

north carolina libraries

ISSN 0029-2540

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Editor's Note: North Carolina Libraries wishes to use this column to introduce the president of NCLA for the 1989-1991 biennium to the membership. Ms. Baker will begin her column with the next issue.

For those of us in small offices and old buildings, it seems palatial—big, beautiful, bright, and oh-so-new. And yet, it has not always been this way. When Barbara Baker arrived at Durham Technical Community College in September 1984, this learning resources center was only a plan on the drawing board. Now its newness, its functionality, its user-friendliness is another one of the landmarks in Barbara's career as a librarian.

This career—for Barbara as for many among us—was rather unintentional. It originated in the guise of a Girl Scout volunteer at the Caldwell County Public Library in Lenoir. What began as a "quick and easy" way to earn a thirty-hour library aide bar intended to lead to the coveted Girl Scout Curved Bar segued into a "quick and easy" summer job—"much easier than going out and actually looking for one,"—and eventually provided direction out of Western Piedmont Community College where she was a student searching for what she wanted to do with the rest of her life.

As Barbara describes it, "The director of my public library was married to the director of the library at UNC-Asheville, and she suggested that if I would think about librarianship as a career, they would see if they could find a scholarship for me at UNC-A. I agreed. After all, all I had to do was *think* about becoming a librarian, right? But as I worked in the college library at UNC-A, I was given more and more responsibility—and I liked that. My greatest accomplishment was being allowed to drop catalog cards below the rod. It was then I knew: this is my profession."

From UNC-Asheville to UNC-Chapel Hill to become a children's librarian in a public library was only natural—after all, both her mentors would have it no other way! It was a delightful, heady two years. As Barbara describes it, she had all the "greats": Doralyn Hickey for cataloging, Bud

for the 90's

Gambie for selection, *etc. etc.* . . And with this foundation, she rather naively determined her net worth for the world of work: \$10,000 a year—in 1972.

Determining her net worth was easy; realizing it was a bit more difficult. The first job she was offered was in a public library in Virginia for \$7200 a year—hardly \$10,000. And all the others around her were offering similar salaries. But Gaston College was offering a salary of \$9444 for a serials librarian and, after all, she was a product of the community college system, and it was close to \$10,000. "I didn't compromise my net worth much," she grins.

Promoted from serials librarian to technical services librarian, Barbara found Gaston Community College a challenging, gratifying experience. She really did everything in that library—after all, she was the only librarian there every summer, so "I did whatever needed to be done." And it would have been easy to stay. Everyone in North Carolina's community college system is approximately the same age, and there are only fifty eight directors, so advancement opportunities are scarce. It would have been easy to rationalize the comfortable security of her original job.

But in 1984 the directorship at Durham Tech was advertised, and Barbara realized that if she wanted to advance, she was going to have to at least apply. But she was happy in Gastonia, content to stay there forever; so when they called her for an interview, she was philosophical. She told them what she could do and also what she possi-

bly could not. "I was totally honest and without nerves—and they offered me the job anyway. I was flabbergasted! Then I had to decide if I really wanted to come to Durham. After all, all I knew about Durham was Honey's at Guess Road. But I've been here five years and it's home."

When Barbara arrived at Durham Tech as Director of Educational Resources, the Learning Resources Center included the library, production center, and the curriculum telecourse center. Under her direction and immediate supervision, a developmental studies program which focuses on remedial math, English, reading, and study skills has been added. All nineteen of the part-time instructors in this new program, as well as sixteen full-time learning resources center staff and four coordinators, report to her. In her current position as Associate Dean for Educational Resources, she is one of six associate deans in the instructional area of the college who determine the academic direction of Durham Technical Community College.

Barbara sees the gradual administrative direction of her library career as only natural. "Administration is nothing more than organizing things, stating things, and following up. Librarians do these things. We're better prepared for administrative positions than most."

And becoming NCLA president is just another "administrative thing," albeit one she hardly expected. When Mertys Bell and Mary Avery approached her to run, she agreed—after all how do you say 'no' to Ms. Bell?—but only because she really thought that she would not be elected. But she also saw it as a challenge. Barbara had once heard someone state very unequivocally that you can't be NCLA president without a private secretary. "I decided that I would just show them. After all, lots of school librarians don't even have assistants, much less private secretaries! They should have the opportunity to be president just like anyone else."

Fortunately for Barbara and future NCLA presidents and executive board members, whether or not a private secretary is needed to do the job will be a moot issue. One of Barbara's immediate and major challenges is hiring an administrative assistant for NCLA whose office will be in the State Library building in Raleigh and who will handle most of the administrative chores for the association. While everyone sees the need for this position, particularly from the treasurer's point of view, Barbara sees this transition as a particularly sensitive one for the organization. "Giving up power is difficult for people. No matter what you say, when you delegate work, you give up some



Incoming NCLA president Barbara Baker is shown presenting out-going president Patsy Hansel a token of the association's appreciation for her years of service.



1987-89 NCLA Executive Board members from left to right are: seated: Nancy Fogarty, Pauline Myrick, Lauren Williams, Pat Ryckman, Patrice Ebert, Irene Hairston, and Barbara Baker. Standing: Frank Sinclair, Sylvia Sprinkle-Hamlin, Janet Freeman, Frances Bradburn, Howard McGinn, Patsy Hansel, Ray Frankle, Gloria Miller, Cal Shepard, Marti Smith, Harry Tuchmayer, Melanie Collins, Barbara Anderson, Ann Thigpen, and Jerry Thrasher.

power. We're all going to have to be very careful not to just arbitrarily say 'Well, I could do this better,' without looking to see if we really would only be doing it differently. NCLA needs this position, but we must be careful to convey to the membership, especially the executive board, that we still need them as well."

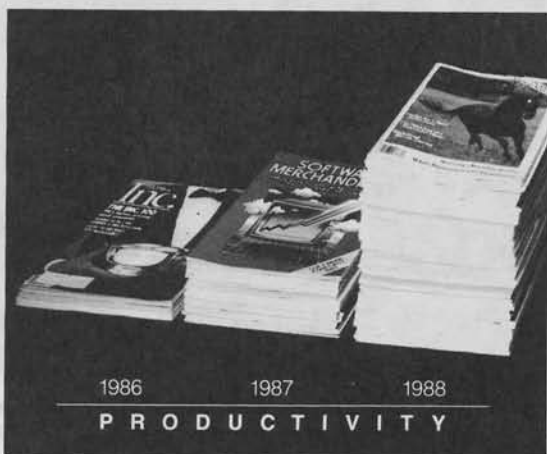
It is this sensitivity to the simultaneous needs of both the association and its members that makes Barbara's two-fold goal for her presidency so natural. "NCLA must continue to develop and move forward, and this can only be done by nurturing leaders for both the organization and, more importantly, for libraries in North Carolina. This nurturing can only succeed if NCLA's current leaders know each other (and their organizational jobs) well, and can appreciate the diversity within North Carolina librarianship. These are the goals for my presidency." And ones we all hope go far beyond Barbara Baker's two-year tenure.

Frances Bryant Bradburn



Outgoing treasurer Nancy Fogarty was presented a gift from NCLA for her time and service to the association for the past four years.

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Libraries: Designing for the '90s

North Carolina Library Association
Biennial Conference
Charlotte, North Carolina
October 11-13, 1989

Editor's Note: The following are highlights from the 1989 North Carolina Library Association's Biennial Conference held in Charlotte. These, as well as the awards and speeches printed elsewhere in this issue, offer the flavor and essence of this year's conference.

Wednesday October 11, 1989

NCLA Table Talks

Start with a table surrounded by chairs. Add another row or two of chairs, and assign a presenter or discussion leader committed to a selected topic. Let it be known that at a given hour those interested in that topic will gather at that table, and the rest follows its own course.

What amazed this roving reporter was the fact that people showed up for the Table Talks as early as 9 a.m. on the first day of the conference. That session was followed by two more, each one hour in length. Not every topic was presented every hour, and the population increased as the morning went on. Roving reporter visited most of the Table Talks, and mostly regretted having to leave any of them in order to get to another.

The modes of presentation were as various as the topics themselves. The talk on staff development was a fact-filled straightforward summary of a formal survey on the issue in libraries across our state. The talk on time management combined a presentation with input from the participants and a number of useful handouts. The 1990 Census demonstration showed the high flexibility of the newly available CD-ROM format—something we can all enjoy using. At the *North Carolina Libraries* table, a young library school graduate was seeking advice on his article manuscripts from the publication's editor. The discussions on microcomputers in small libraries varied according to the interests of the people gathered at any one time: in one instance, several micro users encouraged a hesitant non-user to take the plunge and to prepare to love it. Representatives of the State Library (including the State Librarian) were located at tables for those

interested in learning about state documents and statewide planning for technology.

All in all, with their wide range of topics and their various means of information exchange, the Table Talks offered conference participants a special means of learning the answers to a great many questions in a relatively short period of time. In their own way, they were as wonderful and as effective as the exhibits. Next conference, roving reporter plans to visit the Table Talks again—perhaps to rove less and stay longer.

AIDS and Teenagers: Do Librarians Have a Responsibility?

Frances Bradburn, Assistant Professor of Media and Teaching Resources at East Carolina University and "Middle Books" columnist for *Wilson Library Bulletin*, presented "AIDS and Teenagers: Do Librarians Have a Responsibility?" Handouts from a variety of sources included messages from health education leaders, catalogs for ordering materials, and bibliographies. Ms. Bradburn introduced a display of books suggested for young adult education on AIDS.

She reported that teens are contracting AIDS now and will be HIV Positive in their twenties and, in discussing the high risk groups, she remarked, "there are no risk groups; there are only risky behaviors." She predicted that the best case scenario was that we will have a public health crisis; the worst case scenario was that we will lose an entire generation. She reported that one-half of today's teens between fifteen and nineteen years of age are sexually active and that they need protection from pregnancy, from sexually transmitted diseases, and from AIDS.

The members present were challenged to be part of the solution and not part of the denial or part of the problem. She reminded the group of the importance of up-to-date information during this time when new information appears frequently. She gave the example of reports on the spermicide nonoxynol-9 #II suggesting that any book which does not contain that information

should have a note attached with the new information. She also pointed out that sometimes the fiction was better than the non-fiction.

Madaras was quoted as saying that "the stereotype of librarians as sexually conservative, second only to nuns, can work for us in AIDS education in our communities." Libraries have the books and the information. Also libraries have in place a system for preventing censorship and for making information available to the public. Librarians have an obligation to change the atmosphere, making knowledge available to teens and adults. The library can provide the community resources to create a climate so that the veil of secrecy can be lifted. The message to send is, "Know your partner and protect yourself."

The role of the library is one of advocacy for honest, accurate, and complete resources for all sections of the population; reasoned exploration of the issues; forum for exchange to clarify beliefs and facts; teamwork with health professionals and education professionals. In a library, any group can meet to discuss any topic without harassment. Libraries are good networkers and are good at information and referral. Libraries can sponsor and facilitate.

Ms. Bradburn announced that NCLA was forming a special ad hoc committee on AIDS, stating that "This is our way of making a difference. Making a difference is important, because a generation is at stake."

I Work in a Library, But I'm Not a Librarian NCLA Paraprofessional Association

This first conference for the newest roundtable in NCLA was a resounding success and all of its varied needs and interests could be heard in the comments of those who attended the workshop/lecture of Kathleen Weibel, Director of Libraries, Ohio Wesleyan University. Her presentation, titled "I Work In a Library, But I Am Not A Librarian," was introduced in the Winter 1988 issue of *Library Personnel News*. Ms. Weibel has made staff development her primary area of interest since obtaining her M.L.S. at Columbia University. Her focus is not only professional staff development, but obtaining educational opportunities for the paraprofessional as well. She is Co-Chair of the ALA Education for Support Staff Issues Subcommittee.

Because this roundtable serves the interests of paraprofessionals from public libraries, academic libraries, and school libraries, it must be alert to the philosophies of all three. Ms. Weibel recognized that the majority of the more than one hundred participants at her two workshops were

attending their first NCLA conference. Years of experience in libraries varied from two months to twenty-five years. She began the meeting by asking what we were called in our libraries. From the responses, it was obvious that in public libraries alone job titles and descriptions differ greatly, highlighting one of the greatest challenges facing North Carolina's libraries—finding some common description for jobs that are performed by paraprofessionals. Obtaining funding for training staff for those jobs is another challenge.

Educating library directors and school principals, in the case of school library staff, is the key to success in any efforts to train paraprofessionals in their jobs. Having a strong sense of identity through uniform job descriptions would strengthen the ability of staff to perform those duties, whether they be as a branch head, a media assistant, or a "storyteller," as one participant described herself.

Ms. Weibel encouraged paraprofessionals in all of North Carolina's libraries to maintain their network and to join wholeheartedly in the work of the Association to train its members. There are now library paraprofessional associations in nineteen of the fifty states.

CAT Tales

Resources and Technical Services Section

Kathleen Brown, acting head, Monographic Cataloging Department, NCSU Libraries, conducted a workshop on cataloging sound recordings for the Resources and Technical Services Section on October 11 from 3:00-5:00. Attendance at the session ranged between eight and twelve people. The workshop covered sources of helpful information, AACR2 and the changes in AACR2 revised, and MARC tagging. In a concluding discussion period, the group exchanged ideas on classifying sound recordings and on working with contributed copy. Cataloging sound recordings can be very time-consuming (and expensive) if done strictly "by the book," so local decisions about coding and editing can be important. Any decisions that affect access should take into account users' needs and the capabilities of online systems.

Catherine Leonardi gave a two-hour presentation on audiovisual cataloging. The presentation was split into two parts. The first part highlighted the basics of audiovisual cataloging. It was aimed at the librarian who knows monographic cataloging and MARC tagging. The cataloging of video cassettes and film reels as well as the OCLC *Audiovisual Media Format* were emphasized. The second part of the presentation was on

contemporary problems in audiovisual cataloging. This presentation covered new audiovisual terminology and the cataloging of video discs and unpublished audiovisual materials.

Some Answers to Library Preservation Problems *Round Table on Special Collections*

In a combined lecture and slide presentation, Don Etherington, Head of the Conservation Division of Information Conservation, Incorporated, in Greensboro, examined several approaches to preserving library materials in an October 11 program, "Some Answers to Library Preservation Problems." Etherington stressed the importance of maintaining proper humidity and temperature levels in libraries; encouraged a preference for keeping items in original format when possible, instead of microfilming; and suggested the use of specially designed storage containers and specific shelving techniques that promote preservation. Approximately eighty people attended the session which was sponsored by the recently organized Round Table on Special Collections.

After Etherington's presentation, the Round Table elected officers for the 1989-91 biennium.

Those elected were: Maury C. York (East Carolina University), Chairman; Beverly Tetterton-Opheim (New Hanover County Public Library), Vice-Chairman/Chairman-Elect; Eileen L. McGrath (University of North Carolina at Chapel Hill), Secretary-Treasurer; Richard J. Murdoch (Wake Forest University), Director; Pam S. Toms (State Library of North Carolina), Director.

The Journey Home: Dorothy Spruill Redford and the Somerset Experience *Public Library Section/Local History & Genealogy Committee*

Genealogist Dorothy Spruill Redford captivated an audience of approximately 150 on Wednesday afternoon October 11th with her story of personal faith and persistence in organizing the widely acclaimed 1986 reunion of two thousand slave descendants at Somerset Plantation near Creswell, Washington County, N.C. Challenged by her teenage daughter's questions about her family's history during the broadcast of the television program "Roots," Redford began several years of a self-described obsession with genealogical research, through which she traced her family to Somerset in the early nineteenth century.



NCLA president Patsy Hansel cut the ribbon to the entrance of the 1989 conference exhibits as several vendors looked on.

Redford described her first visit to Somerset, where for years the impressive mansion had been maintained as part of a state-operated historic site. Seeking a "sense that she was anchored there," she was immediately disappointed when she found no physical evidence of the lives of the Somerset slaves. As a result, she was inspired to accept as her personal mission the organizing of a reunion of descendants of the 320 slaves who had lived there and the inclusion of their stories in all future public presentations at the site.

Laughing at how her naivete when planning the project now looks in retrospect, she told of logistical challenges met and financial obstacles overcome in successfully organizing a reunion where descendants of slaves were joined by descendants of slave owners in what Redford proclaimed "a day of healing like no other in eastern Carolina." After concluding her account, Redford autographed copies of her 1988 book, *Somerset Homecoming: Recovering a Lost Heritage*. The session was sponsored by the Local History and Genealogy Committee of the Public Library Section.

Significant Others: Mentors and Role Models in the Library Profession Junior Members Round Table

A standing room only crowd turned out to hear a panel discussion on the importance of mentoring in a Wednesday afternoon session sponsored by the Junior Members Round Table.

Dr. Barbara Moran cited studies that have found that "very few people get to the top of any organization without a mentor," and defined three main levels of mentoring: promoting the protege's continuing education, providing psychological support, and sponsoring the protege's advancement in the organization. Robert Burgin addressed the issue of mentoring as a traditionally male relationship, and pointed out the lack of research on mentoring among librarians. Patsy Hansel was skeptical about mentoring in a formal sense but said librarians may find valuable role models (both negative and positive) and "trusted and worthy advisors" among their colleagues, supervisors and subordinates. There was general agreement among the panel that the best way to attract mentors and succeed as a protege is to be a very competent part of the organization's team.

