. Kaser, Professor of Library Science at the Graduate Library School of Indiana University, for he has already published eight books, chiefly concerned with printing, books, and libraries.

Six fully documented chapters cover: 1) "Culture in the Colonies;" 2) "The Beginnings to the Revolution;" 3) "Consolidation and Growth, to the End of the Century;" 4) "Maturity, from 1800 to 1850;" 5) "Midcentury Onwards, a Single Dimension;" and 6) "Their Role in American Library Development." Each covers the cultural setting of the period, and the author is convincing in his thesis that the better circulating libraries contributed to the literary and intellectual lives of their communities.

A checklist of American commercial library enterprises, 1762-1890, appendices of their catalogs with subject analyses, and an extensive bibliography of books, journal articles and many newspapers add to the reference value of this piece of sound scholarship. Four facsimiles and one portrait illustrate this handsomely designed volume.

From the beginning, these libraries catered to women as well as men. Their collections, "although diverse in their contents, were nonetheless very heavily weighted toward fiction and literature, and only slightly less so to biography,

history, and books of travel." They reached their peak between 1800 and 1850, many of them adding subscription reading rooms, later abolished after the rise of the free public library. In the 1950's, "television almost, but not quite, killed the remaining market for rental books."

Dr. Kaser concludes that the power of the commercial library movement in America has resulted from a number of innovations which in most cases were later adopted by other kinds of libraries: service to women; supplying popular literature, newspapers, periodicals; extended hours of opening, and provision of reading rooms. Although they lacked the prestige of social libraries, and could not compete with the free public library, they still "remain today an active segment of the library industry in the United States." And as presented by Dr. Kaser, they are an interesting segment of American cultural history. — *Frances Neel Cheney, Professor Emerita, Department of Library Science, Peabody College of Vanderbilt University, Nashville, Tennessee.*

*Cogent Communication: Overcoming Reading Overload.* By Charles L. Bernier and A. Neil Yerkey. (Contributions in Librarianship and Information Science, No. 26) Greenwood Press, 1979. 280 pp. \$19.95.

The topics of reading overload and inefficient communication systems are not new concerns to appear in the literatures of library and information science, nor in the literatures of other disciplines. Neither does there appear to be any shortage of varied solutions to specific or specialized problems pertaining to these concerns. As is evident,

---

The Southeastern Librarian considers for review books dealing with librarianship and information science, books and publishing. Readers interested in reviewing books should write the Book Review Editor, John David Marshall, 802 East Main Street, Riviera Apts. No. 38, Murfreesboro, TN 37130. Publishers should send review copies to this address.

however, from the "state of the art" and the publication of this volume, proposed solutions have had limited effectiveness and the major problems remain unresolved.

Of the many analyses and proposed solutions which have appeared to date, none seems to be as comprehensive or as logical and lucid as the present discussion of the issues as presented by Bernier and Yerkey. Beginning with a general introduction to cultural disasters, the authors proceed to relate these disasters to the problems of information science and reading overload, thus presenting an aspect of social responsibility rarely explored in the more technical presentations of the "overload" dilemma.

At this point, the reader is presented with a series of convincing and cogent explanations and alternatives for resolutions to the many problems inherent in reading overload. Discussions of indexing, automation, condensed literatures, organization and selective dissemination of surrogates follow in a readable and coherent pattern. These are complemented by an in-depth exploration of Terse and Ultraterse Literatures as viable and probable alternatives to the "overload" problems faced by many researchers.

Although the authors remain in the realm of the sciences for the examples which are presented, they display a remarkable style which allows the reader to see comparable alternatives and examples in the fields of the social sciences and the humanities as well. Both Bernier and Yerkey have taken great care to explain the details of their proposals, anticipating the many questions which are likely to be posed regarding the nature of the communication process, and the composition of and access to Terse Literatures.

Following a discussion of the research and development helix, the authors provide an analysis of cogency, explaining why it is paramount in overcoming reading overload. The psychological basis, the source, the message and the receiver in cogency are persuasively explored as facets to be considered in the use of Terse and Ultraterse Literatures.

In the final chapter, the authors present examples and establish relationships between overcoming reading overload, cogency, and resulting action which should result in possible solutions to the cultural disasters which were explored at the start. An appendix of "Collectanea of Terse Literatures," bibliography, and an exemplary index are included. — *Edmund F. SantaVicca, Department of Library Science, George Peabody Col-*

*lege for Teachers of Vanderbilt University, Nashville, Tennessee.*

*Community Media Handbook.* By A. C. Lynn Zelmer. Second Edition. Scarecrow Press, Inc., 1979. 412 pp. \$15.00.

When this handbook was first written in 1943 the purpose was to provide basic data on most of the media commonly needed or used by community groups. It was developed by the author from experiences working with a series of workshops. Throughout the workshops requests were made for simple written instructions and operating tips that the students could use as reference after they were away and trying to use the techniques alone. The author was asked to write in simple layman's language using enough visuals to make the content explanatory and interesting. This he has done in both the first and second editions of the *Community Media Handbook*.

While the author's work has been done mainly in Canada and South East Asia his approach to the use of media in a community setting could apply in any geographic location.

The second edition was written after five years abroad. The changes in media have gone progressively forward but the average layman's concepts of needs for equipment and knowledge of how to use both complex and simple materials have not changed drastically within this period of time.

A number of changes in organization and content of the *Handbook* have been made in the revised edition. The chapter on planning, locating, operating and financing a community media center gives the necessary details for getting the center into operation. Of special value to the successful operation of a community media center is knowing the various media available and what can be done most effectively with each. The information given in the chapter on "Community Media Planning" will be valuable because of the detail, in layman's language, with which the author treats each type of media. Along with the techniques the drawings and photographs used are exceptionally helpful in understanding the explanations.

The author goes into detail as to the values and uses of both print and visual media. The chapter on "Interaction Techniques" contains many suggestions with which the average layman is not familiar but which can easily be incorporated into

the community media center's program.

Commercial media are sources for community use which are portrayed well in this book. The opportunities available and the channels through which news stories must go is given. Suggestions on how to write a news story, conduct a press conference, working with radio and television are explained through case studies.

The Glossary is unique as the terms are classified by five areas: Photography, Motion Picture Production, Screen Language, Television and Print Materials. This brings for additional clarity in understanding the meaning of a term as it applies to that specific media.

The Index has been prepared in two parts. The first is a quick reference guide to processes. The second is a more conventional subject word index.

The bibliography contains periodicals and books which will be useful in additional information to that used in the Handbook. — *Ruth W. Waldrop, The University of Alabama, University, Alabama.*

*Encyclopedia of Self-Publishing.* By Marilyn & Tom Ross. La Jolla, California (5644 La Jolla Blvd.): Communication Creativity, 1979. 191 pp. \$29.95.

Are you a would-be author? Have you written a book and all you have to show for your efforts is a pile of rejection slips? Have you always wanted to write, but have hesitated because you have heard of the keen competition in the publishing field? "Yes;" then take heart, try self-publishing!

Benjamin Franklin, Thomas Paine, Edgar Allan Poe, Gertrude Stein, and James Joyce as well as the present authors have been bitten by the SPB (Self-Publishing Bug) and the influx of these "friendly little fellas" is gaining momentum!

Drawing upon their own experience and that of their students and clients, the authors tell the reader "Everything he always wanted to know about self-publishing — but didn't know what to ask." Written in a chatty, vernacular style, they set forth many practical do's and don't's for the individual who may be embarking on the road to self-publishing or is already on the road but in need of help, advice, and encouragement. The latter is reminded that "Babe Ruth and Hank Aaron struck out many times, but that's not what they are remembered for."

In the Preface the authors state "To our knowl-

edge, no other reference work contains so much detailed information for writers, publishers and entrepreneurs . . . nor so many examples of things that work." The result is a precise adherence to this premise.

An early chapter is devoted to the selection of marketable manuscripts, organizing the material, writing "tight, snappy" copy, and choosing titles guaranteed to "hook" readers. Included are suggestions concerning alternative means of acquiring manuscripts and the employment of ghost writers.

Prepublication procedures are then clearly outlined. Among the most essential of these are the securing of the International Standard Book Number (ISBN), cataloging in publication, Advance Book Information, and acquiring the copyright.

Other chapters cover the steps in book production (printing, proofing, and binding), advertising, promotion, and distribution. Means of generating free publicity for publications are fully explored, and the effectiveness of author tours and autograph parties is emphasized.

Enhancing the usefulness of this work are samples of the various forms required in the publishing trade, addresses of book buyers and syndicated columnists, and a detailed glossary of terms used in publishing.

Some might object to the tongue-in-cheek style of the text — e.g., "trying to put a pair of pantyhose on a mermaid." Others would find some of the recommended promotional tactics offensive. Many will consider \$29.95 too expensive for a book with a spiral binding.

On the whole, however, this encyclopedia will undoubtedly prove a welcome handbook for those who are practicing or contemplating self-publishing. It will also effectively serve as a reliable reference work in public or academic libraries, as a buying guide to the literature of publishing for the acquisitions librarian, and as a significant addition to reference course syllabi in library schools. — *G. Sheppeard Hicks, Librarian, Anniston City Schools, Anniston, Alabama.*

*Introduction to Library Technical Services.* By Frances Simonsen Bernhardt. H. W. Wilson Company, 1979. 328 pp. \$15.00 US & Canada; \$18.00 Foreign.

As stated in the preface, *Introduction to Library Technical Services* is broad in scope and "includes discussions of both theory and practice."

Bernhardt, acquisitions librarian at Northern Virginia Community College in Annandale, Virginia, indicates that the book was designed to serve as a textbook for a two-year library or media technology program. An equally important objective in writing the book was to provide an overview of all phases of technical services work for clerks and non-technical services professional librarians employed in various types and sizes of libraries.

Anyone looking for a book to explain exactly how to perform each task in technical services had best look elsewhere. This book presents general principles and practices in a very common sense manner. Usually more than one way of dealing with a given situation is offered.

The discussion of a topic in general but practical terms is exemplified by the section on the automation of serials. The entire subject is disposed of in one page plus four lines.

The sixty pages devoted to acquisitions work run the gamut from a discussion of publishers to bibliographic verification to receipt of books. The chapters dealing with cataloging and classification are more detailed, but this is to be expected. Chapter 10, "The Subject Approach: Part 1, Subject Headings", should be required reading for all public service librarians.

In detailing rules of cataloging Bernhardt has followed AACR 1, but in anticipation of the adoption of AACR 2, she discusses the variations in the new rules in the appendix.

The annotated bibliography consists of only twenty-one books since it does not include basic bibliographic and cataloging tools. Such items are included in the text and are listed in the index. The inclusion of a glossary is very beneficial to students and beginning library clerks.

The typography could be better. The print is not uniformly legible, with some of the examples of acquisition and cataloging forms being particularly poor reproductions.