JMRT President Melanie Collins announced that the name of the organization would become the New Members Round Table at the conclusion of the meeting. She presented the 1989 Young Librarian's Award to Sheila Johnson of the For-

syth County Public Library, and the Baker & Taylor/JMRT Grassroots Grant for first-time NCLA conference attendees to Sandra Lyles, a library science student at UNC-Chapel Hill. Later in the conference NMRT presented the annual "Friendly Booth" award to Quality Books' representative John Higgins.

Thursday October 12, 1989

Life in the Fast Lane: a View from the Top Reference and Adult Services Section

In "Life in the Fast Lane: a View from the Top," RASD presented speakers who offered contrasting opinions of how libraries can be managed to best serve their clientele. Kaye Gapen, Director of Libraries at the University of Wisconsin in Madison, demonstrated how budget cuts at UW-Madison in 1985 had prompted a reorganization and revisualization of the university's library resources. Gapen spoke of accepting the idea that libraries are used differently by academic disciplines, and of structuring her reorganization around "clusters" of these disciplines—so that specific reference personnel and catalogers focus their attention on these subjects. Gapen emphasized the impact of technology and said that, while libraries would always be physical repositories of books, the University of Madison Libraries would also "maintain a logical library, which was digitized, and which could move beyond the walls of the library to any place where there was a person with a terminal."

Noting that what library managers primarily do is "procure resources and allocate them," Will Manley, Director of the Tempe Public Library in Arizona, casually observed that what library patrons really appreciate is convenient parking facilities, children's services, and plenty of evening and weekend hours.

After a question and answer period, six concurrent discussion groups met in two half-hour sessions. Topics were "CD-ROMs: Techniques for Effective Care and Maintenance," led by Donna Cornick; "Ethics of Patron Distinctions," conducted by Susan Bryson and Nancy B. Parrish; and "Roadblocks to Reference Services Created by the Librarian," moderated by Melissa Cain. In addition, Mary McAfee led a session on "Meatball Reference: Techniques for Maintaining Quality during Rush Periods," Bryna Coonin discussed "Library Instruction: Keeping it Fresh," and Barbara Anderson entertained comments on "Selling the Library! Techniques from the Reference Desk."

Bring on the Best . . . YA Materials
Public Library Section/Young Adult Committee

The Public Library Section/Young Adult Committee presented "Bring on the Best . . . YA Materials" with Best Books for Young Adults committee members Rebecca Taylor, Youth Services Coordinator, New Hanover County Public Library, and Frances Bradburn, Assistant Professor of Media and Teaching Resources, East Carolina University.

Ms. Bradburn explained that the committee consists of fifteen librarians with varied backgrounds and reading interests, representing many geographic regions. Ms. Taylor told of the total immersion in reading required to get through over 400 books a year in her two years on the committee. She explained that some excellent books did not make the list because they were not available to enough committee members to garner the eight votes needed for inclusion. Taylor and Bradburn then shared some of their favorite book nominees and encouraged the audience to nominate their favorites for 1989 to Best Books committee chair, Barbara A. Lynn, 3901 SW Moundview, Topeka, Kansas 66614.

**Branch Libraries: When and Where to
Build Them**
**Public Library Section
Development Committee**

This committee has addressed the needs of North Carolina's libraries in the area of branch construction during this biennium and published a bibliography of the best available resource materials in the Summer 1989 issue of *North Carolina Libraries*. The project culminated with the presentation of "Branch Libraries: When and Where to Build Them," by Mr. Lee Brawner, Executive Director of the Metropolitan Library System in Oklahoma City. He is a partner in the firm of HBW Associates, Inc., library consultants.

He briefly touched on all the vital facets of branch-building: long-range planning stages, the library's mission statement and the role of the public library, the type and number of facilities, a needs assessment, development of a building program, and site selection.

Mr. Brawner described each step and cited the importance of adequate planning throughout. The criteria used in determining whether to build were as well described as those used to determine where and when to build. He focused on some modern methods used in decision-making such as marketing techniques that employ census data to determine need, location, and type of library.



Lee Brawner

Documentation of all stages of the building project was emphasized.

Mr. Brawner presented a clear plan that, followed closely, would cover all the areas of importance and make for a successful outcome, even for the inexperienced.

Implementation of Information Power
NCASL

Dr. Phillip Turner, dean of the Graduate School of Library Science, University of Alabama, spoke to NCASL members about using the new *Information Power* guidelines for school library media centers to eradicate the present confusion regarding the quality and services of a good school library media center. According to Dr. Turner, the media coordinator's primary functions are to promote in students a love of inquiry and learning, to teach a wide range of information skills, and to team with teachers to help them be more productive and efficient. The media coordinator's roles are that of information specialist; instructional consultant; and teacher of teachers and administrators, as well as students. In addition, the media coordinator must have vision, and make administrators aware of that vision in order to develop the very best school library media center possible.

**Libraries, Librarianship and the 1990s:
The Academic Perspective
College and University Section, Community
and Junior College Section**

Before looking forward into the 1990s, Dr. Jessie Carney Smith, director of the Fisk University Library, opted to look back fifty years, into the 1930s, to examine some of the prevalent library issues of that decade. In her study of library literature, she found that much has remained the same. Librarians were concerned with professional status and developing research agendas. The 1930s saw the founding of the Association of Research Libraries and the journal *American Archivist*. Perhaps in a reaction to the rigors of the Great Depression, there was much attention paid to the development of union lists and cooperative resource sharing programs. All these matters continue to be of importance today.

In the 1990s, the library and information science community must seek ways to make humanitarian concerns continue to hold relevance for an increasingly technological society. Traditional libraries are at risk unless they find innovative ways of merging into new, information-oriented structures outside of their past experiences. Cooperative programs and networking will take on new dimensions of meaning in the 1990s and we will find the challenges to be many but the potential rewards great.

**Developing Partnerships: Implications for
Library Systems
NCLA Public Libraries Trustees Section**

Dr. James G. Wingate, Vice-President for Education at Central Piedmont Community College in Charlotte, stated that libraries epitomize the taking of services to the public. Trustees must blend cooperation and individualism and must foster mutual trust and long-term relationships and help their institutions survive in a world economy.

Libraries must support staff renewal in all areas, help public schools improve in the arts, humanities and sciences and support small business training networks. They must also participate in creating an information infrastructure open to everyone.

Libraries should keep the momentum for change going by staying at the front of the information age where they have always been.

**Whickety Whack! Into My Sack!!
Tom Davenport, Filmmaker
Public Library Section/Audio-Visual Committee**



James G. Wingate

Tom Davenport, known for his North Carolina documentaries as well as for his American versions of the Grimm Brothers' fairy tales, told a group of audiovisual librarians that independent filmmakers rely primarily on public libraries to get their films before the public. Speaking about the power of folktales, Davenport recalled reading "Hansel and Gretel" to his small son as a means of helping him deal with his fear of abandonment after a traumatic hospitalization. Soon after that experience he found himself filming *Hansel and Gretel: An Appalachian Version*, in his backyard. The film was so controversial, because of the darkness of the plot as he rendered it, that it received a gratifying amount of attention and Davenport was launched as a folk teller on film.

The audience viewed *Soldier Jack, or The Man Who Caught Death in a Sack*, a traditional Jack tale in which Davenport cast Jack as an American GI returning home after World War II. The filmmaker said that he had almost finished this film before he was able to grasp how he wanted to tell the story, and he took it apart and started over. Preconceptions, he said, are a menace to any creative project: "really, fundamentally, if you have an idea about God, it's wrong. If you have a conception about a folktale that you want to make into a film, it limits you. It has to be crushed in order to grow."

**Roadbuilders: Librarians Who Have Paved
the Way
Round Table for Ethnic Minority Concerns**

The Round Table for Ethnic Minority Concerns presented a program identifying the contributions African-American libraries and librarians have made to the development of library service to the citizenry of the United States. Renee Stiff, Vice Chair/Chair Elect of REMCo, presided. Speakers for the program were Casper LeRoy Jordan, retired Deputy Director, Atlanta Fulton Public Library and Ann Shockley, Associate Professor of Library Science, Fisk University.

Casper Jordan in his speech entitled, "A Shoulder Height View of Librarians of Color: An Account of Stewardship," held the attention of the participants as he highlighted such pioneers as John Berry Meachum, Edward Christopher Williams, Dorothy B. Porter, and Molly H. Lee. Ann Shockley discussed African-American librarians' specific contributions to the field of literature. She recounted humorous incidents as well as problems she and other librarians encountered in getting published.

At the conclusion of the speakers' presentation, the first annual Roadbuilders Award was presented to the following librarians for their contributions to librarianship: Evelyn Pope, retired Professor, School of Library Science, North Carolina Central University; Daisy Lee Williams, retired Public School Librarian, Roper, North Carolina; Mollie H. Lee, Richard B. Harrison Public Library, Raleigh (posthumously).

Who's Got the Power?

Round Table on the Status of Women in Librarianship

The Round Table on the Status of Women in Librarianship heard Jinx Melia, of Operational Politics, discuss the use of power and the development of power. Ms. Melia stated that women have a tremendous opportunity to develop power but lack the skills to develop power; they keep doing the same things better and better and that does not help if they are the wrong things. In discussing skills, she pointed out that one needs to know not only how to do, but when to do.

Power is making a decision that other people decide to follow. Politics is the behavior of people who cause other people to follow them. Women tend to focus on the process, while men tend to focus on the objective. She stated that power is not about titles or clothes.

Ms. Melia suggested that to men, equality means a place at the starting line; however, to women, equality means equality of result, that they will win a certain proportion of the time. Ms. Melia asked if we want equality or protection. She pointed out that society will take care of a victim

but will not follow a victim. Leadership means giving up protection and being willing to take risks. She advised that when one experiences rejection, one should not spend time feeling sorry for oneself but should spend time looking for the other person's weaknesses.

In the working world loyalty to other people is important, although principle is sometimes most important to women. Ms. Melia pointed out that various people have different values and that all may be right. She urged that one must be willing to accept the truth of other people and not insist that there is only one truth. She suggested that as team players, women take turns but men fight for power and play king of the hill. It is important to support each other, but to not impose one's own values on other people.

At work, one should attempt to accomplish the mission of the organization and should not expect individual consideration. Everything is negotiable and negotiation is important. To get people to change their decisions on any occasion, one has the opportunity to make a counter offer.

Questions which she suggested be asked of leaders were

- Can they catch the ball?
- Will they catch the ball?
- Do they have the skills?
- Will they get the job done?



On behalf of the Round Table for Ethnic and Minority Concerns, Sylvia Sprinkle-Hamlin presented outgoing NCLA president Patsy Hansel with a special award for her personal encouragement of minority participation within the organization.

She urged the members of the group to articulate solutions, not problems. She challenged them to learn to negotiate and to learn to make decisions.

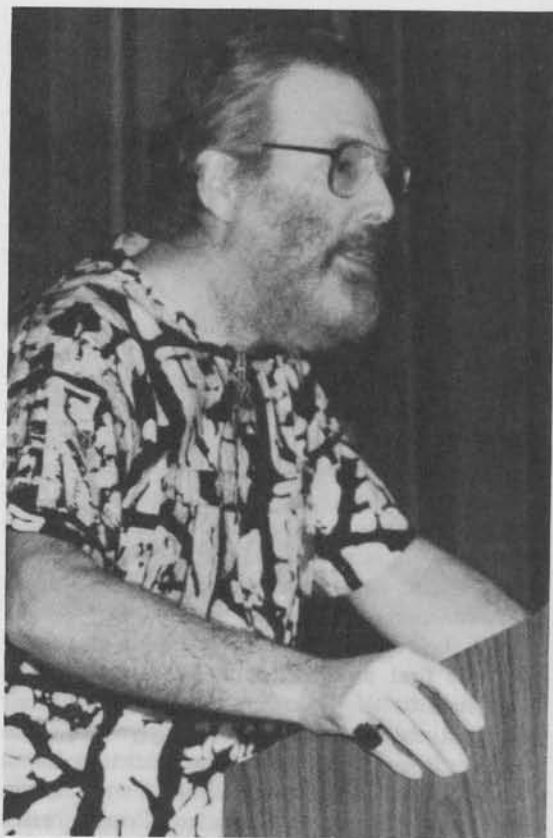
Everything about Cataloging that You Probably Did Not Learn in Library School Resources and Technical Services Section

By all accounts, "Everything About Cataloging That You Probably Did Not Learn in Library School," achieved its desired effect. Mr. Sanford Berman, head of Cataloging at Hennepin County Public Library, and the pre-eminent authority on locally assigned subject headings, overwhelmed the audience with a "laundry list" of Library of Congress "errors in judgment" when it comes to assigning subject headings. Using example after example of outdated, deceptive, and often ethnocentric subject headings, Mr. Berman explained the process Hennepin County goes through in establishing new headings and cross-references than can better serve the public.

Mr. Berman discussed, in great detail, the frustration experienced by library users when the common language term they used to search for materials does not produce the desired effect. Patrons in need of information on bed-wetting, he argued, are less likely to approach a librarian for assistance when their catalog search does not produce the desired results. Is it reasonable, Berman inquired, for our patrons to know that the Library of Congress has classified these materials under *enuresis* rather than *bed-wetting*?

Although the Library of Congress does now have a procedure for updating terminology, the time required to make these changes takes so long that Berman wondered when *incandescent lamps* will finally become *light bulbs*.

Perhaps most disturbing of all was Mr. Berman's identification of LC's unwitting racism and ethnocentricity. Take for example, the subject heading *music*. If one were to follow standard LC practice, materials classified under this heading would deal with music in a general sense. Instead, the classification *music* refers specifically to what is really western classical music, while all other music is subdivided into their "appropriate" categories. Finally, as Berman pondered the existence of *God* in the catalog, he explained to an already sensitized audience that one could not expect to find a general discussion of a supreme being under this heading, but would find instead that old, familiar God of the King James Bible.



Sanford Berman

Upcoming Issues

- | | |
|-------------|--|
| Spring 1990 | - Library Humor
<i>Rose Simon and David Fergusson, Guest Editors</i> |
| Summer 1990 | - Public Documents
<i>Pat Langelier and Ridley Kessler, Guest Editors</i> |
| Fall 1990 | - Performance Measures
<i>Jinnie Davis, Guest Editor</i> |
| Winter 1990 | - Supporting the Support Staff
<i>Harry Tuchmayer, Guest Editor</i> |
| Spring 1991 | - Law and the Library
<i>Tim Coggins, Guest Editor</i> |
| Summer 1991 | - Children's/YA |
| Fall 1991 | - Library Buildings
<i>John Welch, Guest Editor</i> |
| Winter 1991 | - Conference |

Unsolicited articles dealing with the above themes or on any issue of interest to North Carolina librarians are welcomed. Please follow manuscript guidelines delineated elsewhere in this issue.

**Friday
October 13, 1989**

What's Up, Docs? Documents in the Schools!
Documents Section

Because, as Donna Seymour explained, recent research has shown that there generally has been "no formal effort on the part of North Carolina depositories to encourage the use of documents in school libraries," the Documents Section presented "What's Up, Docs? Documents in the Schools!" as its conference program. The session was designed to introduce government documents and means of selection and acquisition to school media coordinators.

After the videotape *Government Publications for the School Media Center* was shown, Ridley Kessler explained about the structure of government depositories. Kessler encouraged school librarians to establish a relationship with depository librarians, saying, "Depository libraries are honor-bound to allow you access to their collections." Carol Lewis spoke of the purpose of school media centers and of the need to focus the collection on the curriculum.

Three teams, each composed of a depository librarian and a school media coordinator, completed the program with a panel discussion. Robert Gaines of UNC-Greensboro and Alice Angell of Morehead Elementary School in Greensboro commented on acquisition strategies, a problem when the Government Printing Office will not accept purchase orders. Ridley Kessler (UNC-Chapel Hill) and Diane Kessler from Neal Junior

High in Durham spoke of interesting documents for middle schools and of useful selection tools. Nancy Kolenbrander from Western Carolina University and Marcella Huguelet from Tuscola High School in Waynesville explained their project to select useful statistical government publications for Tuscola's media center. They emphasized the need to help students use government documents and to let them know what they are using.

A business meeting followed the program.

**Strategies for Recruitment of Minorities in the
Library Profession**
Recruitment Committee

Dr. Benjamin Speller, NCCU; Phillip Cherry, Public Library Charlotte/Mecklenburg; Barbara Delon, UNC-CH; Judith Sutton, Public Library Charlotte/Mecklenburg; and Bill Roberts, Forsyth County Public Library stated that the typical United States library school student is a white female, aged twenty-eight to thirty-nine, who has an undergraduate major in the humanities or social sciences. The reasons that library school students give for going to library school are: to use their personal skills, an interest in information/knowledge and the importance of information in society. The profession is viewed as an alternative to teaching, particularly to those with limited geographic mobility.

There is no magic formula to get blacks into librarianship. Blacks need to see opportunities in the profession and to have the opportunity to do something real—not to just be a figurehead. They need to be able to get into positions that would allow them to grow.

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Carolina's Representative—Phil May

**Making Contact: North Carolina Writers
and Libraries**
North Carolina Writers Network

The North Carolina Writers Network presented a panel of authors to explain the origin and purpose of the network and to unravel the mysteries of obtaining grant money from the North Carolina Arts Council to help libraries provide community arts programs. Author/moderator Georgann Eubanks explained that the Writers Network was begun in 1984 because many writers were living in isolated areas across the state. By joining forces, writers improved their access not only to other writers, but to the public as they focused on developing audiences for their work.

Debbie McGill, with the North Carolina Arts Council, presented examples of arts programs funded through the council and provided program guidelines to help librarians understand the grant process. Marsha Warren, director of the Writers Network, outlined the various activities of that organization and presented two young writers who are current recipients of Arts Council grants, Robin Henley of UNC-Charlotte, and Rudy Warren of Winston-Salem. Henley read one of his humorous short stories, "All You Can Eat," and Warren read several selections of his calypso-influenced Jamaican poetry to a very appreciative audience.



In Roy Blount's keynote address which marked the opening of the 1989 North Carolina Library Association's Biennial Conference in Charlotte, he stated, "I like libraries. I check out the card catalog to see if they have any of my books . . . They are a very un-1980s kind of institution—and that's a compliment." Are we sure of that, Roy?

SOLINET Information Network
NC SOLINET User's Group

Speaker Steven Baughman of SOLINET said that the SOLINET Information Network (SOLINE) will provide the capability for all libraries in the southeast to build on the existing, extensive OCLC online database. Selective users will be encouraged to tapload their machine readable cataloging to enhance holdings information and level out the lending load.

The goal of SOLINE is to encourage unrestricted access to shared resources and the flow of information in the southeast in order to provide full access to the information and materials held in those libraries.

SOLINE will provide a regional database and ILL network, will improve the distribution of the ILL lending load, will make possible a single command to display all union list holdings of serial titles, will offer selective users access to more bibliographic locations outside their group and reduce paperwork, and will increase efficiency for participating libraries.

How to Have a 'Knows' for News
Library Resources Committee

The Library Resources Committee of NCLA sponsored a program on library newspaper indexing. Robert Anthony, Wilson Library, UNC-Chapel Hill, moderated. The speakers were: John Woodard and Myrtle Little, Baptist Historical Collection, Wake Forest University, Winston-Salem; Martha Lapas, Joyner Library, East Carolina University, Greenville; and Barbara Semonche, Durham Herald/Sun Company, Durham. These persons discussed the problems and joys of indexing the *Biblical Recorder* (specialized publication), *Raleigh News and Observer* (state, regional, local news), and the *Durham Morning Herald/Sun* (current news), respectively.

Issues facing newspaper indexers as mentioned by the speakers include selecting and/or developing subject authority lists, deciding on the scope—what to include and exclude, and what type of storage medium, retrieval and reproduction method will be required. Useful information distributed to participants included the 1989 *Directory of Newspaper Indexes Produced by Libraries in North Carolina*, compiled by the Library Resources Committee.

Friends—History—Conservation
Friends of North Carolina Public Libraries

Friends of North Carolina Public Libraries discussed history and conservation on a program

for which Bob Mowery presided.

Evelyn Stallings, head of the History-Genealogy Room at the Rowan County Public Library, discussed the relation between genealogy and libraries in an era in which interest in genealogy has increased. She pointed out that genealogical researchers are natural friends of libraries and support libraries in many ways.

Don Etherington, Vice-President of Joseph Ruzicka Company, discussed conservation and book binding and preserving family papers. He reviewed the importance of the storage environment, stating that a moderate temperature and fifty-five percent humidity are best. He emphasized the importance of enclosing material in acid-free cases and frames.

Elizabeth Black, President of the Henderson County Public Library Friends, considered membership sharing techniques used by her library, which has a Friends membership of two thousand. They distribute brochures encouraging people to join and they maintain memberships through activities such as author book reviews and fine arts programs. Their Friends group provides volunteer staff for the library and publishes a newsletter. She pointed out that Friends, as friends of the library and also part of the community, can provide a support system for the library.

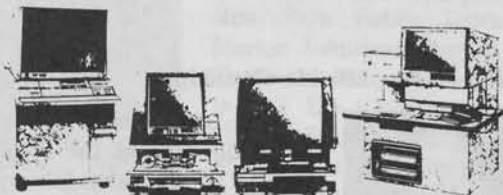
Jackie Beach, director of the Edgecomb Memorial Library, discussed programs and program funding. She pointed out that Friends make the library visible in the community and she presented information on a fund raising gala, stressing the importance of good entertainment and good food. She also suggested having the Friends cosponsor with other organizations programs and projects to bring attention to the library. Kathleen Thompson, Director of the Chapel Hill Public Library, related the experiences of the Chapel Hill Public Library Book Sale, which has been held for nineteen years. The Book Sale Committee of six members, with much assistance from other local organizations, raised \$19,000 at its last sale. She pointed out that there was an auction of special books on Sunday afternoon; then the sale was held for three days, with books discounted near the end. An important feature of the project each year is an evaluation, which is a discussion of things that went wrong, with decisions on how to do differently another year.

The presentations were followed by round table discussions.



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NCLA Conference Awards

Lualgia P. Alcorn, Life Membership

Lualgia P. Alcorn is a retired media specialist with the Greensboro City Schools. Her service to the profession began in the early days of the North Carolina Negro Library Association. She continued her involvement to include membership in the National Education Association, American Library Association and the North Carolina Library Association, serving on the 1969-71 executive board of the latter.

Mrs. Alcorn served as a cooperating media specialist for students from Bennett College, North Carolina Central University and UNC-Greensboro. Guys and Dolls, Inc., honored Mrs. Alcorn with the "Award for Outstanding Services to Children and Youth."

Mrs. Alcorn has continued her concern for libraries by serving on the Greensboro Public Library Board of Trustees.

Louise Boone, Life Membership



Louise Boone is the retired Director of the Albemarle Regional Public Library of Winton, N.C., who has championed the cause of rural library service for quite some time.

After having worked as a journalist for the New York *Herald Tribune* and *Newsweek* magazine, Ms. Boone got the call to become a librarian and has worked steadily until her retirement.

Prior to coming to the Albemarle Regional Library in 1962, she worked at the Charlotte Public Library; served two years as an army librarian in Europe and worked five years as Director of the Courtland, Virginia, Public Library.

Ms. Boone was a very active member of the Public Library Section of NCLA, becoming chairperson of the section as well as serving six years on the certification committee.

From 1967 to 1975, Ms. Boone built five libraries in her region.

Edith B. Briles, Life Membership



Edith Briles served twenty-eight years in service to the state as educator and librarian. Fourteen of those years were spent as Director of Instructional Media for Randolph County Schools.

She has served as a member of the Dean's Advisory Committee and Executive Board of the Department of Library Science at UNC-Greensboro.

Among her professional affiliations are the American Library Association, the North Carolina Library Association, and the North Carolina Association of School Librarians. Through NCASL, Mrs. Briles was instrumental in establishing the "School Media Day Program."

Dorothy W. Campbell, Life Membership



Dorothy Campbell retired from the position of Assistant Professor of Library Science in May 1987 after an exemplary career of forty years in librarianship. Twenty-three of those years were spent in service to the James E. Shepard Memorial Library and the School of Library and Information Sciences at North Carolina Central University.

Upon her retirement, the "Dorothy W. Campbell Distinguished Alumni Lecture Series" was inaugurated in her honor.

It is in the area of Afro-American resources and collections that she has lectured and published. Her 1983 book entitled *Index to Black American Writers in Collective Biographies* was selected by ALA Reference and Adult Services Division as one of the outstanding reference works of 1983.

Among her professional affiliations are ALA, ACRL, ALISE, and NCLA, the latter for which she was secretary for the 1985-87 biennium.

Lillie D. Caster, Life Membership



Lillie D. Caster retired in June 1981 from the position of Head of Monographic Cataloging, D.H. Hill Library at North Carolina State University. She was a member of the North Carolina Library Association and very active in the Resources and Technical Services Section.

During her tenure as chairperson of RTSS, she was instrumental in establishing cataloging interest groups, the fall conference in Southern Pines, RTSS Breakfast at NCLA, and RTSS first-time NCLA Conference Attendance Grant. Many of these activities are still being carried out by the section. She was co-founder of the North Carolina Solinet Users Group and chairperson of the Solinet Database Quality Control Committee.

Since retirement, Ms. Caster published a book in 1986 entitled *The Classifier's Guide to LC Class H: Subdivision Techniques for the Social Sciences*. Still very active, Ms. Caster volunteers for the North Carolina Museum of Art and tutors for the Wake County Literacy Council. She also organized the resource materials for the North Carolina Council on the Status of Women. Having served on the Board of Directors for the Wake County YMCA for two terms, she is compiling a history of the YMCA.

Clara J. Crabtree, Life Membership



Clara Crabtree began teaching in 1951 and in 1959 became a librarian. She served more than 30 years before retiring in 1985 from the Durham County School System. She retired from the position of instructional director in charge of media

services, having worked for three superintendents.

Mrs. Crabtree led county-wide committees in several successful projects such as MECCA, Teacher-Parent Resource Centers, and the Involvement of School Media Centers in the Use of Computers.

As a retiree, Mrs. Crabtree continues to be very active in civic and church activities.

Gladys Johnson, Life Membership

Gladys Johnson began her career in a joint appointment to Alexander Graham High School and the Charlotte Public Library. After teaching courses in school librarianship at Florida State College for Women, she assumed the position of Librarian at Mars Hill College, where she worked from 1931 to 1944. She was a field librarian for the North Carolina Library Commission, promoting and developing libraries in the state. When the old State Library and the State Library Commission combined, Gladys assumed the position of Head of General Reference Services for the North Carolina State Library, as she continued responsibility for library cooperation projects. Programs which continue to serve libraries in the state were organized and implemented. These included a union catalog, interlibrary loan, state-wide reference service, special subject collections, the Triangle Library Truck, the American History Discussion project, adult continuing education, and film service. Gladys Johnson served the people of North Carolina through their libraries for more than thirty years.

Marion Middleton Johnson, Life Membership



After a stint with the New York Public Library, Marion Johnson returned to North Carolina as librarian in the Lee County Public Library. She was the Director of the Stanley County Public Library and later librarian in the Wilson County Public

Library. In 1960 she joined the staff of the State Library. Working with a small staff and makeshift equipment, she organized the State Library Processing Center, which she operated for sixteen years. The Processing Center provided technical services to public libraries in North Carolina, releasing the local library staff for services to the public. In 1969, the duties of Chief of Technical Services were added. She was appointed Chief Consultant for Public Library Development, encouraging public library directors in the state and advising them on state aid and construction grant questions for thirteen years. Marion Johnson retired in 1988, following forty-two years of service to libraries in North Carolina.

I. T. Littleton, Life Membership



I. T. Littleton served D.H. Hill Library at North Carolina State University for twenty-eight years prior to his retirement in 1987. For twenty-five of those years he was Director of Libraries. His contributions to the library community include serving as chairman of the University Library Advisory Council, serving on the Agricultural Information Network Committee, and serving as chairman of the Association of Southeastern Research Libraries. He was a member of the first board of directors which planned the development of the Southeastern Library Network, SOLINET. He was a founding member of the Capital Area Library Association and he worked with the library directors of the University of North Carolina at Chapel Hill and Duke University in founding and organizing Triangle Research Libraries Network. In continuing recognition of his contributions to libraries, the North Carolina State University Library staff established an annual I.T. Littleton Seminar series on major library issues.

Pauline F. Myrick, Life Membership



Pauline Myrick was a teacher and principal in the Carthage Elementary School when she was asked to work in the central office of the Moore County Schools to develop and promote libraries in the schools of the county. In 1961, the twenty-five schools had one full-time librarian; by 1975 each school had at least one full-time staff person in the library. She was Director of Intermediate Instruction and Educational Media, Textbooks, and In-School Television for the Moore County Schools. In 1985 she published a history of Moore County Schools, *Treading New Ground—1959-1985*, covering a period of consolidation, merger, and integration. She served as consultant for state education programs and agencies. She was Chair of the North Carolina Association of School Librarians and President of the North Carolina Library Association. Pauline Myrick made a difference in libraries in Moore County and served as a leader in libraries in the State of North Carolina.

Kenneth C. Royall, Jr., Honorary Membership

Kenneth Royall has been a member of the North Carolina Senate since 1973, representing four counties in piedmont North Carolina. He has been honored for his contributions to the people of the state by numerous organizations in the fields of public health and mental health. He was instrumental in arranging for public libraries in the state to receive funds for special projects and supported increases in state aid to public libraries. He was responsible for approval in the Senate of the landmark North Carolina Documents Depository Act, requiring the deposit in libraries of all documents created by any agency in the state. Kenneth Royall has been a staunch supporter of libraries in North Carolina.

Robert W. Williams, Honorary Membership



Robert W. Williams, as historian, academic administrator, SOLINET Board member, and advisor to the University of North Carolina Library Advisory Council, has been a lifelong friend and champion of university libraries. For the past twelve years he has provided incomparable leadership as Associate Vice-President for Academic Affairs of the University of North Carolina System and Assistant to the President of the University in the development of university libraries across the state. The emerging computer-based North Carolina Network of academic libraries is directly the result of his vision and his determination to enhance not only the latest technology in the University's libraries but also to foster library cooperation across the state to the benefit of all North Carolina citizens.

**Happy
New Year**



Diana Young of the Division of the State Library in Raleigh was presented the NCLA Distinguished Service Award for her work with children's and young adult services throughout the state by president Patsy Hansel.



Mr. Joseph Phinazee accepted the NCLA Distinguished Service Award for his late wife, Annette Phinazee, from Nancy Brenner, member of the Awards and Life Memberships Committee.



Carolyn Palmer, media coordinator at East Mecklenburg High School in Charlotte, is shown here receiving the second annual North Carolina Association of School Librarians' Media Coordinator of the Year Award. This award, presented by Carol Southerland, NCASL president, and Wilma Bates, chair of the NCASL Awards and Scholarship Committee, honors a North Carolina school media coordinator who demonstrates professionalism, dedication, and leadership in the school library/media center setting.



The 1989 North Carolina Library Association and SIRS Intellectual Freedom Awards were presented on October 11 in Charlotte at the biennial conference of the state association. Elliot Goldstein of the Social Issues Resources Series, Inc. of Boca Raton, Florida, presented Anne-Marie Elkins of the Braswell Memorial Library, Rocky Mount, the award as Dr. Gene Lanier of East Carolina University and chair of the Intellectual Freedom Committee of NCLA looked on.

Genealogy/Local History Committee and Joline Ezzell Win North Carolina Libraries Awards

The Ray Moore Award was presented to the Genealogy/Local History Committee of the North Carolina Library Association at the Association's awards luncheon. Maurice C. York, chair of the committee, received the award for the committee which put together the entire summer 1988 issue, "Establishing and Maintaining a Local History Collection."

The Ray Moore Award, presented to the author of the best article about public libraries published in *North Carolina Libraries* during the preceding biennium as determined by the journal's editorial board, was established by NCLA in memory of Ray Nichols Moore (1914-1975). Mrs. Moore was a public librarian in Durham, N.C., serving as director of the Stanford L. Warren Library for twenty-two years. She was also active in statewide library affairs, first as a member of the North Carolina Negro Library Association, then after 1954 as a member of NCLA. At the time of her death, she was assistant director of the Durham County Public Library; public library edi-

tor of *North Carolina Libraries*; and chair of the Intellectual Freedom Committee of both NCLA and the Southeastern Library Association.

The Resources and Technical Services Section awarded the Doralyn Joanne Hickey "Best Article" Award to Joline R. Ezzell for her article in the Spring 1989 issue of *North Carolina Libraries*, "From the Cayman Islands to Washington: Development in Academic Libraries." This award, established eight years ago, was named for Ms. Hickey in August 1987. Ms. Ezzell, special projects librarian at Duke University's Perkins Library, is the fifth person to receive this award.

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Twentieth-Century Perspectives for Librarians and Librarianship

Jessie Carney Smith

What a delight to come home again—to North Carolina, my home state. I am delighted also because Phillip Ogilvie, in whose honor this lecture is named, was someone whom I respected very much. We met early in my Fisk career, often at meetings of the Southeastern Library Association and also at the American Library Association conferences. We always had something to talk about. Perhaps the discussion centered on libraries and librarianship, for, as those of you who had the honor of knowing him recall, those topics were dear to him. We might have discussed also world affairs, public policy, or the issues of the day. We always talked. We had mutual respect for each other. And so, whatever your reason for inviting me for this particular lecture, be assured that Phillip Ogilvie would be pleased.

We are moving into an era that is open for discussion all around us—the 1990s and the year 2000. There is no magic about these numbers, but the world is always curious when we move from one decade to another, from one century to another. Some are enchanted by the change; others are disturbed by it. The unknown is worth discussing, we say. We know that both the 90s and the twenty-first century are nearly here. We know that we will depart from some of our current thinking patterns and ways of action and face new ventures and challenges, some of which we are as yet unable to predict.

Your curiosity reflects the concern of North Carolina librarians, educators, scholars, policy-makers and others. Your conference theme, "Designing Libraries for the 90s," attests to a need that you recognize as worthy of exploration. Interestingly, the program announcement emphasized the word "designing" and suggests that some forward-thinking conference planners realize that revising, redirecting, inventing, and creating are the key words that will influence what happens in library programs in the 90s and

beyond. My topic, "Twentieth Century Perspective for Libraries and Librarianship," aims to satisfy that curiosity about the 90s and to present some of the directions that we must take to promote the smooth, effective transition from this decade to the next, from this century to the next.