The volume is recommended for undergraduate library/media programs, for libraries to use in training clerical technical service employees, and for any public service librarian who wants to know how the other half of the library works. — *Edna Earle Brown, Georgia Southern College Library, Statesboro, Georgia.*

*Krupskaia and Soviet Russian Librarianship, 1917-1939.* By Boris Raymond. Scarecrow Press, Inc., 1979. 222 pp. \$12.00.

Krupskaia played an important role in the development of Soviet libraries from the time of the Russian Revolution until her death in 1939. Though many of her contributions to Soviet librarianship made lasting impressions, little has been written in English about her role as a librarian. Boris Raymond goes beyond Krupskaia's role in history as Lenin's wife to show how she worked as one of the founders of the Communist Party in the Soviet Union, and how, as a government administrator, she was responsible for guiding the development of Soviet libraries and for reducing adult illiteracy after the Revolution. Because she believed strongly in the educational value of books, Krupskaia turned Russian libraries into instruments for use by the Communist Party to transform the people's values, ideology and attitudes, as well as centers for raising their literacy levels.

In the first chapters, Mr. Raymond traces briefly the tradition of libraries in Tsarist Russia and shows how they were used by the revolutionary intelligentsia in early efforts at spreading their ideas. After the Revolution the Soviet government began to push for massive adult education and rapid expansion of the country's libraries in order to eliminate illiteracy and prepare the masses for a socialist society. Krupskaia was placed in charge of this political and cultural re-education of the Russian people and the education of the illiterate masses. She felt that local public libraries run by loyal Soviets were one of the best ways to effect these changes. To her it was essential that the books acquired by these libraries and the readings recommended by these librarians reflect party policy, and she urged removal of "harmful" literature which did not contribute to Soviet ideology. She pushed to see that libraries reached out to all areas of Russia — rural, urban, suburban and in factories; she expanded and improved Soviet cataloging practices; she established "recommended bibliographies" as a chief concern of Soviet librarians; she set up courses in librarianship; and she worked to improve the quality of children's literature and children's libraries. Krupskaia's power and authority were at their height during the time between the Revolution and Lenin's death.

However, as Stalin and his followers rose to power, Krupskaia lost her authority, and Soviet libraries and adult education became subordinate to Stalin's industrialization and collectivization goals. As Lenin's widow Krupskaia was never openly attacked but many of her close associates were deposed, and many of her policies were

bitterly attacked. Under Stalin's rule, Krupskaja was deprived of the authority to direct policy decisions affecting Soviet libraries but was allowed to continue to guide their operations. She used whatever influence she had to improve libraries and the position of librarians until her death. Her accomplishments during this time were made at the expense of abandoning her goals for Soviet libraries as centers for political and cultural enlightenment and, instead, making them subservient to the Stalin cult.

In the last chapters Krupskaja's ideas affecting librarianship are analyzed within the framework of Lenin's theories on education for a socialist society. Mr. Raymond concludes with a brief assessment of her lasting contributions to Soviet libraries and librarianship.

This is a carefully documented study with an extensive bibliography of primary and secondary sources. It is a very interesting contribution to the field of library history. — *Linda S. Gill, Middle Tennessee State University Library, Murfreesboro, Tennessee.*

*The May Masee Collection: Creative Publishing for Children, 1923-1963 — A Checklist.* Edited by George V. Hodowanec. Emporia, Kansas: William Allen White Library, Emporia State University, 1979. 316 pp. \$25.00.

Inspired by a truly remarkable person, this distinguished catalog is a singularly appropriate tribute to May Masee, who for some forty years discovered, guided, encouraged, and supported countless authors and artists of children's books. Upon creating the first Junior Books Department at Doubleday, Page and Company in 1923, she established standards of excellence which have continued to exert strong, positive influence on the publishing of children's books. Between 1923-1963, the books which Masee edited received numerous prestigious awards, among them four Caldecott and nine Newbery Medals. This handsome volume is the pinnacle of the efforts of the May Masee Committee, sixteen illustrious friends and associates who in 1968 commenced the assignment of gathering the collection, which was dedicated in 1972.

The *Collection*, unique among special collections of children's books because of its emphasis upon the role of the editor, lists materials in the May Masee Collection, housed in the William Allen White Library, Emporia State University.

Included are more than 900 titles edited by Masee, corresponding original art work, manuscripts, galley proofs, photographs, letters, audiovisual materials based on the books, transcripts and articles by and about Masee, lantern slides which illustrated her lectures, awards received by her, and memorabilia. The text also provides information concerning awards presented to the books and the availability of the titles in foreign editions. Annis Duff, Keith Robertson, Elizabeth G. Vining, and Carolyn Field have provided introductory essays which attest to the genius, scope, and continuity of Masee's work and which form a remarkable composite portrait.

May Masee proved time and again that nowhere else in the world has the children's book editor played a more influential and creative role than in children's book publishing in the United States. Born in 1881 in Chicago, she taught school for one year before attending library school, and subsequently working for five years in the children's room of the Buffalo Public Library, an experience which was both happy and instructive. Later, as an editor, she was to be constantly mindful of the child reader at the far end of the long process of book publishing.

Collections supporting the serious study of children's book publishing will find this catalog an essential, significant addition. As an access tool for scholarly research, the *Collection* furnishes rare and valuable data and makes clearer the relationship of the creative writer and/or illustrator, the creative editor and the publisher in relation to the publishing trends of the period as well as the customs and mores of the American people at a particular time. — *Carolyn Baggett, Graduate School of Library and Information Science, University of Mississippi, Oxford.*

*More Burs Under the Saddle: Books and Histories of the West.* By Ramon F. Adams. University of Oklahoma Press, 1979. 182 pp. \$14.95.

Was John Wesley Hardin really so mean that he shot a man dead for snoring? Did Wyatt Earp bring law and order to Tombstone and Dodge City? And did Billy the Kid put twenty-one notches in his gun by the time he was twenty-one? Ramon Frederick Adams spent a lifetime answering these and many other questions about the famous outlaws and gunmen of the frontier West.

Adams, who died in 1976 at the age of eighty-seven, was an avid collector and bibliographer of

western Americana. His special interest was identifying and evaluating the written record of the western outlaw and gunman, but he also wrote books on the language, ethics, humor, and history of the American cowboy and railroader. His final work, *More Burs Under the Saddle*, brought his total output to twenty books, an impressive record of research and scholarship that will prove invaluable to future historians of the American West.

As Adams examined the books and pamphlets for his first bibliography on western outlaws and gunmen, *Six-Guns and Saddle Leather* (University of Oklahoma Press, 1954; revised and enlarged edition, 1969), he discovered to his frustration that very few could be considered accurate histories of the subject. Instead, most were repetitious accounts of the myths and legends propagated by the writers of pulp Westerns and amateur histories and by the makers of "B" western films. These writers and film-makers pandered to the popular taste for exaggerated violence and heroics, but Adams was convinced that the "real facts were dramatic enough without the embellishments of absurd melodrama."

He struggled with the difficult task of setting the record straight about the outlaw and gunman in his next bibliography, *Burs Under the Saddle: A Second Look at the Books and Histories of the West* (University of Oklahoma Press, 1964). His irritation over the number of errors he continued to find is obvious from the title he gave the bibliography. As he stated in the introduction to it, "Just as burs under the saddle irritate a horse, so the constant writing of inaccurate histories irritates the historian. And nowhere has research been so inadequate or writing so careless as in accounts of western outlaws and gunmen."

Well into his eighties, Adams continued his efforts to purge the legends and outright lies about his subject. *More Burs Under the Saddle* identified 233 additional books on gunmen and outlaws, most published after 1964. Again, Adams found only a few accurate histories among the listed works. His annotations in the bibliography range from a few sentences, generally for the better works, to thirteen pages for one preposterous account of the life of Jesse James, a book that claims, among other things, that Jesse lived under more than seventy aliases.

The legends of our famous western outlaws and gunmen are so engrained in our heritage that they will probably always persist. But we can thank Ramon Adams for his persistence, too, in trying to set the record straight once and for all. —

Joseph J. Branin, *University of Georgia Libraries, Athens, Georgia.*

*One Ocean Touching: Papers from the First Pacific Rim Conference on Children's Literature.* Edited by Sheila A. Egoff. Scarecrow Press, Inc., 1979. 252 pp. \$12.00.

This is a thought-provoking and timely collection of papers presented at the first Pacific Rim Conference on Children's Literature. It was held May 10-15, 1976, at the University of British Columbia under the auspices of the School of Librarianship. The term "Pacific Rim" is used loosely, as England, Australia, Japan, New Zealand, Singapore, U.S.S.R., Mexico, United States, South America and Canada provided the conference participants.

For an international conference on children's literature, the main idea was simplicity itself, "the child and the book". The authors, artists, editors, publishers, translators, and teachers who participated sought "to share the likes and explore the differences among the countries represented."

Although the universality of childhood was a strong underlying theme in *Part I: International*, there was variety in methodology and substance. Miriam Morton used a state of the art approach in the chapter "Young Soviet Readers and their Literature", as did Vilasini Perumbulavil in "Children's Books and Reading in a Plural Society — Singapore". Others who followed this idea were Momoki Ishii, "Modern Japanese Children's Books"; "Children's Literature in South America" by Carlota Carvallo de Nunez; "A Basket of fireflies — Mexico" by Toni de Gerez; and "Book Trails in a Small Country — New Zealand" by Elsie Locke. Ivan Southall and Leon Garfield in "One Man's Australia" and "An Evening with Leon Garfield" talked about their own body of creative writing. Margaret Johnston and Graham Booth, as artists, gave two sides of the coin — "Surprised by Joy: The World of Picture-Books" and "The Price of Being an Artist". David Bain's "Transtemporal Communication" and Edward Blishen's "Reflections and Recollections" knew no bounds as to geography or form. The same held true for Jean Karl's "Between Chaos and Creativity: The Role of the Children's Book Editor".

*Part I: International* successfully presents to the reader a fascinating insight into the thought processes and products of those involved in the cre-



ative process of children's books over a wide geographic area. *Part II: Canadian Composite* included contributions from Anne Anderson, Kathleen Hill, Ruth Nichols, Elizabeth Cleaver, Claude Aubry, Suzanne Martel, May Cutler and Lubow Kuz. To the non-Canadian, this section seemed somewhat confusing. Samuel Rothstein in his introduction to this section would have done well to explain the relationship between the publishing of children's books in Canada and the Canada Council. It was referred to again and again with no explanation. From the caustic remarks of May Cutler in the chapter "Ah, Publishing", one can only assume that children's book publishing in Canada is in dire straits. If, as stated in Sheila Egoff's introduction to Part I, one of the intents of the Conference was "to provide an international setting for a discussion of Canadian successes and problems", the Conference itself was a success even if their problems remain.

In summary, I found the book entertaining, challenging, and informative. I do agree with Sheila Egoff's final remarks in her introduction:

In all this description of overall conference aims and themes, it must still be admitted that their ultimate import is individual. Each paper offered its own special and even idiosyncratic insights into the human condition as related to literature. And the effects of these papers will be just as individual, for no one can tell a reader what to think.

— *Mary Louise Rheay, Cobb County Public Library, Marietta, Georgia.*

*Requiem for the Card Catalog: Management Issues in Automated Cataloging.* Edited by Daniel Gore, Joseph Kimbrough, and Peter Spyers-Duran. (New Directions in Librarianship, no. 2) Greenwood Press, 1979. 200 pp. \$17.50.

The dilemma of library catalogs has been — and continues to be — one of horror fascination for the library profession. We are fascinated with the opportunity to change and improve our catalogs, but we are horrified at the cost and uncertainty inherent in such change. Specifically, what form of catalog will conform to the almighty cost considerations (can we stay with our malnourished budgets?), provide the necessary informa-

tion required by the library user, and remain in a structure which can accommodate swift, visceral changes in cataloging procedures and guidelines?

These published proceedings of a conference sponsored by the Associated Colleges of the Midwest, held in November, 1977, are focused on a relevant and timely topic. The names of the invited speakers include some of the "movers and shakers" in this sphere of interest: Butler, Malinconico, Berman, Avram, to mention a few. The purpose of the conference was to deal "...with at least five major overlapping areas of concern: technical and economic concerns, on-line feasibility, staffing and management factors, network issues, and user satisfaction." (Preface, page xii)

Although there is some variation in the style of and information conveyed by the papers, as a group they are generally worthwhile. The papers by Axford and Kountz are particularly appreciated because they are so readable. Kountz, in his paper on shelf-list conversion, even offers a gentle wit to lighten further a pleasant style. The Axford paper on the management of automated catalogs, Fischer's paper on the automated catalogs at Los Angeles County Public Library, and Blackburn's paper on the University of Toronto experience with COM catalogs are good first-hand accounts. In these and other essays, cost illustrations have become obsolete since the Fall of 1977. However, the means by which the costs were computed can be quite useful to the reader.

Generally, this reviewer found the collection of papers of interest and a pleasant-enough read. Unfortunately, the list price for this volume is \$17.50. Most of the contributors have continued to speak and write on this same topic; the topic continues to be of interest but many of us have received much of the information contained in this volume, and from these same people. The time delay between the conference date (November 1977) and the present is unfortunate. In 1978, I would have willingly paid the price for the volume. The passage of time, continuing activity of the paper presenters, and discussion within the profession have lessened the value of this volume. — *Ralph E. Russell, Georgia State University Library, Atlanta, Georgia.*

# HOW TO SAVE MONEY AND TIME.



It is very likely that cataloging and processing is a troublesome area for you. If you're using volunteers, delays and quality control are a problem. If you're doing it yourself, it probably takes an hour of your time and can cost upwards of \$8 for each title. Baker & Taylor's Cataloging & Processing Service will help you get the books you need on your shelves quickly for a fraction of the cost of doing the work yourself.

## DEWEY/SEARS, UNABRIDGED DEWEY/LC?



Just let us know what cataloging format and options you prefer and we'll take care of the rest. Baker & Taylor's Cataloging & Processing Service is flexible and designed to be compatible with your requirements.

## ELEMENTARY AND SECONDARY, MY DEAR WATSON



Baker & Taylor's elementary and secondary School Selection Guide contains information on thousands of titles selected by a committee of librarians as well as those recommended in professional library media. All these books are available to you with cataloging and processing.

## THE WORKS.

For just 89¢, Baker & Taylor's Cataloging & Processing Service gives you a complete set of catalog cards, book pocket, book card, spine label and a Mylar jacket all attached to book. Or order separately: jacket and kit (79¢), attached kit (69¢), unattached kit (59¢), complete set of catalog cards with book (45¢).



## EX LIBRIS.

Baker & Taylor can also provide theft-detection devices inserted in each book you order. Just 30¢ as part of our complete processing service (35¢ without).



# YES

Yes, I want to take advantage of the time-saving-cost-cutting school library services of America's oldest and largest book wholesaler. Send me information on:

- Cataloging & Processing
- School Library Services
- Public Library Services

Name and Title \_\_\_\_\_

Library \_\_\_\_\_

Street \_\_\_\_\_

City \_\_\_\_\_

State \_\_\_\_\_

Zip \_\_\_\_\_



## The Baker & Taylor Company

The Librarian's Library

Eastern Division 50 Kirby Avenue, Somerville, New Jersey 08876 Tel. 201-722-8000 • Southern Division Commerce, Georgia 30529 Tel. 404-335-5000 • Midwestern Division Gladiola Avenue, Mornence, Illinois 60954 Tel. 815-472-2444 • Western Division 380 Edison Way, Reno, Nevada 89564 Tel. 702-786-6700

- SELA MINUTES AND REPORTS
- REGIONAL NEWS
- COOPERATIVE EFFORTS
- CONTINUING EDUCATION OPPORTUNITIES
- SOUTHEASTERN JOBLINES
- DATES TO REMEMBER
- PERSONALS
- NAMES AND ADDRESSES OF ALL SELA:
  - Officers
  - State Representatives to the Executive Board
  - Section Chairmen
  - Committee Chairmen
  - SELA Headquarters
- STATE LIBRARY ASSOCIATION OFFICERS

*THIS SECTION CONTAINS CURRENT INFORMATION ABOUT LIBRARIANS, LIBRARIES, AND LIBRARY ASSOCIATIONS IN THE 10-STATE AREA OF THE SELA. MATERIAL APPROPRIATE FOR THIS SECTION SHOULD BE SENT TO THE MANAGING EDITOR. PUBLICATION DEADLINES ARE LISTED EACH ISSUE ON THE EDITOR'S PAGE.*

# SELA Minutes and Reports

## PROPOSED CONSTITUTION AND BYLAWS OF THE SOUTHEASTERN LIBRARY ASSOCIATION

### CONSTITUTION

#### Article I. Name.

The name of this organization shall be the Southeastern Library Association.

#### Article II. Objectives.

The objectives of this Association shall be to promote library and information services in the Southeastern region of the United States through cooperation, research, and the encouragement of staff development.

#### Article III. Membership.

Membership may include any person, library, or other organization as defined in the Bylaws interested in the promotion of library and information services in the southeastern region of the United States.

#### Article IV. Administration and Organization.

##### Section 1. Organization:

a. The organization of the Southeastern Library Association shall consist of an Executive Board, an Executive Committee, Standing and Ad Hoc Committees, and Sections and Round Tables as may be required. Nominations, elections, appointments and terms of office shall be in accordance with the Bylaws.

b. Authority for policies, expenditures and administration of the Association shall be vested in the membership and delegated to the Executive Board as specified in the Constitution and Bylaws.

##### Section 2. Officers:

The officers of the Association shall be a President, a Vice President/President-Elect, a Secretary, and a Treasurer. These officers shall be elected and shall serve in accordance with the Bylaws.

##### Section 3. Executive Secretary:

An Executive Secretary may be appointed by the Executive Board and shall serve at its pleasure until the appointment is terminated by either party following at least thirty days written notice. Duties and salary shall be determined by the Executive Board.

##### Section 4. Executive Board:

a. The Executive Board of the Association shall consist of the officers of the Association, the immediate past president of the Association, one elected representative from each constituent state library association, and the chairman of each section of the Association. The Executive Secretary and the editor of *The Southeastern Librarian* shall be nonvoting members of the Board. A majority of the voting members shall constitute a quorum.

b. The Executive Board is the governing body of the Association and meets at least once each calendar year. It acts for the membership in the administration of policies and programs between meetings of the full Association. All budgets must be approved by the Executive Board.

##### Section 5. Executive Committee:

a. The Executive Committee shall consist of the officers of the Association and the Executive Secretary. A majority of members shall constitute a quorum. Each member has one vote with the exception of the Executive Secretary who has no vote.

b. Between meetings of the Executive Board, the Executive Committee may act for the Board. However, all Executive Committee actions shall be subject to review and affirmation by the Board within fourteen days or at the next meeting of the Board, whichever occurs first.

##### Section 6. Committees, Sections, Round Tables:

a. Members and chairmen of the standing committees specified in the Bylaws shall be appointed by the President with the advice and consent of the Executive Board. Ad hoc committee members and chairmen may be appointed by the President with the advice and consent of the Executive Committee.

b. Sections representing fields of interests of the Association and Round Tables representing interests not encompassed by the Sections may be formed and recognized as a part of the Association in accordance with the Bylaws.

#### Article V. Meetings.

There shall be a biennial conference of the Association at which a business meeting shall be held. Ten percent of the personal membership of the Association shall constitute a quorum at any business meeting. Additional business meetings may be called by the President with the approval of the Executive Board.

Article VI. Bylaws.

Bylaws of the Association may be adopted, amended, or repealed at any business meeting of the Association by a majority vote of the members present provided that notice of the proposed changes has been given to the membership at least thirty days before the meeting.

Article VII. Amendments to the Constitution.

This constitution may be amended by a fifty-five percent affirmative vote of the entire voting membership, notice of the proposed changes having been given to the membership at least thirty days before.

Article VIII. Charter.

The Association is chartered as a non-profit corporation by the Secretary of the State of Georgia, and the charter is on file in his office. The President shall take any necessary legal steps to insure that any amendment to the charter is recorded in the office of the Secretary of State.

## BYLAWS

Article I. Membership.

Section 1. Membership Year:

The membership year of the Association shall be January 1 to December 31.

Section 2. Types of Membership:

a. Personal Membership:

Any persons engaged in library work or interested in the objectives of the Association. Personal members shall have the right to vote, to participate in Association activities, and to hold office in the Association.

b. Institutional Membership:

Libraries, clubs, agencies, or organizations interested in library development in the Southeast. Institutional members are not entitled to vote.

c. Constituent Members:

State library associations of the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia are constituent members of the Association. Other state library associations may petition the Executive Board and be approved for membership by the Association.

d. Special Memberships:

1. Sustaining and contributing memberships shall be open to any persons desiring to pay the dues for those classifications.

2. Honorary Memberships:

The Executive Board may, from time to time, designate a person who has made an outstanding contribution to the Association or to librarianship in the Southeast as an honorary member for life. Honorary members shall have all the rights and privileges of personal members.

Article II. Dues and Fees.

Section 1. Dues are payable annually upon the receipt of notice from the Executive Secretary. The amount of dues shall be approved by the Association's membership after recommendation by the Executive Board.

Section 2. Registration fees to be charged each person attending a conference of the Association shall be established by the Executive Board.

Article III. Organization and Administration.

Section 1. Officers:

a. Nomination and Election

1. The President with the advice and consent of the Executive Board shall appoint a Nominating Committee composed of one association member from each constituent state, one of whom shall be designated chairman.

2. The Nominating Committee shall prepare a slate consisting of at least two candidates for each office which shall be announced to the membership at least four months prior to the mailing of the ballots.

3. Additional candidates may be added to the slate provided that each is backed by a petition of at least 5% of the membership which is received by the Executive Secretary at least two months prior to the mailing of the ballots.

4. Elections shall be by secret ballot which shall be mailed to the individual members in good standing three months before each official biennial business meeting of the membership.

5. A majority of the votes cast shall be necessary to constitute an election for each office. A run-off of the two top candidates for each office shall be held when no one candidate has a majority of the votes cast.