As I explore this topic with you, we must first determine what the public's needs will be. This aspect will be addressed in my discussion of "A Planning Imperative." Once we know these needs, we must next identify some of the implications that these issues have for librarians and librarianship. This aspect will be addressed in a review of "The Impact of Change on Libraries and Communities." As we know how our libraries will be affected, we must identify some of the approaches for meeting those needs. This aspect will come in our discussion of "Designing Library Programs and Services." Your role as a bibliophile, a library financier, a library patron, or a library staff member will be called into question in my final discussion on "The Potential and Challenge of Change." Hopefully, these four points will give us ample food for thought as we move into another era.

A Planning Imperative

Whether we like it or not, whether we are equipped to deal with it or not, our nation is faced with a planning imperative. The terms of this planning imperative are largely set by the actions of the federal government. The federal government is our largest agency. It must set planning imperatives or run the risk of losing control of the nation and failing to help the people cope with the changes that the future holds. Then, too, the federal budget must be dealt with, and growth and change in the country are impacted by federal dollars and federal spending. The federal government is our largest research unit. Red tape and bureaucracy notwithstanding, the federal government must be a planner and a doer.

There have been many studies and projects made for the next decade and the beginning of the next century. One of them, and an important

Jessie Carney Smith, University Librarian at Fisk University in Nashville, Tennessee, delivered this address, the Phillip Ogilvie Lecture, at the 1989 NCLA Biennial Conference in Charlotte on October 12, 1989.

one, was made in 1988 when Assistant Secretary of the Treasury for Management John F. W. Rogers and a staff from a variety of federal agencies examined the work of their offices, set forth some assumptions, presented some opinions, made some analyses for the future, and made some projections regarding the shape of the nation to come and how change would affect the federal government's ability to deliver services and information toward the year 2000. "Meeting Public Demands: Federal Services in the Year 2000," is the final report of the review and discussion group. Where service is concerned, governments, like libraries, face great expectations from society. The ability of each to perform those services that are required of either group is often evaluated in very personal terms. How quickly are requests filled? Are expectations filled on time? People are concerned about their own conveniences as personal time becomes scarce—consumed by the very essentials of daily living and being.

The document "Meeting Public Demands" is a planning tool for shaping federal government services so that the needs of a changing America are more effectively and efficiently met. These goals are:

1. To provide a picture of the environment for federal services in the year 2000;
2. To assess the steps currently being taken to improve services; and
3. To recommend those steps necessary to improve service by bridging the gap between existing plans and probable future.¹

To meet these goals, it follows that emerging demographic, economic, social, and technological trends must be identified before paths can be set for meeting needs and improving services.

The findings are interesting, challenging, disturbing, and useful. "While no one can precisely predict the future, it is not entirely unknown."² For the purpose of examining the climate for the growth of the federal government—and libraries as well—let us examine what the future holds for 1. the U.S. population; 2. the economy; 3. the work force and the nature of work; 4. the information technology revolution; 5. lifestyles; and 6. the federal government itself.

Since the government has a continuing concern for demographics and has made the taking of various types of censuses an essential part of its activities, demographic trends are relatively easy to project. Few surprises in demographics are expected to occur by the year 2000. Using 1988 as the takeoff point, by 2000 the population will probably increase from 238.6 million to 268 million, representing a 12.4 percent growth

increase. The median age will rise from 31.5 to 36.6 years. This will be the result of the aging Baby Boomers, as well as an increase in life expectancy for Americans in general. More than 70 million Americans comprise the Baby Boomer group—those born between 1946 and 1964. Scientific developments and improved health care will extend the life expectancy for all groups to an average of 72.9 years for men and 81.1 years for women. As the Baby Boomers become the Baby Bloomers, their wealth and political power will make them more influential. They will earn more, spend more, and become more assertive in their opinions and voting patterns. They will have a decidedly important influence on the shaping of the nation and the world.

Every segment of the population will be impacted by the growth in the elderly group. During this period, those aged 65 and over will grow by 22.1 percent, and those aged 75 and older will increase even more, from 11.8 million to 17.2 million, a 45.8 percent increase. This is three times the rate of increase of the whole population. Attitudes toward the elderly will change to accommodate the longer life span and the aging Baby Boomer group. People will plan better for retirement, live longer in retirement years than earlier groups, and remain more active in the community. In addition, as longevity is extended, those Americans who are over 65 may opt to work longer. Politics will become a more vital issue as the concern for medical care, retirement plans, and nursing homes become hotter topics.

There will be a marked change in ethnic makeup of the United States population. Ethnic minorities will continue to comprise a significant segment of the population, and they will account for more of the population's growth. Hispanics are now and will continue to be the fastest growing segment of the population; this segment will expand to 25.2 million, a 46 percent growth increase. The number of new immigrants will increase, averaging 450,000 persons each year. While this represents a decrease in the growth rate seen in 1980 and the level of undocumented immigration may also fall, the presence of large numbers of new immigrants with language and cultural differences clearly impacts on society and our planning strategies. The growing number of Hispanics (and in some cases the adherence to Spanish as the only language), and the effects of this growing group on the government, employers, educators, communities, and others will require great attention.

The Pacific, Northeast, and South will be affected by a greater share of geographic distribu-

tion of Americans. Smaller gains in growth outside the sunbelt will produce matters of concern for planners in those areas. The composition of households will change: if the current divorce rate persists, half of the young children in 1985 will live in single-parent homes during the 90s. Divorce and single motherhood affect the economy. Female heads of households will earn less annual income than male heads.

The economy may remain much like that of today. Increasing linkages with the world economy will impact the growth, inflation, and interest rates in the United States. Some industries will reduce drastically their work force, yet some service industries will grow.

The work force will grow more slowly than in recent years. The fastest growing segment of the work force will be women and minorities, and the nature of the work itself will change significantly. Since there has been a drop in the work force entrants following the passage of Baby Boomers into that force, the reduction in entrants is expected to keep unemployment below six percent a year. The female population in the work force will continue to increase as will working mothers. Men who are over age fifty-five will have a declining share in the work force. Women will comprise the greater share of the work force; there will be an older working class; and, as a result, the economy will benefit. Minorities, especially Hispanics, will make up a greater share as the number of black and other nonwhite workers increases.

Occupational changes will be significant. Most new jobs will be in the service industries regardless of the salary levels. "Almost 40 percent of new job growth through the year 2000 will be more highly skilled, higher paying jobs, such as health diagnosis and treatment, occupations . . . , teachers, librarians, counselors . . . , general managers and top executives . . ." ⁷³ Advanced educational levels will not be required for many of the service jobs. Baby Boomers have caused career crowding and this could lead to stagnation of income. As more older people continue to work, Baby Boomers may retire earlier. Many employees and employers will choose to work at home.

Information technology is in a revolution. Some believe that there is now a greater demand for information, and that more Americans are working in what some economists call the information sector; for example, in fields that *produce* information, such as education, research and development, the media, design, and engineering, and in fields that *use* information, such as finance, government, insurance, and real estate.

We may predict an information infrastructure. The base of information technology has broadened with the development of microcomputers, and by 2000 from sixty to sixty-five percent of households will own one. This has widespread impact on the work force and libraries. There will be a proliferation of data communication networks (i.e., digital circuitry and electronics), and by the mid-90s from six to eight businesses and forty to fifty households will have direct electronic access to their political representatives in Washington and in their state capitals. The work force will be computer literate. Already we have seen more computers in schools and colleges and increased demand for training programs in computer applications.

What are we to do with librarians and patrons who are allergic to change?

We can predict a powerful information infrastructure. Technology will reduce the numbers of clerical and middle managers; there will be flexible organizational structures (a new generalist class that can manage multi-functional systems); there will be portable expertise (robotics and other applications of artificial intelligence) [perhaps contracts will be issued to robots rather than to people]; and there will be electronic households with access to extensive consumer information and perhaps even access to information in libraries. More challenging than all of this is the fact that unforeseen developments in information technology will occur and will impact on work and on leisure.

Lifestyles will undergo drastic change driven in part by the technology revolution, the economy, and consumer preferences for immediate convenience. As more women have entered the work force, the foundation was laid for two-income families. We have busier lifestyles now; yet, increasingly, leisure time will become more valued. "The most pervasive difference for every American's lifestyle will be the demand for convenience . . ." There will be a marked change in the way households interact with businesses and other agencies. The interactive databases will mean that businesses will develop innovative ways to persuade people to buy goods and services. The information and technology revolutions will create more knowledgeable consumers. Computers will affect lifestyles even more. They will become easier to use and more economical, and more people will be computer literate.

People will become more mobile; there will be a resurgence in rural life, and commuting will increase. Attitudes toward education will change. We know that our best-educated people now are the Baby Boomers; they will, in turn, require the same of their children. More attention will be given to preschool and elementary education, and a greater percentage of these young people will go on to college. The trend has already begun. "As literary demands increase, in both the technical and written sense, the ability to function in an increasingly complicated society becomes more important. For this reason, the literacy of the population has and should continue to receive a high amount of attention."⁵ As more immigrants come, as unemployment continues, and as some members of society fail to complete high school, our nation will still have a problem with illiteracy.

The federal government's ability to deal with these changes and revolutions will have a significant impact on society. The government's ability to increase its work force is threatened. Competition for the best prepared will be keen. Slower growth in the budget is expected to continue. Overall, the rate of output from the federal government is unpredictable because of the very issues and trends just discussed. Thus, these broad forces that shape the American society provide the impetus for libraries, governmental agencies, and other groups to work together to prepare for the 90s and beyond.

The Impact of Change on Libraries and Communities

Where have we come from and where are we going? In the twentieth century alone we have seen astronomical growth in the size of our communities, in their ethnic makeup, in their political persuasions and activities, and in their need for information. We have seen phenomenal growth in the number and variety of responses to these needs. An impressive amount of this response has come from libraries. The century began with a handful of libraries scattered about, designed and administered in an awesome manner that led the few users to tiptoe around and painfully whisper their needs. Between 1881 and 1919, industrialist Andrew Carnegie financed the construction of 1,681 public libraries across the nation⁶ and countless facilities in academic institutions. Those were state-of-the-art facilities, but those libraries also changed. They responded to the request for an increase in type, number, and location. They provided for the industrial communities that developed, and they met the needs of the rural

and elderly residents. They changed! They expanded so much that they could be used no longer as effective facilities. They were expanded or abandoned in favor of more up-to-date buildings. By the late 1960s we began to marvel over the predictions for the future. Transmitting documents electronically? Translating foreign language materials? Automated library catalogs? A computer on every desk? We were hardly able to envision these revolutionary activities or to predict how our meager budgets would pay for them. Time moved on, and we changed.

Change is frightening, uncomfortable, threatening to many Americans. Some people don't like change. Yet when we explore what probably will occur in the next decade, we see clearly the impact that change will have on nearly every segment of society. If the number of immigrants increases, they will need places to live and work. If the Baby Boomers take early retirement, they will need to find ways to fill the time once spent burning themselves out in the workplace. If others reach retirement age and opt to remain in the work force, they will still need to learn to live in a vastly automated society. If longevity continues on the upswing, people will want quality life and will need ways to provide that quality. If the generalist with little advanced education replaces the specialist in the work place, how much is the generalist likely to use libraries?

In the technological revolution of the 90s, when households increasingly add computers and become involved in home-connected databases and when the whole information and technological infrastructure expands, what controls will be required to ensure the proper distribution of information and the interpretation of it to the consumer? Our libraries, our communities, and a variety of agencies will need to stay on the cutting edge of fields from technology to the arts, from economics to politics, from medicine to social programs. *Newsweek* magazine, October 2, 1989, notes the importance of innovators, what they have done, and what they are likely to do in the 90s. They are on the cutting edge in their field, and they are the "spark of creativity that lights the way to the future."⁷ Innovation is a number of things: it is creativity, visionary drive, and a way to advance ideas. Whether the reference is to computers or to educational and social programs, thinking and planning generally occur years before products and ideas are disseminated. Librarians, community planners, and others need to be in think-tank seminars, research laboratories and elsewhere, or see that they are represented there, to prepare ourselves for the 90s and

beyond. Ken Biba of Agilis Corporation, who is quoted in the *Newsweek* article, gives us a message that bears consideration: "It's easy to build products that are an extension of the past. It's harder to build a product that provides a bridge into the future."⁸

Designing Library Programs and Services

The trendsetting ideas of the federal government discussed in the first section of this speech may have us far off base. One may use past and current data to make some predictions, but there are always those unforeseen variables that impact on progress and change. What about the viruses that invade the best laid plans and ideas, that force us to ignore predictions and deal with what becomes the reality? It is true that we have found ways to wipe out computer viruses in ways that appear now to be effective, but there is always that unforeseen problem in any entity, whether computer, social program, or library. We must not live under threat and with fear; yet we must be cautiously optimistic in designing for the 90s and flexible enough to adapt programs and plans to fit the circumstances and changed need.

We are entering one of the most challenging eras in our history. With the almost limitless use of computers and technology, with the cost

becoming more and more affordable, some of us will be in position to design new systems while others will be able to buy commercial packages that fit our special circumstances. As "micro" and "online" activities assume more importance in the library, the world of books will, too. Not everything will be "micro" and "online" and CD-ROM. Space will become more of a premium than it is now—for staff, for resources, for places in which to perform new and greater services, and, we hope, for patrons.

As I mentioned earlier, the flyer announcing this conference emphasizes the word "designing." The manner in which the word is presented clearly suggests the importance of planning, arranging, inventing, and effecting programs to address the needs of users, non-users and would-be users of libraries. We need not be uniform in the development of libraries and the delivery of services, for there is much to be said for meeting needs of the primary patron served. If our concern is with a national library—the National Agricultural Library, the Library of Medicine, or the Library of Congress (if we accept the fact that it functions as a national library), we know that the needs of the primary patron—the national public—are addressed. If our concern is with the State Library, St. Mary's College, or Charlotte-Mecklen-

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berg County Public Library, the needs are more localized.

Never before in the history of libraries in America has the potential for designing innovative library programs and services been more exciting and challenging than it is today. Many leaders recognize the need for additional research before moving into the future. The U.S. Department of Education, for example, proposes a library research agenda to examine some key issues that impact our future. What will happen to libraries? Will they become obsolete? Will they usher society into the Information Age of the future? These are some of the typical questions raised, and responses from some experts in the field are being published in *Rethinking the Library*, a proposed three-volume document from the U.S. Department of Education, Office of Library Programs. Volumes I and II have been issued, while Volume III should be available in 1989. If you have not done so, I urge you to order the free set from the Department of Education. The project has an enormous research agenda, yet it is no more enormous than we need as we approach the year 2000. It also takes some great strides in clarifying issues for the profession.

American Libraries, January, 1989, summarizes quite succinctly the contents of the volumes.⁹ The experts from the field developed the agenda in a series of meetings, and eleven experts were commissioned to write nine essays on broad issues emanating from these sessions. These include library education, library economics, and information policies. Questions and issues raised concern the effectiveness of the core curricular program in library education, practicums, and the length of degree programs. There is a discussion on the need for a unified view of librarianship, and less emphasis on vocational and more on intellectual activities. One expert is concerned with new technologies and challenges the problems that these technologies pose to librarians. Their self-perception as expert mediators between user and information is of great concern. There is also a call for more experimentation, particularly with controlled vocabularies and semantic networks. The final volume will give recommendations on improving the library research infrastructure.

The eighteen-month publication was initiated in 1986 and the agenda was set by "field-nominated" experts who identified areas that they considered "researchable." The essays that have been prepared or planned are especially important for those concerned with the future of librarianship. They also serve as evidence that group

after group is looking into the future trying to determine where we should be going, why, how we should get there, and what will happen when we get there.

My friends and colleagues, there are many questions regarding libraries in the 90s, but there are no easy solutions. I am reminded here of my favorite cartoon character, Ziggy, who often finds himself in a rather precarious situation. He too has been affected by new technology, and he has been known to associate with computers in public. In one instance, as Ziggy sat at the computer, a message on the screen read: "That's the third time you've punched the wrong button Why don't you just go watch some cartoons and let me handle this." As librarians, sometimes we will need to go away and let technology take over.

Ziggy also has been disturbed that PCs were too personal, and he has encountered signs that read "You are here," when everyone else thought he was somewhere else. As the public's leisure time increases and the need for different kinds of information intensifies, our library programs and services will become more personal. But we must avoid being *here*, one place, when all research and all odds say we should be somewhere else.

The Potential for Challenge of Change

What are we to do with librarians and patrons who are allergic to change? To those who are afraid to push buttons or rock the boat? To those who think in old, slow, ineffective terms: "We used to do it this way." We win some and we lose some, as the saying goes; therefore circumstances will compel some of us to let old ideas give way to the new. The technology revolution will intensify and use of some technology will be a matter of survival. I am persuaded that technology will have the greatest impact on all of the changes predicted for the 90s and beyond. Technology will not replace the human touch entirely, but it will shape the way we deal with changes in society, leisure time, nature of the work force, the increasing elderly population, and the library programs and research activities that experts from the profession have identified.

The potential for libraries to become a more viable force in the community, the work place, education, and in leisure must be fully and effectively realized. The change that can occur will not happen in a meaningful way unless networks of people and agencies work to bring it about. The new and continuing partnerships in the information infrastructure will help make change meaningful. Into the 90s and beyond, I see the following developments:

1. There will be greater access to information. Our local, state and national associations will promote and ensure full access to libraries and information by all citizens. Barriers, whether physical, economic, linguistic, or other, will be removed, and libraries will become greater agents in the successful operation of the information infrastructure and megastructure.

2. Libraries will become more involved in the political process. As funding needs for libraries increase and the public demands more and more from us, we will become more involved in the lives of political candidates and what happens in Washington. The second White House Conference on Libraries and Information Services (WHCLIS), scheduled for July 9-13, 1991, will again give librarians a public political platform to make their needs heard and felt.