6. No elected incumbent may succeed himself in office.

b. Duties of the Officers

1. The President is the chief executive officer of the Association and shall preside at all official business meetings of the Association, the Executive Board and the Executive Committee. In his absence the Vice President/President Elect shall preside. The President is responsible for budget preparation.

2. The Vice President/President Elect shall assume the duties of the President in his absence or should a vacancy occur in that office.

3. The Secretary shall record the proceedings of all business meetings of the Association. Other duties may be assigned by the President with the advice and consent of the Executive Board.

4. The Treasurer shall be responsible for handling the Association's funds, keeping itemized records of receipts and expenditures, and other associated activities. He shall make all financial records available for audit upon the request of the President and/or the Executive Board.

5. The Executive Secretary is responsible for the operation of the Headquarters office. Other responsibilities may be assigned by the President and/or the Executive Board.

c. Vacancies in Office

Vacancies in elected offices of the Association shall be filled by the President with the advice and consent of the Executive Board. However, a vacancy in the office of the Vice President/President Elect shall be filled by a special election to follow promptly the announcement of a slate of at least two candidates, this announcement to be made by the nominating committee within one month after the vacancy occurs.

Section 2. Meetings of the Executive Committee:

The Executive Committee shall meet on call of the President. Meetings of this Committee shall be as frequent as needed to transact the business of the Association. The President, or in his absence the Vice President/President Elect, shall preside, but shall vote only in case of a tie. The other members have one vote each. Copies of the minutes shall be distributed to the members of the Executive Board.

Section 3. Executive Board:

a. Membership of the Executive Board is defined in Article IV, Section 4 of the Constitution.

b. Election of constituent member representatives on the Executive Board:

1. The state library associations of each of the states named in Article I, Section 2-c of the Bylaws shall be authorized to elect a representative to serve on the Association's Executive Board. These representatives may not serve concurrently as section or committee chairmen.

2. Each such representative shall be a personal member of the Association and of the State Association which that person represents.

3. Terms for these constituent representatives shall be four years in length. Half of the representatives of constituent members shall be elected at one time. Implementation of this shall be carried out by the Executive Board after the present incumbents have served their terms.

4. When a vacancy occurs in the office of a representative, the Executive Board of that State Library Association shall designate a replacement until the next scheduled election for that state.

c. Meetings of the Board shall be called by the President. Five members of the Board may petition the full Board membership for additional meetings.

Article IV. Finances.

Section 1. Fiscal Period:

The fiscal period of the Association shall be January 1 to December 31 of each year.

Section 2. Audit:

The President shall arrange for a professional audit each January.

Section 3. Bonding:

The Executive Secretary and the Treasurer shall be bonded, the amount being determined by the Executive Board.

Article V. Sections, Committees, and Round Tables.

Section 1. Committees:

a. Standing committee members shall serve for two years. Only personal members may serve as committee members. No single individual may be named as chairman of a committee for more than two consecutive terms.

b. Each constituent state shall be represented on each standing committee. Whenever possible, the state representative shall also be a member of the appropriate state library association committee.

c. The standing committees are:

Awards

Budget

Committee on Committees

Constitution and Bylaws

Continuing Education

Governmental Relations

Intellectual Freedom

Interstate Cooperation

Library Development (Standards and Planning)

Personnel Utilization

Membership

Southern Books Competition

Staff Development and Continuing Education

Southeastern Authors Award

Section 2. Sections:

a. Sections are formed to represent a distinct field of library activity. Sections of the Southeastern Library Association are:

Library Education Section

Public Librarians Section

Reference and Adult Services Section

Resources and Technical Services Section

School and Children's Librarians Section

Special Libraries Section

Trustees and Friends of the Library Section

University and College Library Section

- b. A group representing at least 10% of the Association membership may petition the Executive Board for recognition as a Section.
  - c. Each section shall operate under a constitution and/or bylaws compatible with the SELA Constitution and Bylaws. A copy must be filed with the Association's Executive Secretary. The Constitution and Bylaws Committee shall check for compatibility.
- Section 3. Round Tables:
- a. Round Tables may be formed to promote interests not within the scope of any section.
  - b. A group representing at least 100 members of the Association may petition the Executive Board for recognition as a Round Table.
  - c. Each Round Table shall operate in a manner compatible with the Southeastern Library Association Constitution and Bylaws.

Article VI. Publications.

Section 1. Official Organ:

The official organ of the Association shall be *The Southeastern Librarian*. Other publications may be produced as deemed necessary and appropriate by the Executive Board.

Section 2. Editor:

The editor of *The Southeastern Librarian* shall be appointed by the President with the advice and consent of the Executive Board.

Article VII. Relations with other Organizations.

Section 1. The Southeastern Library Association shall maintain chapter membership in the American Library Association.

Section 2. The SELA President, whenever possible, shall represent the Association at the membership meetings of the constituent state associations. Individual sections may affiliate with sections of other library associations with the approval of the Executive Board.

Article VIII. Governance.

Section 1. Parliamentary Authority:

Robert's *Rules of Order*, latest edition, shall govern the Association in all cases whenever there is no conflict with the SELA Constitution and Bylaws.

Section 2. Parliamentarian:

A Parliamentarian shall be appointed by the President with the advice and consent of the Executive Board, to serve at each business session of the Association and of the Executive Board.

Article IX. Dissolution of the Association.

Should the Association be dissolved, all monies left in the treasury after all bills are paid shall be divided equally among the state library association of the several states represented.

— Submitted by  
Hubert H. Whitlow, Chairman  
Constitution and Bylaws Committee

## LIBRARY EDUCATION SECTION

There is no existing copy of By-Laws for the Library Education Section. To correct this problem the membership will be given an opportunity at the Birmingham Conference to approve a set of By-Laws; policy requires members to have copies of proposed By-Laws at least thirty days before voting yea or nay.

The slate of officers to be voted on during the Birmingham Conference is also included for membership information.

## PROPOSED BYLAWS

Article I. Name.

The name of this Section shall be the Library Education Section of the Southeastern Library Association.

Article II. Purpose.

1. To study the curricula of the library education institutions in the Southeast and to evaluate the effectiveness of present sources of study to meet the needs of libraries in the region;
2. To study, in cooperation with the Committee on Personnel Utilization the current demand for library school graduates;
3. To facilitate the placement of graduates in the region and beyond by effective communication between employers and prospective employees;
4. To explore further possibilities for continuing education of library school graduates.

Article III. Members.

Section 1. Any person, institution, organization or agency engaged in or interested in library education having paid current dues to the Southeastern Library Association shall be eligible for membership in this section.

Section 2. No dues shall be required for members of this Section other than those for the Association.

Article IV. Meetings.

Section 1. The meetings of this Section shall be held during the biennial meeting of the Southeastern Library Association.

Section 2. A special meeting may be held when 10 percent of the membership petitions the chairperson in writing.

Section 3. The members present at a meeting shall constitute a quorum.

Article V. Officers and Committees.

Section 1. The officers of the Library Education Section of the Southeastern Library Association shall be a Chairperson, Vice-chairperson (who shall be Chairperson-elect) and Secretary. These officers shall perform the duties prescribed by these Bylaws and by the parliamentary authority adopted by the Southeastern Library Association. At no time shall these Bylaws be in conflict with those of the Association.

Section 2. The Chairperson shall appoint a nominating committee.

Section 3. The officers shall be elected by a majority vote of members present to serve for two years or until their successors are elected, and their term of office shall begin at the close of the biennial meeting at which they are elected.

Section 4. No member shall hold more than one office at a time.

Article VI. Duties of Officers.

Section 1. The elected officers of this organization shall be a Chairperson, a Vice-chairperson, and a Secretary.

Section 2. Duties of the Chairperson of the Library Education Section shall be:

1. Plan program of activity for the biennium
2. Charge Section Nominating Committee to present a slate of officers for election at the biennial meeting of the Association
3. With other officers plan for Section meeting at the regular meeting of the Association.
4. Appoint committees as appropriate.

Section 3. The Vice-chairperson shall be Chairperson Elect and shall assume the duties of the Chairperson at the expiration of his/her term of office. Duties of the Vice-chairperson shall be to:

1. Act in the absence of the Chairperson and perform the duties of the Chairperson as requested.
2. With other officers plan for Section meeting at the regular meeting of the Association.
3. In the event the office of Chairperson becomes vacant the Vice-chairperson shall become Chairperson for the unexpired term. A new Vice-chairperson shall be elected by written ballot from a slate proposed by the nominating committee.

Section 4. Secretary.

1. The secretary shall keep records of all the proceedings of the organization.
2. With other officers plan for Section meeting at the regular meeting of the Association.

Article VII. The Executive Committee.

Section 1. The Officers of the Section and the immediate past chairperson shall constitute the Executive Committee.

Section 2. The Executive Committee shall have general supervision of the affairs of the Section between its meetings, make recommendations to the Section, and shall perform such other duties as are specified in these bylaws. The Committee shall be subject to the orders of the Section, and none of its acts shall conflict with action taken by the Section.

Article VIII. Committees.

Section 1. The Chairperson shall appoint a nominating Committee chosen to be representative of the geographical area of the Association. It shall be the duty of this committee to nominate candidates for the offices to be filled at the next biennial meeting.

Section 2. A Program Committee may be appointed by the Chairperson.

Section 3. Other committees may be appointed as deemed in the best interest of the Section or to meet a specific charge.

Article IX. Parliamentary Authority.

Section 1. *Sturgis' Standard Code of Parliamentary Procedures* shall be the governing authority in any matter not specifically covered in these Bylaws. The Chairperson may appoint a Parliamentarian.

Article X. Amendments to the Bylaws.

Section 1. The Bylaws may be amended at any regular meeting of the Section by a majority vote of those present and voting, providing due notice of the proposed amendment has been given at least thirty (30) days before the meeting at which it is presented. Any changes adopted shall be published in the *Southeastern Librarian*.

Officer's Manual

Chairperson

- a. Secure from the President or Program Chairperson of the Southeastern Library Association information as to whether there is to be a theme for the meeting and the budget for the Section.
- b. Send program plans to the SELA Program Chairperson as soon as they are confirmed.
- c. If a meal meeting is planned, secure approval from Local Arrangements Chairperson. Notify Chairperson of plans, time and estimated number expected. Plan seating arrangement at the speaker's table.
- d. Notify Local Arrangements Chairperson of estimated attendance at meetings and of any special arrangements of equipment needed.
- e. Following the meeting write letters of appreciation to speakers and other participants.
- f. Submit requests for additional funds to the Executive Board.

Vice-chairperson

- a. Shall act in the absence of the Chairperson.

Secretary

- a. Prepare two copies of the report of the annual section meeting — one copy for the Association files and one for publication in *The Southeastern Librarian*.



## NOMINEES

The nominating committee of the SELA-Library Education Section announces its slate of candidates to be voted on by the membership at the Birmingham Conference:

Chairman (Past chairman-elect) — (1980-1982) —

Dr. Dorothy Haith

Chairman-elect (1982-1984)

Dr. Ann Prentice, Graduate School of Library & Information Science  
University of Tennessee, Knoxville

Secretary (1980-1982)

Mr. John Warren

Director of Libraries

University of Alabama at Huntsville

Dr. Dorothy Haith, who was formerly chairman of the Library Science Education program at Alabama A & M University, Huntsville, is now working in the Media Division, State Department of Public Instruction, Raleigh, N.C.

Dr. Ann Prentice, Director, GSLIS, University of Tennessee, Knoxville. Work experience prior to coming to UT included management of school library media centers, directorship of a public library and eight years as a library educator. Specializations in library management, financial administration, planning and governance. Publications include three books dealing with library finance, principal authorship of the background paper for the New York Governor's Conference on libraries and numerous articles dealing with library management, funding and evaluation of services. Editor of *Public Library Journal*.

John Warren, Director of Libraries, University of Alabama in Huntsville. Currently completing dissertation for Ph.D., University of Pittsburgh. Experience includes Head, Library Ordering Department, Battelle Memorial Institute; Head, Library Acquisitions, Florida Atlantic University; Project Director, Pittsburgh Regional Library Center and Assistant Professor, Graduate School of Library and Information Science, University of Tennessee, Knoxville.

Respectfully Submitted:

Nancy Bush

Lafaye Cobb

Margaret Gunn

Ron Blazek (Chairman)

## PUBLIC LIBRARIANS SECTION

Candidates for offices in the Public Librarians Section are as follows:

Ronald S. Kozlowski, candidate for chairman

Director, Louisville Free Public Library, Louisville, Kentucky, 1977- ; Director, West Florida Regional Library, Pensacola, Florida, 1974-77; Assistant Director, Evansville-Wanderburgh County Library, Evansville, Indiana, 1971-74; Head, Acquisitions and Reference, Indiana State University, Evansville, Indiana, 1970-71; Head Librarian, McCollough Branch Library, Evansville, Vanderburgh County Library, Evansville, Indiana, 1969-70; Audiovisual Librarian, Triton Junior College, River Grove, Illinois, 1968-69; Assistant Librarian and teacher of English and Journalism, District 88 High Schools, Villa Park, Illinois, 1965-68; Teacher of English and Journalism, Proviso East High School, Maywood, Illinois, 1961-65

B.S.Ed., (English-Journalism) Illinois State University, Norman, Illinois, 1961; M.A.L.S., Rosary College, River Forest, Illinois, 1968

American Library Association (Vice-President/President-Elect, Metropolitan Library Section; Secretary, Association of State Library Agencies; Member, Public Library Association Organization Committee and Association of State Library Agencies State Aid Study Committee); Southeastern Library Association (Member, Public Relations Committee); Delegate, White House Conference on Libraries

Publications: Article in *American Library Association Yearbook*, 1978, entitled "Community Delivery Services"; Chapter on "Bools-by-Mail in Evansville, Indiana" in a monograph published by Indiana State University, Terre Haute, Indiana, 1974

*Who's Who in America*, 1978-79; Member: Editorial Committee, Louisville Bicentennial Publication; Junior Art Gallery Board; Louisville Orchestra Advisory Board

William L. Whitesides, candidate for chairman

Director, Fairfax County Public Library, Fairfax, Virginia, 1970- ; Asst. Director, 1968-69; Asst. to Director 1966-67; Library Director, City of Roanoke, Virginia, 1961-65; Library Director, Cobb-County-Marietta, Georgia Public Libraries, 1958-61; Branch Librarian, Atlanta Public Library, Georgia, 1957-58; Administrative Specialist, Military Personnel Division, Fort Jackson, South Carolina

B.S., Appalachian State University, Boone, North Carolina, 1953; M.A.L.S., Florida State University, Tallahassee, Florida, 1954  
American Library Association (Council, 1976-79; Committee on Organization, 1972-73); Southeastern Library Association (Chairman, Interstate Cooperation Committee, 1978-80); Virginia Library Association (Federal-State Coordinator, 1975; Treasurer, 1965-66); D.C. Library Association (President, 1976)

Phi Kappa Phi; Beta Phi Mu; Kiwanis International (President, Fairfax Club, 1969); Historical Society of Fairfax County

Jack C. Mulkey, candidate for vice-chairman, chairman-elect

Director, Jackson Metropolitan Library System and Adjunct Faculty, Graduate School of Library Science, University of Southern Mississippi, 1978- ; Director, Mississippi Library Commission, 1976-78; Assistant Director, Mississippi Library Commission, 1974-76; Management Consultant, Mississippi Library Commission, 1973-74; Director, Green Gold Library System, Shreveport, Louisiana, 1971-73

B.A., Centenary College, Shreveport, LA, 1961; Rotary Scholar, University of Dijon, France, 1961-62; Law Fellow, Duke University, 1962-63; M.S., LSCA Fellow, Louisiana State University Graduate School of Library Science, 1968-69

ALA, MLA, SELA; Chairman, Mississippi Governor's Conference on Libraries, 1978; Delegate, White House Conference on Libraries

Beta Phi Mu; Omicron Delta Kappa; Phi Kappa Phi; *Who's Who in America*, 1978-

Mary Louise Rhey, candidate for vice-chairman, chairman-elect

Education:

Sydney Lanier High School, Diploma 1937  
Montgomery, Alabama

Alabama College, AB 1940  
(Now University of Montevallo)

Emory University, AB LS 1941

Emory University, MSLS 1959  
Atlanta, Georgia

Current Position:

Cobb County Public Library,  
Director

Honors:

1979

First Honorary Member of  
Junior Members Round Table of  
Georgia Library Association

1980

Recipient of Allie Beth Martin Award

Patricia B. Gray, candidate for secretary

Head Librarian, Barron F. Black Branch, Norfolk Public Library, Norfolk, Virginia, 1977-; Assistant to the Head, Business, Technology and Social Science Department, Norfolk Public Library, 1968-1977; Reference Librarian, Public Library of Charlotte and Mecklenburg County, Charlotte, North Carolina, 1962-63

B.A., University of North Carolina at Greensboro; M.S.L.S., School of Library Science, University of North Carolina at Chapel Hill

Member: American Library Association; Southeastern Library Association; Virginia Library Association

Phi Beta Kappa; Phi Alpha Theta; American Association of University Women; Norfolk Symphony Orchestra

Jerry Thrasher, candidate for secretary

Director — Cumberland County Public Library; 1980- ; Associate Director, Forsyth County Public Library, Winston-Salem, North Carolina, 1977-79; Director, Haywood County Public Library, Waynesville, North Carolina, 1975-77; Librarian, City Island Branch Library, Daytona Beach, Florida, 1972-74; Circulation Librarian, Robert W. Woodruff Library for Advanced Studies, Emory University, Atlanta, Georgia, 1970-2

B.A., University of Alabama, University, Alabama, 1969; M.S.L.S., Florida State University, Tallahassee, Florida, 1970

American Library Association; Southeastern Library Association; North Carolina Library Association

— Submitted by the Nominating Committee

David Lyon

Ann R. Thurmond

Mae S. Tucker (chairman)

## SCHOOL AND CHILDREN'S LIBRARIANS' SECTION

The following document is the proposed bylaws of the School and Children's Librarians' Section of SELA. These bylaws will be voted upon at the business meeting of the Section at the SELA Conference in November. Please send recommendations concerning these bylaws to Pat Scales, Apt. 16-B, Yorktown Apartments, Glenville, South Carolina 29615.

### PROPOSED BYLAWS

Article I. Name.

This section shall be called the School and Children's Librarians' Section of the Southeastern Library Association.

Article II. Objectives.

The objectives of the School and Children's Librarians' Section shall be:

- a. to plan, stimulate and support the development of effective library service to children and youth in the Southeast;
- b. to cooperate with regional and national agencies with similar interests; and
- c. to encourage and support research dealing with library and related problems of children and youth in the region.

Article III. Membership.

General membership dues in the Association shall entitle any member to become a member of the School and Children's Librarians' Section.

Article IV. Officer and Executive Committee.

Section 1. The Officers of the Section shall be Chairman, Vice-Chairman (Chairman-Elect), and Secretary.

Section 2. The officers, together with the immediate past-Chairman and one Association representative from each state shall make up the Executive Committee of the Section.

Article V. Duties of the Officers.

Section 1. *Chairman.*

The Chairman shall preside at all meetings of the Section and have general supervision of the activities of the Section. He or she shall have the power to appoint standing and special committees with the approval of the Executive Committee of the Section. The Chairman shall be Chairman of the Executive Committee of the Section and an ex-officio member of all committees. He or she shall authorize payment of functional expenditures and present the biennial budget for the Section, prepared by the Executive Committee of the Section, to the Executive Board of the Southeastern Library Association.

Section 2. *Vice-Chairman (Chairman-Elect).*

The Vice-Chairman (Chairman-Elect) shall assist the Chairman in the performance of his or her duties and shall act for the Chairman in his or her absence or at his or her request. This person shall be responsible for the Section's program at the biennial meeting. In the event that the Chairman finds it necessary to withdraw from office, the Vice-Chairman shall serve for the balance of the unexpired term and continue as Chairman for the following two years.

Section 3. *Secretary.*

The Secretary shall record the proceedings of all meetings of the Section and of the Executive Committee of the Section. He or she shall present the minutes of the preceding biennial meeting for approval at the next biennial meeting. Other duties, such as correspondence, may be assigned the Secretary by the Chairman.

Section 4. *Vacancies.*

Should a vacancy occur in any office it may be filled by the Executive Committee of the Section until the time of the next regularly scheduled biennial election unless another procedure for filling the vacancy has been specified in the Section's Bylaws.

Article VI. Nominations and Elections.

Section 1. *Election of Officers.*

(a) The Chairman shall appoint a Nominating Committee for the Section. The Nominating Committee shall prepare a slate of officers, composed of one candidate for Vice-Chairman (Chairman-Elect) and one for Secretary, for presentation to the Section at the biennial business meeting. Written acceptance shall be obtained prior to submission of a name to the Section membership. Election shall be by vote of a majority of the members present at the biennial meeting. Election of officers for the Section must be completed by the end of the biennial conference. The outgoing Chairman is responsible for giving the slate of the new officers and Executive Committee members of the Section to the Executive Secretary and the Editor of the *Southeastern Librarian*.

(b) Nominations may be made from the floor if accompanied by written acceptance of the nominee.

(c) Officers assume duties immediately following the biennial conference.

Section 2. *Election of the Executive Committee of the Section.*

(a) The State Representatives serving on the Executive Committee of the Section shall be elected for a term of four years. All states shall not elect their representatives in the same biennium. Five states shall elect a representative one biennium and five states the next biennium, in order to assure continuity on the Executive Committee.

(b) The Executive Committee of the Section shall appoint a Nominating Committee from each state composed of three to five Association members whose primary professional interest is in children and youth. Each Nominating Committee will submit one candidate from its state to the Chairman of the Section. These names will be presented to the Section at the biennial business meeting. Written acceptance shall be obtained prior to submission of a name to the Section membership. Election shall be by vote of a majority of the members present at the biennial meeting. Election of Executive Committee members of the Section must be completed by the end of the biennial conference.