3. There will be more computer literate librarians and patrons. The almost limitless uses of new technology will set an imperative that everyone must meet in one way or another. From more user-friendly PCs to CD-ROMs; from online catalogs to a program as specialized as the National Archives' WORM (Write-Once-Read-Many) optical discs with a lifetime of up to one hundred years; from databases in households to a variety of technology that increases access to information—bibliographic, full text and full image; and to types of high-tech products still uninvented or unreleased from the drawing boards, the imperative for librarians and users will be met in one way or another.

4. Libraries and librarians will continue to place great emphasis on intellectual freedom. We will continue to deplore the FBI's invasion of our libraries and records to determine who uses what and why. Electronic access to data also has the potential for easy monitoring of users and their activities. As the composition of communities change and as the information infrastructure expands, we will ensure that one's freedom to read and learn is protected and maintained.

5. The public will have increased awareness of libraries and information resources. Promotional programs and the very nature of the way information is collected, preserved and disseminated will impact significantly on the public's need to know and ability to find out.

6. We will establish new linkages with the federal government in information access and delivery. Partnerships will include a variety of agencies, local, national and international. As a primary user of information, the government will take a more meaningful role in accessing and disseminating information, both for its own pur-

poses and to meet the needs of users here and abroad.

In the 90s, then, let the word go out that Carlyle, Addison, and other writers and philosophers of earlier times who are quoted so often in library publications for their insightful views of the world of books may be forced to give way to quotations from new philosophers whose experiences have been both in the world of books and in the world of technology. Let the key word be *information*, and let it be gained through the most appropriate means possible. Before the 90s are over, we will be searching for answers to what the decades of 2000 will hold for us. The search goes on; and so will libraries and information sources.

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Happy New Year

Management Style: At Least Once Ride A Wild Horse into the Sun

Jerry D. Campbell

Perhaps you do not wish to make a difference. After all, it is no crime to avoid confrontations and controversies. Maybe what you really like is a status quo operation. Perhaps you devote your skills and energies to keeping the peace. You apply all your management training and what we generally mean by your management style to smoothing the ripples and steadying the boat.

When you have an unworkable, undesirable situation in your area—perhaps a problem employee—you really hope the problem will just go away. Addressing problems, especially personnel problems, is unpleasant and can disrupt the morale of the whole library. You prefer just to avoid the matter when you can. If you can't avoid it, you try to work around the problem, spreading the work to other employees. In the worst cases, you let the hard workers carry the slough-offs. Better that than get everyone and everything in a stew.



Dr. Jerry Campbell, Vice Provost for Library Affairs and University Librarian at Duke University, delivered this address at the Library Administration and Management Section's program at the NCLA biennial conference.

I suspect that this describes more of us than we like to admit. This is management by avoidance. If management by avoidance is your practice, it is unlikely that you will ever reach whatever real potential you have in management and leadership.

My topic is management style. But since I've made reference to a line from a poem by Hannah Kahn in my title, I will take some "poetic license" with the topic. After all, it really doesn't matter much what your management style is. Doesn't matter much at all. You may fit any one of the classic Myers-Briggs personality types and still fail miserably at management. Or you may be any one of the types and succeed brilliantly. You may subscribe to Theory X or Theory Y or any other theory and succeed or fail. You see, it's not style in either of these senses that makes the difference between success and failure. It's not style in either of these senses that makes you reach your potential as a manager—or keeps you from it.

Style in both these senses is just a diagnosis of your personal proclivities. Certainly you ought to know what your personal proclivities are in what we might call the classic categories. You ought to know whether you are process oriented or goal oriented; whether you derive conclusions primarily by thinking or by intuiting; whether you tend to make up your own mind or whether you prefer to know what others think first; or whether you incline to the hierarchical or the participative environment. Self-knowledge is a starting point for everything you undertake—and that's no revelation. You need realistic self-knowledge so that you can learn how best to apply your talents, how to compensate for your weaknesses, and how to supplement the gaps in your own skills with the strengths of those whom you choose to be your colleagues. But even with the benefit of self-knowledge, it is not your style that matters. It's what you do with it.

So, I want to talk about management style in a slightly different sense. Much could be said about style in the context of this different sense, but three things stand out, and I will focus my

observations on these three elements of style. They are, I believe, universally applicable and critically important if you are to reach your potential. They are important because management is not a game; it's not an undertaking to be entered into lightly. It's not something you ought to get into just to enhance your salary, to improve your resume, or to alleviate boredom. All management—and I mean management at every level—has as its purpose nothing less than carrying out the mission of the parent institution. If you do not know what that mission is and if you are not supportive of it, in the end you cannot effectively manage an institution or any of its parts.

These three elements of management style are important not only because your management affects the institution's pursuit of its mission, but also because your management affects the lives and careers of your colleagues. For better or worse, management affects peoples' lives. This is so whether you manage a hundred people, one person, or only yourself. You cannot arrange it otherwise. If you practice management by avoidance, you only postpone and therefore accumulate problems. You may even defer them to your successor, but the impact on human lives occurs nonetheless and will be the greater for the delay.

This is only to say by way of preface that management is a high stakes game for both institutions and people and that this is reason enough to enter it advisedly and to take it seriously once you enter it.

Here then are the three elements of management style that I find common to all great managers and that can shape your own effectiveness.

Element of Management Style #1: There Must Be an Evil Dragon Laying Waste to Your Territory, and You Must Be On a Quest

You cannot be a successful manager if you operate in a business-as-usual mode. Management by avoidance is one form of a business-as-usual approach. This, or any other form of business-as-usual, is a timid and reticent approach. It is dull, lackluster, and devoid of spirit. It doesn't create enthusiasm. It kindles neither love nor hate, neither respect nor fear. With it you cannot evoke inspired performance from yourself or from others. Indeed, business-as-usual will eventually lead you to a sense of purposelessness or even burn-out. It will, at best, allow you to lead your unit to the level of hopeless mediocrity. Business-as-usual is a mode of operation best carried out in graveyards and cemeteries. Business-as-usual is what you have when you have no dragons.

I refer you to the sad poem by W.H. Auden, entitled "And the Age Ended." It goes like this:

And the age ended, and the last deliverer died
In bed, grown idle and unhappy; they were safe:
The sudden shadow of the giant's enormous calf
Would fall no more at dusk across the lawn outside.

They slept in peace: in marshes here and there no doubt
A sterile dragon lingered to a natural death,
But in a year the spoor had vanished from the heath;
The kobold's knocking in the mountain petered out.

Only the sculptors and poets were half sad,
And the pert retinue from the magician's house
Grumbled and went elsewhere. The vanquished powers were
glad

To be invisible and free: without remorse
Struck down the sons who strayed into their course,
And ravished the daughters, and drove the fathers mad.¹

If you are going to manage the fate of an organizational unit, large or small, you must be committed to a purpose, a mission. Without it you will, like Auden's deliverer, grow idle and unhappy and die in bed every day you go to work. You need a fire-breathing dragon, and you must burn with your own inner fire to slay the monster. Enter management like St. George . . . clad in the armor of your commitment, armed with your native abilities and your acquired skills, driven by your pledge to rid the territory of this scourge. Enter management ready to do battle. And if on some glorious day you slay your dragon, why then so long as you continue to wear the armor, you must set out after another. A dragon slayer's work is never done.

We library managers are exceedingly lucky when it comes to dragons, in that we have so many of them available to us. We have dragons around every corner and in every department. Some are large and some are small. Backlogs are dragons; poor service is a dragon; the inability to get books reshelfed quickly after periods of heavy use is a dragon; lack of space is a dragon; poor supervision is a dragon; out-of-date conceptual procedures (like AACR II) are dragons; inefficient, labor intensive, and costly work methods are dragons. There is a dragon custom designed and waiting for every library manager at every managerial level. There is a dragon waiting for you. You have only to take up the quest.

The point of Element of Management Style #1 is that in order to succeed in management, to really reach your potential, you must have zeal for some cause appropriate to your organization and situation. Call it a sense of mission, call it purpose, call it a dragon, but without it you will not have the courage necessary to address the problems or

the stamina necessary to see them through to solutions. Without it you, like Auden's sad deliverer, will grow idle and unhappy and die in the bed of every workday.

Element of Management Style #2: You Must Find a Way to Get Out of the Mosquitoes

Every library is an Alaskan tundra teeming with billions of mosquitoes. Their favorite food is you, the library manager. They will swarm you. They will attack every bit of exposed skin. They will try to follow you home at night. If you let them, the teeming cloud of library mosquitoes will drive you to distraction. They might even drive you mad. Or worse, they might clog your breathing passages until you feel that you are choking.

Those hundreds of little things you have to do are mosquitoes. The myriad things you must remember are mosquitoes. The reports you write are mosquitoes. The meetings you sit through are mosquitoes. Phone calls are mosquitoes. The things on the list on that card in your pocket are mosquitoes. I am talking about the things, the activities, that fill your days, haunt your nights, and still are never finished.

If management by avoidance is your practice, it is unlikely that you will ever reach whatever real potential you have in management and leadership.

Every manager, of course, has to slap mosquitoes. It's part of every managerial job. Your job description specifies its list of duties (and, as we all learn, implicitly requires many more), and they have to be done. I'm not suggesting that anyone neglect such routine necessities. The welfare of the organization depends upon their being done. We must all regularly take our turns out on the tundra dispensing with mosquitoes. But if you want to reach your management potential, you must find a way to escape them regularly and systematically.

I firmly believe—and I have written to this effect—that, as a manager, you have the responsibility to think about your organizational unit. Certainly you may invite others to help you in such thinking. But in the end, you and you alone bear the responsibility. By virtue of your thinking, you must lead your unit into the future. And if it is an inglorious future, devoid of genius and bereft

of creativity, you have only to look as far as the mirror to affix the blame.

Now, thinking is not in itself a difficult enterprise. Even creative thinking, once you've had a little experience, is not so hard. But thinking is utterly impossible when you're distracted by slapping mosquitoes. This is a universal principle. It doesn't matter how good you are, or how good you think you are, at management, you are not good enough to meet your potential without stepping aside from the distractions of the routine. This has been known for centuries, but it is ever worth remembering. Let me illustrate this point with a description of what we might call the management style of Gautama Buddha written by Huston Smith:

Nearly half a century followed during which Buddha trudged the dusty paths of India until his hair was white, step infirm, and body naught but a burst drum, preaching the ego-shattering, life-redeeming elixir of his message. He founded an order of monks, challenged the deadness of Brahmin society, and accepted in return the resentment, queries, and bewilderment his words provoked. His daily routine was staggering. In addition to training monks, correcting breaches of discipline, and generally directing the affairs of the Order, he maintained an interminable schedule of public preaching and private counseling, advising the perplexed, encouraging the faithful, and comforting the distressed. [It was said that] "To him people come right across the country from distance lands to ask questions, and he bids all men welcome." Underlying his response to these pressures, and enabling him to stand up under them was a pattern which [Arnold] Toynbee has found basic to creativity in all history, the pattern of "withdraw and return." [Before he began his career] Buddha withdrew for six years, then returned for forty-five. But each year [of the forty-five] was similarly divided; nine months in the world, [the three months of] the rainy season spent in retreat with his monks. His daily cycle too was patterned to this mold; his public hours were long, but three times a day he withdrew that through meditation he might restore his center of gravity to its sacred inner pivot.²

I am not suggesting, of course, that you must become a Buddhist in order to excel at management. All of the great spiritual belief systems recognize the need for a powerful solitude and would serve equally well with examples. Examples are also available from the biographies of many great women and men without reference to religion. The point is that, like batteries, we require regular recharging in order to function continually at peak power.

Vacations can count as periods of powerful solitude that clear your mind, restore your vigor, and refocus your sense of mission—but they usually don't. Vacations have mostly become something other than refreshing occasions for contemplation. It's hard to drive three thousand miles, visit five friends and fourteen relatives, walk forty miles through Disney World, tolerate screaming children in the car, replace a blownout

tire, and return rested and refocused on your work. You'll come back needing relief from your vacation.

What I'm suggesting is a weekly, if not daily, respite—a time aside. Put it on your calendar . . . "Thursday, 3-3:30 p.m. Get out of mosquitoes. Hold all calls." Don't write letters you owe; don't return calls; don't draft that report; don't read your mail. Find yourself a quiet place, pour yourself a cup of coffee. If you have an office, shut the door, lean back in your chair, and think.

That period of recharging—when you get out of the mosquitoes—is a most extraordinary time. It can renew your energy. It can bring forth your creativity. It can transform your management career. Without it, you will never escape the ordinary.

Withdraw and return—taking the time to collect yourself, taking the time for undistracted thoughtfulness, getting out of the mosquitoes—this is the second element of style crucial to the development of your management potential.

Sound analysis and deliberate rational assessment do not solve problems . . . You solve problems.

Element of Management Style #3: You Must Ride A Wild Horse into the Sun

Good homework and clear understanding are important. You must have an accurate conceptual and procedural grasp of the organizational unit you manage. I say this only to make it clear that I do not disavow the value of the analytical aspect of management. But libraries tempt you to carry the analytical approach to extremes.

Library managers are tempted to analyze everything. It is our quintessential approach to management. How many analytical, evaluative reports have you written? How many are on your shelves? How many unfulfilled strategic plans are gathering dust in your files? I just agreed to participate in a review of a well-known university's library and received for my preparation over 250 pages of details and information.

Sound analysis and deliberate rational assessment do not solve problems. They provide information; they improve understanding; they reveal options. But they do not solve problems. You solve problems. And the options revealed by analysis and assessment are virtually guaranteed in themselves to hold no creativity.

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You turn to analysis and assessment, however, because they offer the most immediate and easy way to engage an issue, to begin to do something. You set up a task force to analyze the problem; you call around to see what other libraries are doing about it; and you write a report. Your conclusion may not be brilliant, but it feels safe. If it is brilliant, it is undoubtedly because you've borrowed an idea from someone else somewhere else who, thank goodness, took a different approach to the problem.

But if you really want to reach your potential as a manager, you too must take a different approach—you've got to dare to step beyond the merely rational and analytical. I chose the metaphor for this third point from a poem by Hannah Kahn entitled "Ride a Wild Horse." She writes:

Ride a wild horse
with purple wings
striped yellow and black
except his head
which must be red.

Ride a wild horse
against the sky—
hold tight to his wings

before you die
whatever else you leave undone
once ride a wild horse
into the sun.³

You've got to move beyond the merely rational and analytical. You must ride the wild horse of your own creativity. Of course it's risky. Almost certainly no one else will have tried your wild horse solution. It's what you and you alone have to offer. And it's what your library and this profession desperately need.

Don't tell me that you have no creativity to offer. I will not believe you. I will believe that you don't want to go to the trouble. I'll believe that you're afraid to take the risk. I'll believe that you've never tapped your creative resources, that you've never experienced your own creativity, that you don't know how. But I will not believe that you have only the rational and ordinary to offer. And you must offer more to reach your full potential. So the third element of management style crucial to your career is a bold, risk-taking, creative approach.

You must ride the wild horse of your own creativity.

Conclusion

Dragons, mosquitoes, and wild horses are metaphors that suggest the secrets of truly great management style—sense of mission and commitment, undistracted thoughtfulness and reflection, and bold creativity. These are elements of style that matter.

But beware. They will lead you into action. They will equip you with power. They will cause you to make a difference. Then again, perhaps you do wish to make a difference.

References

1. W.H. Auden, *And the Age Ended in poetry is for people*, edited by Martha McDonough and William C. Doster (Boston: Allyn and Bacon, 1965), p. 204.
2. Huston Smith, *The Religions of Man* (New York: Harper & Row, 1958), pp. 95-96.
3. Hannah Kahn, *Ride a Wild Horse in poetry is for people*, p. 24.

Instructions for the Preparation of Manuscripts

for North Carolina Libraries

1. *North Carolina Libraries* seeks to publish articles, book reviews, and news of professional interest to librarians in North Carolina. Articles need not be of a scholarly nature, but they should address professional concerns of the library community in the state.
2. Manuscripts should be directed to Frances B. Bradburn, Editor, *North Carolina Libraries*, Joyner Library, East Carolina University, Greenville, N.C. 27858. N.C. 27604.
3. Manuscripts should be submitted in triplicate on plain white paper measuring 8½" x 11".
4. Manuscripts must be double-spaced (text, references, and footnotes). Manuscripts should be typed on sixty-space lines, twenty-five lines to a page. The beginnings of paragraphs should be indented eight spaces. Lengthy quotes should be avoided. When used, they should be indented on both margins.
5. The name, position, and professional address of the author should appear in the bottom left-hand corner of a separate title page.
6. Each page after the first should be numbered consecutively at the top right-hand corner and carry the author's last name at the upper left-hand corner.
7. Footnotes should appear at the end of the manuscript. The editors will refer to *The Chicago Manual of Style*, 13th edition. The basic forms for books and journals are as follows:
Keyes Metcalf, *Planning Academic and Research Library Buildings*. (New York: McGraw, 1965), 416.
Susan K. Martin, "The Care and Feeding of the MARC Format," *American Libraries* 10 (September 1979): 498.
8. Photographs will be accepted for consideration but cannot be returned.
9. *North Carolina Libraries* is not copyrighted. Copyright rests with the author. Upon receipt, a manuscript will be acknowledged by the editor. Following review of a manuscript by at least two jurors, a decision will be communicated to the writer. A definite publication date cannot be given since any incoming manuscript will be added to a manuscript from which articles are selected for each issue.