(c) Nominations may be made from the floor if accompanied by written acceptance of the nominee.

(d) Executive Committee members of the Section assume duties immediately following the biennial conference.

(e) When a vacancy occurs in the office of any Executive Committee member representing a state, the Executive Committee of the Section itself is empowered to fill the vacancy from the active membership of the state in question. A new election shall be held when the original four-year term has expired.

Article VII. Meetings.

Section 1. The official biennial meeting shall be held at the time of the biennial Southeastern Library Association Convention.

Section 2. Ten percent (10%) of the active membership of the Section, representing at least five states, shall constitute a quorum for the transaction of business, at any biennial meeting. A majority of the members of the Executive Committee of the Section shall constitute a quorum.

Article VIII. Committees.

Section 1. The Chairman shall appoint all committees with the approval of the Executive Committee of the Section. The Chairman shall serve as an ex-officio member of all committees.

Section 2. The Chairman, with the approval of the Executive Committee of the Section, may establish standing committees to

consider matters of the Section which require some continuity of attention. Members of all standing committees may be appointed for terms of two or four years as the Chairman designates, which will also provide continuity of membership. Members may be reappointed for a second but not a third consecutive term. The terms of approximately half the committee members shall expire each two years. Ad hoc committees may also be appointed by the Chairman, with the approval of the Executive Committee of the Section, as the need arises.

Article IX. Amendments to the Bylaws.

The Bylaws may be amended at any regular meeting of the Section by a majority vote of those present and voting, providing due notice of the proposed amendment has been given to the membership of the Section at least thirty (30) days before its presentation for adoption. Notice of the proposed amendment may be circulated by mail or by publication in the *Southeastern Librarian*.

Article X. Parliamentary Authority.

Section 1. The rules contained in *Robert's Rules of Order*, latest edition, shall govern the section in all cases to which they are applicable provided that they do not conflict with the bylaws of the Section or Association.

Section 2. The Chairman shall appoint a parliamentarian to serve at each business session of the Section. A parliamentarian may also be appointed by the chairman to serve at Executive Committee and other similar meetings of the Section.

— Submitted by Bylaws Committee  
Dorothy Blake  
Rosalind Miller  
Shirley Aaron (Chairman)

## TRUSTEES AND FRIENDS SECTION

The Trustees and Friends Section of SELA announces the following names as participants in its workshop program on Friday, November 21, in Birmingham at the Hyatt House during the Biennial Conference.

Nancy Stiegemeyer, outstanding public library trustee from Missouri, will be conducting the workshops with Dr. Carl Grafton, member of Auburn University faculty.

Sandy Dolnick, first President of the newly formed Friends of Libraries USA, will be working with friends group assisted by Susan Whittle, public library consultant for the State Library of Florida; Eileen Cobb and Micki Carden, also on staff at the State Library of Florida. Mrs. Dolnick's appearance is cosponsored by the Council for Florida Libraries, Inc.

Dr. E. Culpepper Clark, Professor of History at the University of Alabama in Birmingham will deliver an address "Challenges of the 1980's."

A special luncheon function is planned with a noted speaker to be announced later.

A State Director's Panel consisting of Anthony W. Miele, Alabama; G. Barrett Wilkins, Jr., Florida and Fred Glazer, West Virginia, will be presented during the afternoon session.

The day's activities will conclude with a reception for SELA Trustees and Friends hosted by Anthony W. Miele, Director of Alabama Public Library Service and the Trustees and Friends of Alabama.

Officers for 1980-1982

Chairman:

Mrs. Barbara Cooper  
1717 Middle River Drive  
Fort Lauderdale, Florida 33305

Secretary:

Mr. H. K. Griggs  
1713 Courtland Ave.  
Reidsville, North Carolina 27320

— Kay Vowvalidis

# REGIONAL NEWS

## ALABAMA

The Alabama Library Association has recently issued a manual on intellectual freedom. Information is provided on how to cope with censorship threats and procedures for investigating requests for assistance. Key ALA documents and a citizen complaint form are included. The handsome, 30-page brochure is available for \$2.00 postpaid. Checks payable to Alabama Library Association. Address for copies: Alabama Library Association, Executive Secretary, P.O. Box BY, University, AL 35486.

## GEORGIA

Dr. David W. Hartman, author of *White Coat, White Cane: A Blind Doctor's Triumph Against Incredible Odds*, presented the seventh annual Evalene Jackson Lecture on May 16, 1980 at Emory University. This lecture series is sponsored by the Emory University Division of Librarianship and is made possible through an endowment created by its alumni to honor the former Director, Evalene Parsons Jackson.

## NORTH CAROLINA

Three faculty members of the North Carolina Central University School of Library Science conducted workshop sessions for librarians and information specialists in the Persian Gulf area March 15-19.

The workshop was held in Kuwait and was sponsored by the National Scientific and Technical Information Center of the Kuwait Institute for Scientific Research.

Dr. Annette L. Phinazee, dean of the NCCU School of Library Science, conducted workshop sessions on Special Libraries and Library Education.

Dr. Kenneth Shearer, professor of library science at NCCU, led sessions on Public Libraries.

Dr. Benjamin Speller, professor of library science at NCCU, led sessions on School Libraries.

Also participating as workshop leaders were Dr. Grady Morein, a former NCCU faculty member now with the Association of Research Libraries, and Mohamed A. Madkour, a consultant in information systems design from Cairo, Egypt.

---

A 1979 directory of special libraries in North Carolina has been compiled by the state chapter

of the Special Libraries Association. Copies of *Directory of Special Libraries in North Carolina*, M. Sangster Parrott, ed., may be ordered for only \$5.00 each. Make checks payable to North Carolina Chapter, Special Libraries Association, and send orders to: Mr. Rolly Simpson, Burroughs Wellcome Co. Library, 3030 Cornwallis Rd., Research Triangle Park, NC 27709, (919) 541-9090 x4164.

The directory represents the results of a two-year project to identify and describe the holdings and services of 121 special libraries, both public and private, in North Carolina.

## TENNESSEE

At its membership meeting in New Orleans, the Association of Southeastern Research Libraries voted to extend membership to Memphis State University Libraries.

---

A new service of the Memphis/Shelby County Public Library and Information Center, the West Tennessee Talking Library is one of the newest concepts in communication for the blind and physically handicapped. The West Tennessee Talking Library sprang out of the need to open doors to the world of the printed page for hundreds who cannot read the morning paper or best seller books. With assistance and cooperation both locally and state-wide, West Tennessee Talking Library began broadcasting on March 3, 1980, to serve all legally blind or physically handicapped residents of West Tennessee who fall within a 60 mile radius of Memphis.

## VIRGINIA

The function of the undergraduate college library and the kinds of conflicting pressures it must face were the focus of a two-day conference at Washington and Lee University last week involving more than 70 librarians, professors and administrators from 15 private liberal-arts colleges in Virginia. The conference, "Library Resources for College Scholars," was sponsored by the Washington and Lee Library as the first in a series of events leading to the formal dedication of its new \$9-million building in May. Maurice D. Leach Jr., head W&L librarian, defined the general topic

of the conference as an examination of the question "what library resources — if any — are needed to support research on a small, private, liberal-arts campus." And in a summary review, William J. Watt, dean of The College at Washington and Lee, described the "conflicts" the conference had identified — "students versus faculty; books versus machines; shared resources versus special collections; balance versus additional support for new programs; a directed development of collections versus meeting faculty needs or demands." In his keynote address, "Collection Development in Private Colleges," William E. Hannaford suggested basic changes that are needed in library collection-development. Hannaford, acquisitions librarian at Middlebury College, based his remarks on a survey of 10 private colleges in New England which he recently completed.

The W&L library plans to publish the proceedings of the conference later this year.

### WEST VIRGINIA

The Public Library section of the West Virginia Library Association has completed plans for three workshops to be held this summer. On June 11, in Martinsburg, the topic is "Promoting Library Materials to Children." Scheduled speakers include Ruth Jordan of Reading is Fundamental and Blanche Woolls of the University of Pittsburgh. On August 1, at Beckley, the topic "Friends and Support Groups" will be explored. The speaker is Arthur Kirschenbaum of the Department of Education, Washington, DC. On September 8, in Parkersburg, the topic will be "The Librarian and the Public," with Marvin Scilken, editor of "The Unabashed Librarian."

Fred Glazer, Director of the West Virginia Library Commission, has been elected as the permanent professional representative to the White House Conference on Libraries.

## COOPERATIVE EFFORTS

A workable model for introducing and maintaining a program of bibliographic instruction in an academic library is now available. In the form of 12 checklists which were originally developed by

the Continuing Education Committee of the Bibliographic Instruction Section of ACRL to accompany presentations at their Dallas BIS pre-conference on "Organizing and Managing a Library Instruction Program", they can be used separately, or adapted to local situations. To order, send \$3.00 to Order Department, ALA/ACRL, 50 East Huron Street, Chicago, IL 60611.

The ACRL BIS Education for Bibliographic Instruction Committee is soliciting the following information from school, public, and academic librarians currently participating in bibliographic instruction, who received library degrees after June, 1976:

1. What are your current job responsibilities in bibliographic instruction?
2. In what way, if any, did your library school program prepare you for these job responsibilities?
3. What additional educational preparation would have been helpful?

Please include name of library school and date of graduation. Confidentiality assured. Send replies to: Barbara Schwartz, Undergraduate Library, University of Texas at Austin, Austin, TX 78712.

SOLINET will employ the computer software developed by the Washington Library Network (WLN) as the nucleus of the regional support system for the southeast. The WLN system will be adapted to fit SOLINET's specific requirements. "Some of our members may find a combination of services from different sources best suited to their needs," explained SOLINET Board chairperson Ralph Russell. "SOLINET will act to make these combinations feasible." Because membership surveys show most libraries are pleased with OCLC, Inc. services, SOLINET intends to continue, even intensify, cooperative efforts with OCLC, Inc. At the same time, the organization hopes to offer improvements like better indexes, faster response time, authority control, subject search and access to local information. The new system will support OCLC, Inc. terminals and the greater volume of work generated by SOLINET members.

## CONTINUING EDUCATION OPPORTUNITIES

The Florida State University School of Library Science has available a \$3,000 scholarship for a student in the library service to handicapped persons area of specialization. The scholarship, given by the Henry W. Bull Foundation, is for a student in the master's or advanced master's program. Applicants for the scholarship must meet the admission requirements of the University and the School of Library Science. The application deadline for the 1980/81 academic year is August 1, 1980. For further information, please write: Dean Harold Goldstein, School of Library Science, Florida State University, Tallahassee, FL 32306.

## SOUTHEASTERN JOBLINES

American Society for Information Science (202) 659-8132  
Florida State Library (904) 488-5232  
Georgia Georgia Library Association JMRT (404) 634-5726 (5 p.m.-8 a.m., M-F, 12 noon-8 a.m. S-M)  
North Carolina (919) 733-6410  
South Carolina College of Librarianship (803) 777-8443  
Virginia (804) 355-0384

## DATES TO REMEMBER

### 1980

June 28- ALA Annual Conference, New York  
July 5 AASL National Conference, Louisville  
Sept. 25-28 Southern and South Central Regional Groups of the Medical Library Association, Annual Meeting, Fairmont Hotel, New Orleans  
Oct. 16-18 Children's Book Week  
Nov. 17-23 SELA Preconferences  
Nov. 19 SELA Biennial Conference, Hyatt House, Birmingham  
Nov. 20-22

### 1981

Feb. 1-7 ALA Midwinter Meeting, Washington, DC  
Oct. 7-10 Georgia Library Association Biennial Conference, Hilton Hotel, Atlanta

## PERSONALS

### APPOINTMENTS

Bernice I. BERGUP, Humanities Reference Librarian, University of North Carolina Library, Chapel Hill

Lera CHITWOOD, Senior Reference Librarian, University of Alabama Library, Huntsville

Reed COATS, Head, Hollywood Branch, Memphis/Shelby County Public Library and Information Center

Donna CRANMER, Cataloger, Alabama Public Library Service

Carol DAWSON, Children's Librarian, DeKalb Library System, GA

Hilda DENT, Reader Advisor, Alabama Public Library Service Regional Library for the Blind and Physically Handicapped

Elizabeth DOHERTY, Medical Librarian, University of Alabama Library, Huntsville

Mary DUDMAN, Architecture and Fine Arts Librarian, Auburn University

Candice EDWARDS, Children's Librarian, DeKalb Library System, GA

Faye P. GAMEL, Technical Services Archivist, University of North Carolina Library, Chapel Hill

Mary King GIVENS, Instructor, Interlibrary Loan Librarian, University of Tennessee Center for the Health Sciences Library, Memphis

Lee T. HANDLEY, Executive Director, SO-LINET

Don HART, Information Systems Manager, Alabama Public Library Service

Bobby E. HOLLOWAY, Assistant University Librarian for Technical Services, Auburn University

Stephen J. HURD, Head Librarian, Brookhaven Branch Library, GA

Yvonne KOZLOWSKI, Head of the Social Sciences Department, Auburn University

Jane MARKS, Government Documents Librarian, Alabama Public Library Service

Ruth MARTIN, Head, Art/Music/Recreation Department, Memphis/Shelby County Public Library and Information Center

Genease B. MAYS, Government Documents Librarian, Memphis/Shelby County Public Library and Information Center

Susan MELLETTE, Head, Frayser Branch, Memphis/Shelby County Public Library and Information Center

Robert MILLER, First Assistant, Memphis/Shelby County Public Library and Information Center

Barbara NELSON, Order Librarian, Auburn University

Stephen PRINE, Director, Service for the Blind and Physically Handicapped, South Carolina State Library

Alice PUYOT, Reference Librarian, DeKalb Library System, GA

Sue RAYMOND, Head, Collierville Branch, Memphis/Shelby County Public Library and Information Center

Miriam L. SHEAVES, Geology Librarian, University of North Carolina Library, Chapel Hill

Cynthia SMITH, Head Librarian, Lithonia Branch Library, GA

Harmon STRAITON, Microforms and Government Documents Librarian, Auburn University  
 Melva STRANG, General Reference Librarian, University of Alabama Library, Huntsville

Billie Ruth WOOD, Gifts and Exchange Librarian, Auburn University

## A VARIETY OF SIGHTS AND SOUNDS AWAIT YOU IN BIRMINGHAM



Morris Avenue plays a major role in Birmingham's nightlife. The original re-laid bricks on the street provide an historic cobblestone causeway to the night's delights. Here you'll find clubs to suit any style--

laid-back blues, swinging rock, MORRIS AVENUE knocked-out jazz, pure country or hot disco. Quality entertainment in quality clubs makes a delightful escort to the "Magic City's" dawn.

Permanent collections, changing exhibitions and innovative activities of the Museum make it one of the most interesting and outstanding museums in the Southeast.

There's something of interest for everyone: the magnificent Kress Collection; fine ceramics from Asia; paintings from the 17th, 18th and 19th centuries. Highlighting the decorative arts in the important Dwight and Lucille Beeson Wedgwood Collection, one of the largest and finest in the world.



OSCAR WELLS MUSEUM OF ART



RED MOUNTAIN MUSEUM --

a natural history museum located on the side of Red Mountain overlooking the city. The museum's

exhibits explain the geological and paleontological history of the area. A geological walkway on the mountain interprets the 190 million years of earth history in the exposed rock formations. The museum's fossil collection includes a 14-foot-long Mosasaur. This marine lizard was found in south Alabama and dates back over 85 million years to the time of the dinosaurs.

Standing high atop Red Mountain is a piece of American history called Vulcan, the mythological god of metalworks. This famous "Iron Man," the largest cast iron statue in the world, offers a spectacular panoramic view of the city and surrounding areas by day or by night. A glass elevator whisks you to the observation deck and museum combination.



VULCAN PARK

Covering 67½ acres, the Birmingham Botanical Gardens consist of 12 distinctly beautiful sections. The eighty-five foot Conservatory, in which any climate or season can be reproduced, houses rare flora from all the world. A stroll through the Gardens eventually will lead to the Oriental beauty of Old World Japan in the Japanese Gardens.



BIRMINGHAM BOTANICAL GARDENS

The Jimmy Morgan Zoo, the largest zoo in nine southeastern states, is a diversified animal collection featuring rare and unusual animals such as the White Rhinoceros, the Siberian Tiger, the Gorilla, the Orangutan and an array of other beasts and fowl.



JIMMY MORGAN ZOO



**SOUTHEASTERN LIBRARY ASSOCIATION**  
**P.O. Box 987, Tucker, GA 30084**  
**Phone: 404-939-5080**  
**Founded 1920 — Incorporated 1950**

**OFFICERS 1978-80**

**President:**

Helen D. Lockhart, Coordinator  
Memphis/Shelby County Public Library  
and Information Center  
1850 Peabody Avenue  
Memphis, TN 38104

**Vice President/President-Elect:**

Paul H. Spence  
University College Librarian  
University of Alabama in Birmingham  
Birmingham, AL 35294

**Executive Secretary:**

Ann Morton

**Secretary:**

Mary Frances Griffin  
Library Consultant  
State Department of Education  
Columbia, SC 29201

**Treasurer:**

John E. Scott  
Director of Library Resources  
West Virginia State College  
Institute, WV 25112

**STATE REPRESENTATIVES TO THE EXECUTIVE BOARD**

**Alabama:**

Luther Lee  
Air University Library  
Maxwell AFB, AL 36112

**Florida:**

Lorraine Schaeffer  
State Library of Florida  
R. A. Gray Building  
Tallahassee, FL 32304

**Georgia:**

David E. Estes  
Special Collections  
Woodruff Library  
Emory University  
Atlanta, GA 30322

**Kentucky:**

Jane White  
College of Education  
University of Kentucky  
Lexington, KY 40506

**Mississippi:**

Rush G. Miller, Jr.  
Delta State Univ. Library  
Cleveland, MS 38732

**North Carolina:**

Mae S. Tucker  
Public Library of Charlotte  
and Mecklenburg County  
310 N. Tryon Street  
Charlotte, NC 28202

**South Carolina:**

Gerda Belknap  
Richland County Public Library  
1400 Sumter Street  
Columbia, SC 29201

**Tennessee:**

Ann R. Thurmond  
Shiloh Regional Library  
Hamilton Hills Shopping Center  
Jackson, TN 38301

**Virginia:**

Roberta L. Miller  
Library Division  
Virginia State Library  
Richmond, VA 23219

**West Virginia:**

Judy Rule  
Coordinator of Services  
Cabell County Public Library  
Huntington, WV 25701

**SECTIONS AND CHAIRMEN, 1978-1980**

**Junior Members Round Table:** Blanche Wysor,  
Sandston Branch Library,  
23 E. Williamsburg Road, Sandston, VA 23150

**Library Education Section:** Eugenia Mauldin  
University of Tennessee  
Knoxville, TN 37916

**Public Librarians Section:** C. David Warren  
Richland County Library  
1400 Sumter Street  
Columbia, SC 29201

**Reference and Adult Services Section:** Mary Canada  
Duke University  
Durham, NC 27706

**Resources and Technical Services Section:**  
George W. Crabbe, Chief, Catalog Dept. Library  
Eastern Kentucky University  
Richmond, KY 40475

**School and Children's Librarians Section:**

Pat Scales, Greenville Middle School  
Greenville, SC 29607

**Special Libraries Section:** Nancy W. Clemons  
3820 Arundel Drive  
Birmingham, AL 35243

**Trustees and Friends of the Library Section:**  
Kay Vowvaldis, 100 Deer Path Road  
Ozark, AL 36360

**University and College Library Section:**

Ralph E. Russell, University Librarian  
Georgia State University  
Atlanta, GA 30303

**COMMITTEES AND CHAIRMEN, 1978-80**

**Archives Committee:** W. Porter Kellam,  
399 Parkway Drive, Athens, GA 30601

**Assist the Headquarters Staff Committee:**  
Paul Cousins, Woodruff Library,  
Emory University, Atlanta, GA 30322

**Birmingham Conference-Local Arrangements Committee:**  
Patricia S. Moore, Emmett O'Neal Library,  
Mountain Brook, AL 35212

**Budget Committee:** Paul H. Spence,  
Mervyn Sterne Library, University Station,  
Birmingham, AL 35294

**Committee on Committees:** J. B. Howell,  
Mississippi College, Clinton, MS 39056

**Committee on Objectives:** Mary Louise Rhey,  
Cobb County Public Library  
30 Atlanta Street, Marietta, GA 30060

**Committee on Personnel Utilization:** Harold Goldstein,  
Florida State University, Tallahassee, FL 32306

**Conference Parliamentarian:** Kathryn C. Culbertson,  
State Librarian & Archivist, Tennessee State Library and  
Archives, 403 Seventh Avenue North, Nashville, TN 37219

**Conference Site Selection Committee:** H. William O'Shea,  
Director, Wake County Public Libraries, Raleigh, NC 01235

**Constitution and Bylaws Committee:** Hubert H. Whitlow,  
Floyd Junior College, P.O. Box 1864, Rome, GA 30161

**Continuing Education Committee:** Paul C. Porterfield,  
661 Willow Heights Drive, Atlanta, GA 30328

**Governmental Relations Committee:** Charles E. Miller,  
Director of University Libraries, Robert Manning Strozier  
Library, Florida State University, Tallahassee, FL 32306

**Headquarters Organization and Planning Committee:** David  
Estes, Woodruff Library, Emory University, Atlanta, GA 30322

**Honorary Membership Committee:** John David Marshall, Library,  
Middle Tennessee State University, Murfreesboro, TN 37130

**Intellectual Freedom Committee:** Edwin C. Strohecker, Director of  
Libraries, Murray State University, Murray, KY 42071  
Interstate Cooperation Committee: William L. Whitesides,  
Director, Fairfax County Public Library, 5502 Port Royal Road,  
Springfield, VA 22151