Issue deadlines are February 10, May 10, August 10, and November 10.



Old and Rare Books: A Practical Approach For Librarians

Tom Broadfoot

In almost twenty years of dealing with old books and old and new librarians, I have found that most librarians view old and rare books and patrons with old books as one of the most baffling and aggravating aspects of their profession, and rightfully so. Much of the public expects the local library to be the depository of all printed materials, old and rare, and they place the librarian as guardian guru atop the book pile—watchdog and authority of all. Unfortunately, most librarians don't know a hill of beans about old and rare books and most could care less. Thus, when public expectation and the inevitable exposure to old and rare that every library experiences meet with the librarian's lack of knowledge, pain in the lower posterior is the result.

However, be consoled in the knowledge that the chance of you or your patrons finding a very rare book (\$1000 and over) unawares is about the same as a person who has never been fishing breaking the blue marlin record. In twenty years of old books every day, all day, I have stumbled upon very few rare books in settings where the worth was not well-known: only one book worth over \$10,000 and perhaps ten worth over \$1000. Most rare books are owned by persons or institutions who know what they have. They are not going to dump their mother lode on the library steps or ask you about book care or values.

However, you will often need to know about old books. Consider the following and your reactions:

"What's my old Bible worth?"

"Who buys old books?"

"These books I'm giving to the library are valuable and I want you to keep them forever, in a special locked case with my husband's skull and my stuffed poodle, Fifi."

"Please tell me what these books are worth so I can deduct them on my taxes."

"This book is rare and valuable and should never have been placed on open shelving. It needs to be in a locked case."

"My old cookbook is falling apart. Who can fix it?"

"You sold a book in the book sale for \$.50 that was worth \$100 and my brother knows a trustee of the library and I'm going to tell him to tell her and you'll get fired."

"I found hundreds of old letters from the 1870s. What should I do with them?"

"What should I do to take care of my old books?"

If you have easy answers for the above, stop here; give yourself a star for being well-informed and read no further. If, however, the answers weren't so quick and easy, keep on reading. What I have to say will be brief, practical, and sensible.

Identification

How does one weed the wheat from the chaff? Rather than say which books are of value, it is far easier and clearer to delineate which books have little value. The following guidelines usually eliminate ninety-nine percent of old books as being of little value.

Of Little Value

- Damaged books: There is a catechism in the book world, "What three factors determine value?" Answer: "condition, condition, condition." A volume missing any part, a cover, a page or any portion of a printed page is almost always of little value; consider a Chipendale chair lacking one leg.
- Religious books, unless printed in the U.S. before 1800.
- Fiction, unless in fine condition by a household name author.
- Picture and illustrated books, unless the illustrations are such that you wouldn't object to having one framed and put over your mantle.
- Books on politics.

Tom Broadfoot, owner of Broadfoot Publishing Company, based this address given to the Resources and Technical Services Section on his experiences as a rare book dealer since 1971. He has written a price guide on Civil War books and issued almost two hundred catalogs of out-of-print and rare books, maps, and manuscripts. In addition, he is a book publisher and has issued almost five hundred books since 1975.

- Sets of books, unless of fine binding, fine illustrations or of such detail that it may be the final work on the subject—subject not being religion, literature, politics.
- Leather bound books unless small, of brilliant color, and in fine condition.
- Newspapers, unless *Harper's Weekly 1861-65* (however, keep three sets of all local papers and publications).
- Magazines, regardless of age.
- Atlases after 1900.
- Book club titles.

Of course, there are exceptions to the above, but they are surprisingly few. So, which books may have value? The above guidelines will answer that also, just reverse them, i.e.:

- Religious books printed in the U.S. before 1800.
- Fiction in fine condition by household name authors where the copyright page has the original copyright date or states first edition.
- Caveat: *any material, book, pamphlet, newspaper, printed in the South between 1861 and 1865 is a Confederate Imprint and all are valuable.*

Evaluation

Pinning down the exact value of a book is difficult. If you have books which you think are valuable, I suggest you call in a bookdealer. Select a dealer, buy a book from him once in a while, and in return you can call him when you have books to weed or evaluate. Most questions can be answered easily over the phone. I evaluate books for librarian friends without charge and they in turn, in addition to an occasional purchase, alert me when collections become available and inform me of duplicates and discards that might be of interest.

What to do with patrons who must know what their books are worth? Tell them the world of old and rare is most vast and complicated and that you are no expert, but that you have the latest in reference material and steer them as follows. The chances are they won't find any specific reference to their volume's value, but you will have provided references, and by using them, they will determine for themselves that evaluating books is no easy matter.

First, expose them to the above guidelines. That will satisfy about ninety-eight percent of their questions. Bibles alone compose fifty percent of all old book queries. If they are not satisfied or still have reason to think their volume to be of value, I suggest the following references:

Van Allen Bradley. *The Book Collector's Handbook of Values*, 1982 edition. Order from: The Putnam Publishing Group, 200 Madison Avenue, New York, NY 10016. Telephone: 212-576-8908. Cost: approximately \$40.00. Good general guide with useful points for identifying first editions of fiction; values tend to be inflated. Regretfully, out of print.

If you have money to burn and wish to really wow your customers, you might consider the following tomes, the second of which is vastly overpriced:

Bookman's Price Index. A twice yearly listing from dealers' catalogs. The chance of finding a specific title is slim, but descriptions of book conditions are included. Thus, a better value indicator than Bradley. Order from: Gale Research, Inc., Book Tower, Department 77748, Detroit, MI 48277-0748. Telephone: 313-961-2242. \$180.00

American Book Prices Current. Issued annually, a listing of books sold at auction; a wide variety; prices tend to be on a wholesale level. Order from: American Book Prices Current, Bancroft-Parkman, Inc., P.O. Box 1236, Washington, CT 06793. \$390.00

You can also refer patrons to bookdealers, but tell them that appraisals are expensive. A better idea is to host a book evaluating night every year or so. Call in a book dealer and, either for free or a small fee, let him spend an evening evaluating books and explaining book values. If handled with foresight, such an evening can produce a good crowd, create a lot of satisfied patrons, and be most enjoyable.

Selection

Having identified certain books as rare, which ones should you keep? In addition to whatever specialized area of interest your library may have, I would suggest retaining multiple copies of all local newspapers and periodicals. If you live in Podunk, the odds are that the only complete file of the *Podunk Daily* is at the library. I know of more than one instance where the local library discarded the only complete run of the town newspaper—and in doing so lost the best source of history and genealogy in the region. Also, keep old letters and manuscripts you are offered, if need be in boxes, until they can be evaluated. Discard whatever is left after adding to the specialized collection of local history. What need does the library have for a rare book on embalming?

Disposition

Do not fill shelves and rooms with material just because it is rare and you don't know what else to do. This is a common situation which I call the treasure room syndrome.

Frequently, I am called to libraries, usually following a change of command. The new librarian has discovered that along with her job she has inherited a room full of old books, in fact every old book that came into the library for years. Rather than evaluate, select, keep and discard, the predecessor solved the problem by keeping everything and locking it away. Don't be a predecessor. Weed with "vigah" and discard with courage. You're the librarian and you're paid to do a job. Getting rid of books is as much a part of the job as buying books. Don't worry about the busybodies who are sure to shriek when the first book goes out the door; but don't be improvident either. If you have a large lot of old books which you suspect are of value, before putting them in the book sale at \$.50 each, have a dealer look them over. Ask him to give you a statement that he has seen the books, identified those of value, and priced them. This nullifies any shrieking Sally who says the librarian is selling books and doesn't know what she is doing. Please, if selling books which have library markings, stamp them discarded, preferably on a rear endpaper. Otherwise, people will frequently be returning books which you meant to discard.

Interestingly, a book may have a retail value of \$100, but it probably won't fetch \$20 in a book sale. Why? Book pricing has a hierarchy as the following example will illustrate. I am a Civil War dealer and issue catalogs on Civil War books. A book priced at \$100 in my catalog is near top retail; it is being offered by a specialized dealer to a specialized clientele. I buy many books from other dealers at no more than fifty percent of my retail and often a good bit less. The dealers in turn have often purchased from scouts or "pickers" at half or less than they sell to me. The scouts in turn have purchased at auction and book sales at a price at which they can make a profit. However, values must be based on a standard and when price guides say a book is worth \$100, that is a retail value. That doesn't mean you can readily sell books for full retail. Valuable books in a book sale at twenty-five percent of retail are reasonably priced and probably are still too high to sell.

Gifts

Regretfully, most gift books are more trouble than they are worth. However, take them one and

all with profuse thanks. By doing so, you keep your patrons satisfied by fulfilling the image that all libraries need more books. Under no circumstances agree to keep any books forever. Just say thank you, and we're glad to have them, and we will make appropriate use of them. Don't accept books with strings. Otherwise, when your successor fifty years from now gets rid of one of Aunt Haddie's cookbooks that you agreed to enshrine forever, all hell will break loose because Aunt Haddie's daughters live forever and they will find that one volume in the book sale among the thousands.

Appraisals

DON'T. It's forbidden by law. "The following persons cannot be qualified appraisers: The donee of the property, the person employed by or related to the above."—Department of the Treasury, Internal Revenue Service Publication 561 (Rev. Dec. 87) *Determining the Value of Donated Property*.

Say, I'd love to, but I can't. A librarian, unversed in rare book values, in IRS tax court defending an appraisal which was illegal in the first place, is not a happy camper. If you feel that a donor's collection is valuable, put the donor in touch with an out-of-print dealer who can provide a qualified appraisal. If an appraisal is to be made, the books must be kept together so the dealer can physically examine them. A tax appraisal cannot be done from a list. However, as rare books are few and far between, most of the books you will receive will be of little value and not worth appraising. If by using your guidelines you see the books are not of great value, perhaps you could give the donor a receipt for the books on library letterhead. A form letter will do: "Received from Joe Jones on this date an unrestricted gift of 97 hardback non-fiction books in good condition" . . . or "53 hardbacked books of fiction in good condition." Perfectly above water, plus you've gotten in the term "unrestricted." It seems to me that somewhere I have heard a bookdealer (whose name I don't recall) say that the IRS would not object if a person deducted \$3.00 each for gifts of hardback non-fiction, in good condition and \$.50 each for fiction. After all, what non-fiction book in good condition is worth less than \$3.00—not a true appraisal but a reasonable approach.

Care

Care of old books is easy. The part that isn't easy you don't need to know about. Keep them

dry, recoat the leather ones with plain vaseline every few years and wipe well with a terrycloth towel. Don't rebind, but repair (see the Gaylord Catalog on repair). If you must rebind, preserve original covers if possible. Actually, when a book reaches the rebinding stage, it probably has little monetary value; but since most of your rare books should be of the local historical variety, preserving the original binding should be as much of interest as preserving the content. Your book-dealer or the rare book person at any university should be able to suggest a professional binder.

Security

Professional thieves seldom visit any but the largest libraries, and there they usually target the rare book room. The people librarians should watch most carefully are the genealogical seekers. If Mrs. Jones is looking for information on her great grandfather and she finds him on page 99 of your prized original local history volume, you better not leave book and Jones alone or high chances are that Mrs. Jones, who would return \$1000 if found on the street, will depart with the page, if not the book. However, Mrs. Jones will leave all in place if she is gently watched. Have genealogical and local history material used in an observed

area, have each book signed for, and verify (before and after) that all the pages are present. There is no need to make an actual page count. When the patron signs for the book, have her verify the pages, and have someone make a cursory page check when the book is returned. It is not the checking that deters the theft, but the knowledge that the book will be checked.

Material of great value and scarcity should be placed in a locked bookcase in an area under observation. Those books should not be used except in the presence—cheek to cheek—of the library staff.

Thus, for old books. Hopefully, this unfoot-noted, practical approach will prove useful and beneficial. By knowing how to deal with old books, you will be a more complete librarian and better able to serve your public and yourself. The patron whose donations are gladly received, the elderly lady who found out where to rebind her Bible, the people at book evaluation night, the genealogists and historians who know and use your local history-genealogy collection; these people not only vote "yes" on library bond issues, but are often political and financial allies; more so than the readers of current fiction.

Here's to old books.



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What Was on That Telephone Reference Carousel at PLCM?

For some of us, one of the highlights of the Public Library Reception on Thursday evening was a trip through the back rooms of the library, and one of those back rooms was the telephone reference area. Here, as many as three librarians simultaneously answer telephone reference inquiries from the public. Several of us wondered exactly what resources whirled around on that carousel—and PLCM was kind enough to let us in on their "reference-go-round."

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 Harper's Illustrated Handbook of Dogs
 Harper's Illustrated Handbook of Cats
 Joy of Cooking
 Woodall's Campground Directory
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 Essential Guide to Prescription Drugs
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 Atlas of Human Anatomy
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 Standard & Poor's Register of Corporations, Directors and Executives
 Metro Directory of Major Businesses in Mecklenburg County
 The Secretary's Handbook
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 Jazz: the Essential Companion

Leonard Maltin's TV Movies and Video Guide
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 Shows, 1946 - Present
 The Great TV Sitcom Book
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 Harbrace College Handbook
 McGraw Hill Handbook of Business Letters
 Bartlett's Familiar Quotations
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 The Black Resource Guide
 Reference Encyclopedia of the American Indian
 A complete set of Mobil Travel Guides

Sara Aull Student Paper Award Competition

The Special Libraries Association North Carolina Chapter announces its annual Sara Aull Student Paper Award Competition for 1989/90. The Competition provides an award of \$200.00 for the best student paper of publishable quality relating to special libraries.

This Award was initiated in 1981 to honor Sara Aull who served as editor of the NC/SLA Bulletin from 1975 to 1981. Sara has been an active member of the Special Libraries Association since 1952. In 1983, she was honored when inducted into the SLA Hall of Fame.

Students and recent graduates are encouraged to enter this Competition which rewards an individual for excellence in writing while contributing to the literature of special librarianship.

The annual deadline for submission of papers is March 1st. The Award will be presented at the NC Chapter's annual business meeting in the Spring of 1990.

For further information and competition guidelines contact your NC/SLA faculty liaison or the Sara Aull Student Paper Award Competition Publicity Chairperson below.

Tera White
 109 Chase Avenue
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So You Have to Plan a Conference ...

Barbara Baker

Conference planning is time-consuming, hard work. It is physically and mentally tiring. But when the conference is over, you realize it is one of the most rewarding and prideful experiences you will ever have. The team spirit that comes from working with a group to put on what has to be "the biggest and the best" is exhilarating. The feeling of accomplishment almost overshadows the exhaustion.

The recent conference of the North Carolina Library Association was the second time that I have chaired a group planning a major professional development experience for members of the learning resources professions. It does not matter, though, whether thirty people or two thousand people are coming together for the conference, the basics of planning a conference are the same.

The following is a condensed review of the activities that took place prior to the October 10-13 conference in Charlotte. I hope others can use this information to make their own conference planning experiences rewarding.

1. I thought about the 1989 conference and planned. When I attended the NCLA conference in 1987, I took a lot of notes. I made notes all over my copy of the 1987 conference program. I asked people what they thought went well, what they thought could have gone better, and sometimes I just stood around and listened as people talked about what sessions that they had been to or were going to. I also attended the final meeting of the 1987 conference planning committee (after the conference) and let planning committee members tell me what went well, and what they would have done differently.

2. In November 1987 I began bringing together the group of people who would be members of the 1989 conference planning committee. A number of people had volunteered. I examined their knowledge and talents and the interests they represented. I filled in the "gaps"

with people I knew and people suggested by other executive board members.

3. I wrote down the tasks that had to be accomplished to have a conference: program planning, local arrangements and hospitality, registration, publicity and publications, and vendors. I decided to use a management style that has worked for me in the past and so appointed an individual to head up each of the tasks. Even though some of the tasks could be accomplished by one person, I appointed committees for each task. This allowed for input from many sectors of the membership and a greater number of ideas to be considered. It also gave us extra staff when we needed it at conference time. In other words, the planning committee was a large group. We only met once as a whole. The subcommittees met as needed, and a council of the subcommittee chairs met on a regular basis.

4. At the initial meeting I described the organization of the conference planning committee from my perspective and allowed for meetings of each of the subcommittees. We did a lot of talking at that meeting about the theme for the conference and program ideas that could complement themes we were suggesting.

5. The local arrangements chair and I met with the convention center and hotel representatives to see their facilities and to make sure we knew what was necessary in order to set up the conference.

6. After the initial meeting of the entire planning committee, the subcommittees went about their work. There were a lot of telephone calls and several meetings of the subcommittees and the subcommittee chairs. A lot of ideas and a lot of talk went into the first months of planning.

7. The shift in activity over the twenty-four months of planning was interesting to watch. In the beginning, the task of program schedule planning got the most attention. Programs of thirteen sections and several committees were coordinated. Three general sessions, table talks, and two other planning committee-sponsored activities were worked into the schedule. Social activities were coordinated through the local arrangements committee and integrated into the schedule. At

Barbara Baker, the incoming president of NCLA, was chair of the 1989 NCLA Biennial Conference Planning Committee. She is Associate Dean for Educational Resources at Durham Technical Community College in Durham, N.C.

the same time the vendors subcommittee was inviting exhibitors.

8. As the activity of planning the program schedule and vendor invitations slowed, the publicity and publications group became very busy. A pre-conference publicity flyer was prepared, national publication bulletin board columns were notified of the upcoming conference, and work on the conference program document began. (I believe the publicity and publications group had the greatest difficulty keeping everybody happy. They put out a pre-conference flyer even though their information was very "sketchy" and then had to deal with people calling because it did not say enough. They were still getting changes to the conference program two days after the program was to have gone to press.)

9. After the flurry of activity for the publicity and publications group, the registration subcommittee took on the huge task of pre-registering and registering nearly 1,900 participants.

10. The local arrangements group worked throughout the two years to plan social activities, make room assignments for meetings, and recruit the local library association to staff a hospitality table at the conference.

11. Communication about the activity of the conference planning committee was important. The executive board of NCLA was kept informed of the progress of the committee. As soon as a "near final" draft of the program was available, it was distributed to the executive board and to any other groups we thought might be able to spread the word about the conference. This was valuable since we were scheduling for so many different sections of the membership. We got feedback about the way names were spelled and which sections had been left out.

12. The "front line" people—registration and hospitality table volunteers and conference planning committee members—were thanked with a social event just prior to the beginning of the conference.

13. During the conference, members of the planning committee stayed in touch with each other to make sure things were running smoothly. There was always a conference planning committee member at the registration table to take care of any problems that might arise.

14. The final meeting of the 1989 conference planning committee was held on December 11 in High Point, the site of the 1991 conference. The



Members of the hard working 1989 Conference Planning Committee are shown from left to right: seated: Mary Frances Crymes, Pam Jaskot, Barbara Baker, Mary Williams, and Ariel Stephens. Standing: Charles Mallas, Don White, Carol Myers, Deborah Carver, James Jarell, Lovenia Summerville, Ray Frankle, and Vanessa Ramseur.

chair of the 1991 conference planning committee was there to hear what the 1989 committee thought went well and what they would have done differently if they had known then what they know now. The conference treasurer reported that almost \$25,000 would be turned over to the NCLA treasurer to fund special projects of the sections and round tables and programs for the 1991 conference.

Every two years the North Carolina Library Association begins the conference planning cycle again. It is rewarding to help plan this major conference and I would encourage anyone who even thinks they might want to be involved in this kind of activity to volunteer to work with the Association committee. If it seems too much to take on, how about volunteering to help a section or your local association to plan an activity? There's always work for one more volunteer!

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Believe Me, Conferences Are Worth the Effort!

Beverly Tetterton

"... another conference. Why are they always at the busiest time of the year?" As the time draws near, any hopes of clearing my desk are diminished. "I will never get this schedule straight ... I hope they got my late registration." It's 5:00 a.m., and my colleagues are parked in front of the house waiting ... "Oh no, I forgot to call ... who's going to cover? ... this is ridiculous ... why do I bother to go ... hassle, hassle, hassle. I really should stay home and take care of things."

If these thoughts sound familiar, you are a conference burnout. Sure it is a hassle, but whose fault is that? The conference is not to blame. Maybe it is not the conference that really bothers you, but the prospect of bringing home more work as a result of the conference. Just think of all the paperwork it may generate. Maybe it is not that you have more important things to do, but you fear the creation of more work for yourself. After all, you may actually get excited about a new idea and want to follow through with it. Yes, the work will pile up at home, but is it worth passing up the chance to learn something new and enjoy yourself? If so, then you are burned out whether you go to the conference or not. Will remaining on duty in order to "take care of a few things" really change your outlook? A few days at a conference might actually be good for you. Stop taking yourself and the hassle so seriously. Look for the obvious rewards. Could it be that conferences really do have something to offer?

If you read it in the literature, does it mean that you do not need to hear it? True, the sessions often cover the same old topics, but occasionally there is a new twist that lights a spark and gives a new perspective. If you can bring back one new idea or pick up one gem of information, the trip is worth it. Why not treat yourself to a little stimulation?

The gems are often found in the most unexpected places. The out-of-the mainstream lec-

tures and workshops which do not directly relate to your job can nevertheless provide you with just the right incentive to move forward. Try a few sessions out of your milieu. An inspirational speaker (Dorothy Spruill Redford at the 1989 NCLA Conference comes to mind) from a totally different discipline can be uplifting. There are also the special interest lectures and workshops. Several years ago I attended a session on claymation and walked away with ideas for two successful library programs.

One of the best ways to learn is good old-fashioned observation. You cannot beat it for stirring up interest and maybe a little fun. Admittedly, travel can be a hassle. You have to wade through the expense forms, registration paperwork, find adequate transportation, and whether you live down east or out west you will be up before the crack of dawn if you want to make it to the first session. On the other hand, travel can be relaxing and enjoyable. Plan to stop at a few libraries on the way to your destination and visit the local libraries in the city of the conference. You do not even have to be in a library to pick up good ideas. Museums and other cultural institutions are great places to add to your itinerary. Sightseeing might be the most productive part of your trip. Even if you do not pick up any earth-shaking ideas, you may return home feeling better about your own library and the job you are doing there.

Next there is always the "show within the show"—otherwise known as people watching. Go to a session early and mingle with your colleagues. Librarians are generally a warm and friendly group of people always willing to talk shop. A conference is the best time to find out what others are doing. Local restaurants, receptions, and the hotel lobby and bar are breeding grounds for good ideas.

The exhibit hall is worth the trip. There is nothing like fooling around with the latest tech-

Beverly Tetterton is Local History Librarian at the New Hanover County Public Library in Wilmington.

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COUNTERPOINT

Be Serious, They're Such a Hassle!

Michael Cotter

Don't get me wrong; I like to go to conferences. You get to see old friends, make new ones, hear papers that you might not otherwise take the time to read, and rejuvenate yourself. It's just that, for one thing, getting there and back is more than half the battle. You have to get the time off, find someone to work your night, arrange for transportation, and, if you're a state employee, fill out a "Petition to Travel"—an omen of things to come. The petition has you fill in the method of transportation (including state or private car. If it's a private car, you have to justify the reason, such as "no state cars available," or "not convenient to take a state car," although I haven't tried that one yet. I know someone who was in a state car that broke down en route to a conference in Chapel Hill fifteen years ago, and hasn't taken a state car since!). It also asks that you estimate costs, including air fare if applicable, and attach a copy of the conference announcement or registration. In some departments, you need to make travel plans at least three weeks in advance just to clear it through channels; in others, you shouldn't reserve a state car until you get permission to travel, by which time the state cars are gone. (So, you tentatively reserve a state car and hope that your petition is approved.) Oh, yes, remember when no more than five people from the same department could attend the same conference? That goes back to the time when several state employees went to a conference in Hawaii and the media heard about it and spread the news.

Well, what's next? If you live anywhere east of I95 or west of Winston-Salem, you might as well plan on leaving the night before if the conference is in the Triangle-Triad area since a good part of the day will be spent on the road. If the best meetings begin any time before 10 a.m. and the conference is in Winston, you have to figure on leaving Greenville at 5 a.m. (Now you know why the people from the east are always late.) And then you find out that your traveling companion does not

care to get there for the keynote address—or wants to leave before the closing session. And let's hope that this same traveling companion does not include anyone who takes Business 264 and just has to stop at this place in Sims that has good coffee!

When you get to the conference, you have to check in at the hotel, go through registration, and make sure that the meetings you plan to attend aren't all at the same time. A tip on checking in: it's a good idea to hold your room for late arrival; in this computer age, hotels will automatically cancel your reservation if you don't arrive by 6 p.m. (That happened to someone standing in the line next to me at the Chicago Marriott this summer; she had been held up by traffic from O'Hare and was about ten minutes late.)

In general, most conferences do a good job of not scheduling overlapping sessions of interest to people with similar interests, but when you talk about conferences the size of ALA, there's certain to be some overlap. Maybe it's a matter of degree of overlap. You hope, of course, that your favorite meeting won't be scheduled as the last session on the last day, such as the NCASL meeting at this year's NCLA conference. Otherwise, the place is deserted when you leave, and your flight may not be for two or three hours, or you have to drive for six hours in the dark. (I realize that someone has to be scheduled last—maybe the public library directors, or LS/2000 User's Group.)

I've seldom been hungry at conferences. Begin with free Danish and coffee from 8:30 'til 10:00, then a lunch, afternoon refreshments, heavy hors d'oeuvres, and an evening reception. It's all I can do to get back to my room without having to let my belt out a notch. At a really good conference you get started on some heavy discussion about end-user searching or smart versus dumb bar-coding, carry the session into the late hours in the bar or someone's room, and get up the next morning and navigate by force of habit. Eventually, you just skip a meal, or you head for the salad and fruit bar (hold the dressing, please).

Michael Cotter is a documents librarian at Joyner Library, East Carolina University, Greenville.

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Point (continued)

nology or learning about the hot new deal to save your library some much needed cash. There is also the feeling of power while talking to the vendors. No matter what your position of authority, a salesperson will make you feel important. They are interesting people with a different perspective and are fun to get to know. They want to serve you, so why not let them?

Last, but certainly not least, a conference is one of the few places on earth where colleagues can build camaraderie. News, gossip and "horror stories" are exchanged in a relaxed atmosphere. The trip to and from the conference as well as sharing a hotel room are opportunities to confirm or alter your opinion of fellow staff members. Librarian-bonding gives you the strength to go home and face that pile of work with a grin on your face. The smile may be returned by your new-found comrade.

The reasons for going to conferences have probably not changed since the birth of ALA. This does not necessarily make them good or bad. The important thing is that everyone has the opportunity to benefit in some way when they attend a conference. Leave your job worries at home and attend the usual (and some unrelated) sessions with the hope of picking up at least one gem of an idea. Enjoy the busman's holiday while you observe new places and meet new colleagues. Learn about new technology while the vendors treat you like the important person you are. Have a laugh with your co-workers while you share a few experiences. Most important of all, if you don't take yourself or the conference too seriously, you might just learn something!

Counterpoint (continued)

Those wonderful folks at Congressional Information Service know how to entertain. All the documents librarians (and maybe their directors, too) are invited to a breakfast at ALA each year, at which you hear a legislator or other figure involved in government information policy (or, as it seems to be now, non-policy). Not only does CIS mail invitations to you, they also run an ad in *Documents to the People* in case you didn't receive an invitation. Thanks, Mr. Adler.

Speaking of CIS, I enjoy the exhibits. You hear the latest news from salesmen: the new products, a forthcoming discount on the latest reference work, and (the important stuff) who's changing jobs and why. Of course, you pick up fliers for books that you can't possibly order with the little budget that's remaining this year; posters that you eventually can't find a place for; and shopping bags that you add to the stack behind your desk

for that rainy day when you need a bag to take work home in. In the end, I just pick up a few pens for the people in the office.

But after all that food and drink and fellowship, it's good to hit the road, get back home—and back to that mountain of mail that came in while you were gone. You spend all day just opening mail and returning calls. As a professional, of course, you take some of it home, but there are some things that you can't do there, so you lug it back the next morning. (Plus, you have five days of laundry and dozens of things to tell your family and vice versa, so you don't get much done there, either.) Finally, you try to figure out how to fill in your reimbursement form, the state's answer to Form 1040. Well, if your library is like mine, there's a super office assistant who will take your botched-up form, set it right, and get you reimbursed for more than you thought you could justify. Thanks, Lou.

Library Research (continued)

Department, Davis Library), examined the relationship of subject searches in the online catalog to circulation patterns and profiles of the collection. Their study is not yet complete, but the authors do plan to publish the results.

Finally, in 1988/89 North Carolina State University's Janet Edgerton (Monographic Cataloging, NCSU Libraries) and Raymond Taylor (Educational Leadership and Development) received a grant to study the editing efficiency of an online bibliographic information system, based on an examination of a large file of edit commands. This investigation is still ongoing, but the authors expect to attain publishable results, which will likely be used to improve technical editing operations at the NCSU Libraries.

An informal survey of the grant recipients confirms that the researchers think their collaborative approach was a useful one. The librarians were able to offer teaching faculty a laboratory for research, familiarity with the area under study, and knowledge of the best sources of information within the library organization. They also enjoyed the opportunity to think in broader theoretical terms about their work. Faculty members brought technical expertise (e.g., in statistical methods) and a wider research perspective. In NCSU's case, the fact that the faculty member is a department head in another discipline further enhanced communication on library matters across campus. Although the maximum size of a grant is relatively small (\$3,000), application to this program is an excellent way to fund a focused project. In the words of Eric Palo, "I would urge others to consider applying ... and if they don't get it, to try again!"

Library Research in North Carolina

Jinnie Y. Davis, Editor

Research is generally considered to be the province of teaching faculty who are trained in the conduct of rigorous scholarly inquiry. In a profession such as librarianship, however, practitioners can bring to a research project a more intimate knowledge of its applications and setting, an immediacy that may be lacking in a faculty member long removed from daily work in a library.

In 1982, the Council on Library Resources established a program to bridge the gap between faculty and librarians. The Cooperative Research Program awarded grants to stimulate research of high quality and to bring faculty and librarians together to work on library-related problems. More recently, the program added as its expanded goals: stimulating productive communication between teaching faculty and librarians, encouraging librarians to develop more fully their research skills, and increasing the quantity and improving the quality of research and analytical studies related to library operations. It also seeks to reward research that exhibits an imaginative approach to solving or analyzing problems and issues in our field.

Since October 1982, the council has awarded 102 grants to librarian/faculty research teams across the country. An analysis of the winning grants shows that New York (twenty-two) and

Illinois (fifteen) dominate by far the states that have received grants. By contrast, only four were awarded to researchers in North Carolina.

In 1984/85, Barbara Moran (School of Information and Library Science, UNC-Chapel Hill) received a grant jointly with two non-North Carolinians to explore the role of the library in Brown University's efforts to incorporate electronic technologies in teaching, learning, and research. The authors published the results of their research in *College and Research Libraries* and plan to follow up with a study five years after the first investigation.

During the 1987/88 cycle, the University of North Carolina at Chapel Hill had two more winners. Ridley Kessler (Documents Department, Davis Library) and Evelyn Daniel (School of Information and Library Science) proposed a survey of fifty-two U.S. regional depository libraries to establish baseline data, and to determine the relationship of these libraries to one another and to the library community. They will distribute their just-completed report to all the regional depository libraries, and they plan to publish and disseminate it more widely as well. The second team, Jerry D. Saye (School of Information and Library Science) and Eric C. Palo (Circulation

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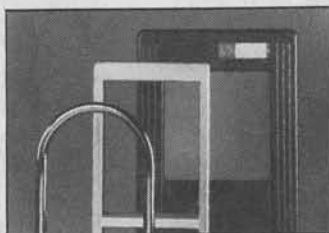


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North Carolina Books

Robert Anthony, Compiler

William S. Powell. *North Carolina through Four Centuries*. Chapel Hill: University of North Carolina Press, 1989. 652 pp. \$29.95. ISBN 0-8078-1846-1. or ISBN 0-8078-1850-X (text ed.).

Considering how widely read and studied was the predecessor to this volume, it may be inevitable that William S. Powell's new history of North Carolina will at first be referred to as "the new Lefler and Newsome." Indeed, Powell was a student and colleague of Hugh Lefler, and it was Dr. Lefler's express wish that Powell be asked to write the state history that would update his own classic text first published thirty-five years ago. The result, however, is no mere reworking of the previous volume. Drawn from a lifetime's experience in teaching and writing about the history of this state, Powell's *North Carolina Through Four Centuries* is entirely his own—fresh, remarkably comprehensive, and a delight to read.

Professor Powell is probably the best known contemporary historian of North Carolina, and his whole career has prepared him for the writing of this book. Librarian and curator of the North Carolina Collection at the University of North Carolina at Chapel Hill for many years, he also taught history there from 1964 to 1987, compiled *The North Carolina Gazetteer* and the *Dictionary of North Carolina Biography*, has written and edited a variety of books on the state's history, has published innumerable articles, and also has lectured extensively.

The author's thorough enjoyment of North Carolina history is evident on every page of this work. His familiarity with the material has allowed him to write in a style less formal than that commonly found in textbooks, but no less scholarly. The facts are clearly presented, specific events described and set in context, and broad changes defined and discussed. Yet the voice, tales, and comments are distinctly Powell's, as if the reader were sitting in his classroom. Whether characterizing the prominent figures in the Regulator movement, the personalities involved in the Kirk-Holden War, or Harriet Berry of the Good Roads Association, he never allows the reader to forget the humanity of those who participated in

historic events. In descriptions such as that of Sherman's army crossing into the state, he conveys a remarkable sense of what it must have been like.

The volume begins with the land and native peoples and covers the sweep of events through to the late 1980s, with a final chapter discussing "NC2000," the findings in 1983 of the Commission on the Future of North Carolina. Overall, a good balance between political and social history is maintained. There are some separate chapters on social history, such as "Colonial Society and Culture, 1729-1776," but it is frequently interwoven with the political history, as in the sections on North Carolina after the Civil War. Some of the events that have profoundly changed North Carolina in the latter half of the twentieth century are discussed in depth, such as mileposts in the civil rights movement, the Vietnam War, student unrest, Research Triangle Park, environmental concerns, etc. But the treatment of these years is rather uneven. National context is given for most of the events in North Carolina, but somehow Martin Luther King, Jr., and the assassination of President Kennedy escape mention, though both surely affected North Carolinians. The history of Indian North Carolinians is given by tribe in the first chapter. This is a useful arrangement in some ways, but Indians are only occasionally referred to in the rest of the text. The "Trail of Tears" is discussed, but not Henry Berry Lowry or separate school systems for Indians as well as Negroes. Also, one could wish for more on the role of women before the twentieth century.