**Library Development Committee:** Paul H. Spence, Mervyn Sterne  
Library, University Station, Birmingham, AL 35294

**Library Orientation and Bibliography Instruction Committee:**  
Pamela Cravey, Georgia State University Library, 100 Decatur  
Street, S.E. Atlanta, GA 30303

**Media Utilization Committee:** Barbara Bontfii, 746 Amherst Road,  
Morgantown, WV 26505

**Membership Committee:** James E. Ward, Crisman Memorial Library,  
David Lipscomb College, Nashville, TN 37203

**Nominating Committee:** Elliott Horton, Morgantown Public Library,  
Morgantown, WV 26505

**Public Relations Committee:** Cosette Kies, School of Library  
Science, George Peabody College for Teachers,  
Nashville, TN 37203

**Resolutions Committee:** Howard M. Smith, Richmond Public Library,  
4120 Hillcrest Road, Richmond, VA 23225

**Rothrock Award Committee:** Lucille Deaderick,  
Rt. 17, Knoxville, TN 37921

**SELA Outstanding Author Awards Committee:** A. Ray Rowland,  
Augusta College Library, Augusta, GA 30904

**Southern Books Competition Committee:** Frank J. Anderson,  
Sandor Teszler Library, Wofford College, Spartanburg, SC 29301

**Ad-Hoc Conference Handbook Revision Committee:** Tom  
Sutherland, Paducah Public Library, 555 Washington,  
Paducah, KY 42001

# State Library Association Officers — SELA Area

Frequently members of SELA wish to correspond with the officers of the several state library associations in the area covered by SELA. Since the list is a permanent part of this journal, all state library associations are requested to notify the Managing Editor when changes occur. Please give *full* address with each name.

## Alabama Library Association

President:  
Dr. William Highfill  
809 Heard Ave.  
Auburn, AL 36830

President-Elect:  
Dr. Dallas Ballio  
1569 McIntyre Drive  
Mobile, AL 36618

Second Vice President:  
Gerard Wingertsahn  
P.O. Box 308  
Anniston, AL 36202

Secretary:  
Ms. Alice Stephens  
620 East Edgemont Ave.  
Montgomery, AL 36111

Treasurer:  
Mrs. Exir Brennan  
68 Heritage Hills  
Tuscaloosa, AL 35406

## Florida Library Association

President:  
John N. DePew  
School of Library Science  
Florida State University  
Tallahassee, FL 32306

Vice President, President-Elect:  
Bernadette Storck  
Tampa Public Library  
900 N. Ashley  
Tampa, FL 33602

Secretary:  
Lorraine Schaeffer  
State of Florida Library  
R. A. Gray Building  
Tallahassee, FL 32304

Treasurer:  
David F. Covert  
University of Tampa  
Merle Kelce Library  
401 W. Kennedy Blvd.  
Tampa, FL 33606

## Georgia Library Association

President:  
Carlton J. Thaxton  
Assistant Director  
Lake Blackshear Regional Library  
307 E. Lamar Street  
Americus, GA 31709

First Vice-President, President-Elect:  
Charles E. Beard  
Director of Libraries  
West Georgia College  
Carrollton, GA 30117

Second Vice President:  
Anne C. Ansley, Consultant  
Media Field Services  
State Department of Education  
156 Trinity Avenue S.W.  
Atlanta, GA 30303

Secretary:  
Marjorie J. Clark  
Head Librarian  
North Georgia College  
Dahlonega, GA 30533

Treasurer:  
Frank R. Lewis  
Librarian  
LaGrange College  
LaGrange, GA 30240

## Kentucky Library Association

President:  
Louise C. Bedford  
Montgomery County Board of Education  
R. 5 Woodford Road  
Mt. Sterling, KY 40353

Vice President, President-Elect:  
Sara Leach  
Medical Center Library  
University of Kentucky  
Lexington, KY 40502

Secretary:  
June H. Martin  
John Grant Crabbe Library  
Eastern Kentucky University  
Richmond, KY 40475

## Mississippi Library Association

President:  
Lelia Rhodes, Director  
Jackson State University Library  
Jackson, MS 39217

Vice President, President-Elect:  
Savan Tynes  
District Media Director  
Biloxi Public Schools  
Biloxi, MS 39531

Secretary:  
Marian D. Green, Director  
Coahoma Junior College Library  
Clarksdale, MS 38614

Treasurer:  
David A. Juergens  
Head Acquisitions Librarian  
Rowland Medical Library  
University of Mississippi Medical Center  
Jackson, MS 39209

## North Carolina Library Association

President:  
H. William O'Shea  
Director  
Wake County Public Libraries  
Raleigh, NC

Vice President, President-Elect:  
Mertys W. Bell  
Dean of Learning Resources  
Guilford Technical Institute  
Jamestown, NC

Second Vice President:  
Philip W. Ritter  
Director  
Central N.C. Regional Library  
Burlington, NC

Secretary:  
David Harrington  
Educational Materials Coordinator  
Rowan County Schools  
Salisbury, NC

Treasurer:  
W. Robert Pollard  
Head of Reference  
D. H. Hill Library  
N.C. State University  
Raleigh, NC

## South Carolina Library Association

President:  
John H. Landrum  
South Carolina State Library  
P.O. Box 11469  
Columbia, SC 29206

Vice President, President-Elect:  
F. William Summers  
College of Librarianship, USC  
Columbia, SC 29205

Second Vice President:  
Penny E. Albright  
Kershaw County Library  
1304 Broad Street  
Camden, SC 29020

Secretary:  
Jan Buvinger  
Charleston County Library  
404 King Street  
Charleston, SC 29403

Treasurer:  
Thomas A. Marcl  
Thomas Cooper Library  
University of South Carolina  
Columbia, SC 29208

## Tennessee Library Association

President:  
Wilma L. Tice, Library Consultant  
Metropolitan Public Schools  
2301 10th Avenue South  
Nashville, TN 37204

Vice President, President-Elect:  
Ruth Ann Vaden, Trustee  
Reelfoot Regional Library Center  
408 Jackson Street  
Martin, TN 38237  
Home Address: Old Rives Road  
Union City, TN 38261

Executive Secretary:  
Betty Nance  
P.O. Box 120085  
Nashville, TN 37212

Treasurer:  
Mary Glenn Hearne, Head  
The Nashville Room  
Public Library of Nashville and Davidson  
County  
Nashville, TN 37203

## Virginia Library Association

President:  
Fred M. Heath, Supervisor  
Public Services  
Radford College Library  
Radford, VA 24144

President-Elect:  
Leila Saunders  
Arlington County Dept. of Libraries  
1015 North Quincy Street  
Arlington, VA 22314

Secretary:  
Mary Haban  
James Madison University Library  
Harrisonburg, VA 22807

Treasurer:  
Kenneth Jensen  
Alderman Library  
University of Virginia  
Charlottesville, VA 22901

## West Virginia Library Association

President:  
David M. Gillespie  
Glenville State College  
Glenville, WV 26351

First Vice President:  
Judy Rule  
Cabell County Public Library  
Huntington, WV 25701

Second Vice President:  
Fred Natale  
Mary H. Weir Public Library  
Weirton, WV 26062

Secretary:  
Pamela Gorson  
Clarksburg-Harrison Public Library  
404 W. Pike Street  
Clarksburg, WV 26301

Treasurer:  
David Childers  
WVLC, Science & Cultural Center  
Charleston, WV 25305

**THE SOUTHEASTERN LIBRARIAN**  
Established: 1951

**EDITORS**

**Editor:**

Ellis E. Tucker, Director  
Graduate School of Library and  
Information Science  
The University of Mississippi  
University, MS 38677

**Contributing Editor:**

J. B. Howell, Librarian  
Mississippi College Library  
Clinton, MS 39056

**Managing Editor:**

Steven B. Schoenly, Assistant Professor  
Graduate School of Library and  
Information Science  
The University of Mississippi  
University, MS 38677

**Advertising Manager:**

Kay Reeder, Administrative Assistant  
Tennessee Technological University  
Cookeville, TN 38501

**Book Review Editor:**

John David Marshall  
802 East Main Street  
Riviera Apts. No. 38  
Murfreesboro, TN 37130

**ASSOCIATE EDITORS**

**Alabama:**

Neal Snider  
Station 12  
Livingston University Library  
Livingston, AL 35470

**Florida:**

Della Giblon  
Leon County Public Library  
1940 N. Monroe Street  
Suite 81  
Tallahassee, FL 32303

**Georgia:**

Wanda Calhoun  
Augusta Regional Library  
Augusta, GA

**Kentucky:**

Robert C. Smith  
Dept. of Library Science and  
Instructional Media  
Western Kentucky University  
Bowling Green, KY 42101

**Mississippi:**

Jim Parks  
103 Jill Cove  
Clinton, MS 39056

**North Carolina:**

Jonathan A. Lindsey  
Carlyle Memorial Library  
Meredith College  
Raleigh, NC 27611

**South Carolina:**

Larry Mitlin  
Dacus Library  
Winthrop College  
Rock Hill, SC 29730

**Tennessee:**

Joan Worley  
Undergraduate Library  
University of Tennessee  
Knoxville, TN 37916

**Virginia:**

Mary C. Grattan  
P.O. Box 12445  
Richmond, VA 23241

**West Virginia:**

Barbara Bonfilii  
746 Amherst Road  
Morgantown, WV 26505

MANUSCRIPTS are to be sent to the editor for consideration. Notification of receipt will be sent immediately. Manuscripts should be submitted in duplicate, typed, double spaced, on 8½" x 11" paper. On each page the author's last name should be typed in upper left corner, the page number in the upper right corner. Photographs will be accepted for consideration but not returned if manuscript accepted. Footnotes should appear at the end of the manuscript. Turabian's *A MANUAL FOR WRITERS OF TERM PAPERS, THESES, AND DISSERTATIONS* is preferred form. A brief professional biographic sketch should be appended to the manuscript. A brief, informative abstract of the manuscript, consisting of no more than 100 words, must be submitted on a separate typed, double spaced sheet, with author(s) and title listed in full. Unsolicited manuscripts will not be returned unless accompanied by self-addressed envelope and postage.

NEWS NOTES should be sent to the Managing Editor.

BOOK REVIEWS and books to be reviewed should be sent to the Book Review Editor. Volunteers to do book reviewing are encouraged.

INDEX: The Winter Issue contains the index for the previous calendar year. Also, the journal is indexed in LIBRARY LITERATURE and LIBRARY SCIENCE ABSTRACTS.

BACKFILE: Copies of all earlier issues are available in microform from University Microfilms International, 300 North Zeeb Road, Dept. P.R., Ann Arbor, MI 48106, U.S.A. or Z 18 Bedford Row, Dept. P.R., London, WC1R4EJ, England. Some hardcopy back issues are available through the SELA Headquarters, P.O. Box 987, Tucker 30084.

Georgia Library Association

P. O. Box 833

Tucker, Ga. 30084