Nonetheless, this is a remarkably useful and attractive book. The illustrations are excellent, including many that have not been used before as well as some of the old standards. Maps, tables, and graphs supplement the text at judicious points. Informative captions make all the illustrations independently interesting. Appendices include a list of the British monarchs during colonial times; a list of governors; information about the counties; population statistics; sites of meetings of the legislature; and a chronology of North Carolina history considerably expanded and improved over the one in Lefler and New-

some. The essay on further reading and the bibliography are very helpful, and the book ends with a fine index.

North Carolina Through Four Centuries is certainly destined to be a classic like its fore-runner. It succeeds as an academic text, as a scholarly reference work, and as a very enjoyable book for the history buff. Students from junior high school on up would find it helpful. It will certainly be in academic libraries in and beyond the state, and it should be made available in public libraries as well. It is appropriate that Powell has dedicated this book to his grandchildren. They and others like them will be enjoying the fruits of his labors for many years to come.

Barbara T. Cain, North Carolina State Archives

Jon Lee Wiggs. **The Community College System in North Carolina: A Silver Anniversary History, 1963-1988.** Raleigh: North Carolina State Board of Community Colleges, 1989. 421 pages. Limited number of copies available free from the North Carolina Department of Community Colleges, Caswell Building, 200 W. Jones Street, Raleigh, 27603-1337.

The North Carolina Community College System was created by the Omnibus Higher Education Act of 1963, a significant piece of educational legislation arising from the recommendations of Governor Terry Sanford's Commission on Education Beyond the High School. The Carlyle Report, named for the chairman of the Commission, made several recommendations regarding the future of higher education in North Carolina, not the least of which was the merger of the dual systems of state industrial education centers and public junior colleges to form the North Carolina Community College System. This system was to be governed by the State Board of Education, administered by a Department of Community Colleges, with local, twelve-member boards of trustees administering the individual institutions.

It is the history of the Community College System, therefore, that serves as the focus of this North Carolina State University doctoral dissertation written by Jon Wiggs and published by the North Carolina State Board of Community Colleges in celebration of the twenty-fifth anniversary of the founding of the system. It is a chronological recounting of the development and growth of this fifty-eight college system during the first quarter century of its existence. Wiggs examined such records as the minutes of the North Carolina State Board of Education, which gov-

erned this system until 1981; the minutes of the North Carolina State Board of Community Colleges; the Raleigh *New and Observer*; special reports and documents indigenous to the system and prepared during the period covered; and numerous doctoral dissertations which have examined various aspects of the North Carolina community colleges.

Wiggs does analyze some of the issues and political maneuverings that have been part of the system's development, but primarily he has assembled the historical facts of its growth through 1988 and structured them in a manner which highlights the terms of the five administrative heads of the system: Dr. Isaac Epps Ready, director, 1963-1970; Dr. Ben E. Fountain, Jr., director and then president, 1971-1978; Dr. Charles R. Holloman, senior vice-president in charge, 1978-1979; Dr. Larry J. Blake, president, 1979-1983; and former governor Robert W. Scott, president, 1983-.

The major weaknesses in this work are that it does not relate the history of the North Carolina Community College System to the development of other community colleges in the country and that it provides only limited critical analysis. As the author states in the preface, however, he did not intend to do this. Rather, he wanted to provide a "qualitative data base" for the system's history and tried "to capture the facts and present them as objectively and straightforwardly as possible."

Two strengths of the book are its bibliographies of works cited and of dissertations which have been written about the community colleges in North Carolina. There are key word and chronological indexes to these dissertations and subject and name indexes to the book's contents.

The Community College System in North Carolina is an important work because it is the first published history of the system, because it adds significantly to the history of higher education in North Carolina, and because of its contribution to the history of the community college movement in this country—a national movement that now enrolls forty-three percent of all undergraduate students in the United States.

Beverly Gass, Guilford Technical Community College

Wilma Dykeman. **The Tall Woman.** Newport, Tenn.: Wakestone Books, c.1962, 1988. 315 pp. \$8.95. ISBN 0-9613859-1-X (pbk.).

The Tall Woman: A Commentary by Wilma Dykeman. Newport, Tenn.: Wakestone Books, 1989. 1/2" VHS. 33 minutes. Color videotape. \$89.50. ISBN 0-9613859-6-0.

Wilma Dykeman. *The Far Family*. New York: Holt, Rinehart and Winston, c.1966, 1988. 372 pp. \$14.95. ISBN 0-9613859-4-4. Orders to Wakestone Books, 405 Clifton Heights, Newport, Tenn. 37821.

The year is 1864. Lydia Moore McQueen is an eighteen-year-old newly married woman, pregnant with her first child, who lives in a small isolated North Carolina mountain community called Thickety Creek. Her husband has joined the Union Army while her brother and father are both fighting for the Confederacy. One night her brother comes to tell her that her mother and younger brothers and sisters have been attacked by renegades who have run off all the livestock and tortured her mother. Lydia moves in with them to keep the family and the farm going. Before the war is over, she is forced, while heavily pregnant, to plow the fields using the milk cow in order for there to be a corn crop.

This is what life is like for Lydia McQueen at the beginning of Wilma Dykeman's *The Tall Woman*, the classic North Carolina novel recently re-released by Wakestone Books. The titular character, Lydia, is continually faced with adversity but her indomitable spirit and determination enable her to persevere. As the novel continues, we see the Moores and McQueens confronted by

one hardship after another: Lydia's brother loses an arm in the Civil War, her husband is a prisoner at Andersonville Prison, and her first child is born mildly retarded.

But Lydia and her family manage to cope with all the hardships. After the war, Lydia and her husband Mark move further up into the mountains to homestead, and each year finds them a little more settled and secure with their growing family. Even when Mark's restlessness causes him to go out west and leave Lydia and the children for over a year, Lydia's strength of character and her sense of purpose see her through.

One of Lydia's primary concerns is education. She believes that it is extremely important for all children to be educated, and she fights to establish a school with a regular teacher in their community. When the school is deliberately burned to the ground, she is the driving force behind getting a new school built for the students, even resorting to a little polite blackmail to accomplish her purpose.

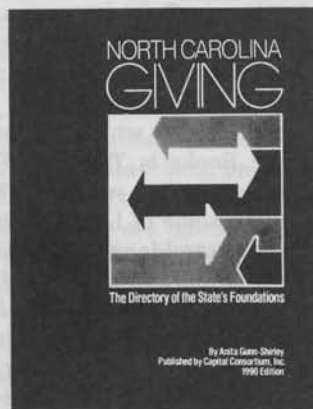
At the end of the novel, Lydia dies at the age of fifty of typhoid fever. While she is on her deathbed, the mountain people gather at her cabin to offer their help. One by one, they begin to tell of the influence Lydia has had on their lives—how she helped bring their children into the

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world and nursed young and old through disease and death. The old mountain saying, "A tall woman casts a long shadow," had turned out to be true of Lydia Moore McQueen.

The story of Lydia and her struggles and triumphs is a compelling one; it is well told and the characters seem to come to life on the page. There is a judicious use of dialect so that the reader gets a feel for how the people spoke, but it is not so overdone that the reader gets bogged down. *The Tall Woman* is an authentic depiction of mountain life in the South during the latter half of the nineteenth century. Mountain life and mountain lore are meticulously described. From the planting of crops to the gathering of herbs and the cooking of local produce and game, everything is told in rich and exact detail. This authenticity, combined with the powerful story itself, have made the book a popular choice for study in schools throughout the Southeast.

A videotape entitled *The Tall Woman: A Commentary by Wilma Dykeman* has been produced by Wakestone Books to accompany and augment the study of the novel. This thirty-three-minute color videotape is narrated by Wilma Dykeman herself. She reads critical passages from the novel and discusses some of the characters and situations. In addition, the video vividly depicts the mountains of North Carolina, showing a cabin of the type in which Lydia McQueen would have lived as well as the surroundings, climate, and wildlife. The video helps to evoke the atmosphere of the novel so that scenes come even more vividly to life for the reader.

A second book which has been reissued by Wakestone Books is *The Far Family*, also by Wilma Dykeman. As a sequel to *The Tall Woman*, it deals with some of Lydia McQueen's descendants. Lydia's granddaughter Ivy who is mentioned in the last paragraph of *The Tall Woman* is the main character in *The Far Family*. She and her family, the Thurstons, grew up in the mountain area of Thickety Creek, but over the years have drifted away to other parts of the country. One of Ivy's sisters lives in New England and another in South Carolina. Clay, one of her brothers, has just returned from many years in the North. Ivy and her other brother have continued to live in the mountains. Their mother, Martha, Lydia's oldest daughter, is still alive and in her nineties. Ivy's son, Phil Cortland, is a United States Senator in Washington.

As the novel opens, Ivy is happily looking forward to a visit from Phil, but the anticipation soon gives way to fear and uncertainty. A black man has been shot and killed in rather mysterious

circumstances. All the evidence points to Clay Thurston as the killer, but he was too drunk at the time to remember exactly what happened. There will have to be a hearing into the matter, and everyone is immediately concerned about its effect on the family. The family begins to gather and rally around to face this new adversity. They are a very diverse group of people who have little in common but their family ties.

The novel is told with frequent flashbacks to when they all still lived on Thickety Creek. Characters who were first introduced in *The Tall Woman* reappear as the current generation reminisces. Ivy and her family use the present crisis to reflect on their roots. They once again realize their mutual heritage and begin to gain more respect for one another.

Although *The Far Family* is a sequel to *The Tall Woman*, it is not nearly as significant. *The Tall Woman* is an exceptional novel with in-depth characterization and a plot that focuses on a struggle for survival. *The Far Family*, while "a good read," does not have the scope or appeal of the earlier book. It is the story of a contemporary family that faces contemporary problems: suicide, alcoholism, abortion. Of course these problems are not unique to the twentieth century. But in *The Tall Woman* the focus is on one woman and how she overcomes the adversities she faces. Lydia's personality is such that she dominates the book, and the reader comes away with a lasting impression of strength and courage.

Diane Kessler, Neal Junior High School, Durham

Alton Ballance. *Ocracokers*. Chapel Hill: University of North Carolina Press, 1989. 255 pp. \$22.95. ISBN 0-8078-1878-X (cloth); \$8.95. 0-8078-4265-6 (paper).

Ocracoke native Alton Ballance began writing *Ocracokers* while a student at the University of North Carolina at Chapel Hill in the late 1970s. Although much has been written about this special place, little of it has presented "Ocracoke as most Ocracokers know it." A descendant of some of the first settlers, Ballance grew up on the island and returned in 1982 to teach at Ocracoke School after having taught two years in Hillsborough, N.C. Also a Hyde County Commissioner, he is uniquely qualified to write this book about "Ocracoke and Ocracokers, past and present, and how both have adapted to the changes that have taken place within the last few years."

The book is divided into three parts, each of which contains several chapters. The first part

discusses the land and the sea, early history and settlement, shipwrecks and lifesaving stations. The second part tells the stories of ordinary people, often expressed poignantly in their own words. It is through people like Uriah and Sullivan Garrish, who taught the author the art of mullet fishing, that the reader gains the greatest appreciation of what Ocracoke is really like. Other special people are presented in chapters on hunting, health care, religion, and education. The final part, "Building Bridges," discusses the National Park Service, hurricanes, World War II, transportation services, and tourism. It concludes with a discussion of the issues and problems confronting the island today.

Throughout the book, Ballance interweaves the past and the present, for they cannot be truly separated. He concludes, however, with a look to the future. The last decade has seen tremendous growth and change, as symbolized by the construction of a new water tower in 1977. Ballance is optimistic about Ocracoke's survival, although it will require planning and acceptance of change, however difficult that may be. As he states, it is the "children of transition," such as himself, "who must balance the old ways and the new and go on living in the village beneath the lighthouse and the water tower."

The author has done an excellent job of capturing the special qualities of Ocracoke and its people, both in the past and the present. Quotations from residents have been used adeptly to add interest and insight. Ballance includes some discerning comments of his own that help the reader understand Ocracokers and the challenges that have confronted them in the past and the new challenges that confront them for the future.

Although some of the content is based on historical research, much of the book is written from the author's own experiences and interviews of people. It is not meant to be a scholarly book; thus, there are no footnotes or bibliography (although a short one would have been useful) but there is an index. The book is illustrated with both historical and contemporary photographs of people, places, and everyday things that complement the text. The style in which it is written makes the book especially suitable for public libraries, but all types of libraries that select North Caroliniana should consider acquiring it. *Ocracokers* also would make an excellent gift for anyone who has ever visited or lived there and has a special affinity for the island and its people.

Cheryl W. McLean, State Library of North Carolina

GINNY TURNER, ed. *North Carolina Traveler: A Vacationer's Guide to the Mountains, Piedmont and Coast*. Chapel Hill: Ventana Press, 1989. 362 pp. \$9.95. ISBN 0-940087-30-8 (pbk).

North Carolina Traveler is a well-organized and informative guide to the Tar Heel state. The book is divided into the three obvious regions of the state, then each region is subdivided into smaller sections to describe specific areas of North Carolina. The listings are in geographic order, beginning in the east and moving to the west, with a north to south progression within each region.

The guide was edited by Ginny Turner with contributions by Edgar and Patricia Cheatham, Rick Mashburn, and Ginger Moore. It is written in a narrative, informal, and folksy style, with sprinklings of humor. While this book is fascinating to read, it would be very useful as a reference guide.

The organization of the sections, with distinctive typography for each subsection, makes it easy to scan for information. Each section begins with a discussion of the location with emphasis on topography and history. Next, the section is subdivided by area and then by community. *Visitor information* lists visitors bureaus, newspapers, and events calendars. *Access information* explains exactly how to get to sites, including highway numbers and distance from other towns, as well as the locations of airports, train stations, and bus stations. *Attractions* include historic places, tours, museums, special shopping, cultural offerings, recreation, and seasonal events. *Side trips* entries discuss nearby communities. *Accommodations* lists hotels, inns, restaurants, and nightlife in each community. Three to six entries for each type of accommodation are given usually in expensive, moderate, and inexpensive price ranges. Price range citations refer to a key in the introduction.

Each entry, whether a newspaper or historic site or restaurant, gives the address and telephone number. When applicable, admission prices are given and the hours of operation and months of special interest are shown. Cross references allow an entry to be listed in more than one location.

Black-and-white photographs with brief titles are scattered throughout the book. The double-page highway map on the title page is followed by maps of the three regions and of several cities. A small outline map of the state, with the subject of that section marked in black, introduces each section and subsection, reminding the reader constantly of the location being discussed.

The appendix lists addresses and telephone numbers of useful agencies in the state as well as toll free numbers for hotel chains, transportation agencies, and car rental companies. Other useful facts include summer and winter average temperatures for various towns and ferry schedules. The detailed index provides quick reference to any topic, site, or geographic area.

The coverage is thorough and would be especially valuable to a person who wants to spend some time in an area. Numerous useful bits of information are included, such as the availability of a pet kennel at Carowinds. Information provided is current, including the 1988 Nobel Prize award to two researchers who work with Burroughs-Wellcome and the 1989 debut of the Charlotte Knights baseball team in a new stadium.

Even though the coverage is extensive, it has omitted some of this reviewer's favorite towns, as well as all of the western coastal plain. Some great events are omitted, such as First Night Charlotte, a New Year's Eve celebration which attracts seventy-five thousand people to uptown Charlotte, and many excellent restaurants are not listed.

Some of the information in the book is available in other sources. The AAA guide to North Carolina gives more hotels and restaurants, with evaluations, prices, telephone numbers and addresses, but does not discuss each in the detail shown here. *North Carolina, a Guide to the Old North State* by Federal Writers Project, published in 1939, gives a good historical account of many localities. Marguerite Schumann's *The Living Land: an Outdoor Guide to North Carolina*, published in 1977, gives more information about topography and history of outdoor areas. The Division of Travel and Tourism of the North Carolina Department of Commerce publishes guides to the state with information about accommodations, convention space, and access for disabled persons, which tend to be accurate and timely. The Division of Archives and History in the Department of Cultural Resources publishes directories of historic sites and calendars of events. The North Carolina transportation map, published by the North Carolina Department of Transportation, includes many useful facts. But no other publication includes so much information in one place as is contained in this book. It has everything needed to travel across and around the state.

This book is recommended for every library in the state, regardless of type. It will be popular among patrons for local information about the hometown and for assistance when traveling. Since it will be popular, most libraries may want

to reinforce or rebind the paper binding. This reviewer plans to keep a copy in the car for reference when traveling and to give copies to family and friends.

Elizabeth J. Laney, University of North Carolina at Chapel Hill

David Payne. *Early from the Dance*. New York: Doubleday, 1989. 492 pp. \$18.95. ISBN 0-385-26417-8.

At thirty-two, Adam Jenrette has achieved success as an artist, but lately his life has taken a precipitous downward turn. Unfavorable reviews and personal unhappiness have triggered his frenetic involvement in the New York demimonde and his binges with alcohol and cocaine. Adam's creativity and motivation have all but evaporated. A telephone call from an attorney beckons him home to Killdeer, North Carolina, to attend his aunt's funeral and discover her legacy to him. During the visit he sees Jane for the first time since the remarkable summer they spent at the North Carolina coast thirteen years earlier. The events of that summer may have led to the suicide of Cary, Adam's best friend and Jane's boyfriend.

When they first renew their relationship, Adam and Jane circle each other verbally in a sort of prickly erotic dance. They seem emotionally handicapped, unable to express a thought or feeling without a heavy camouflage of hostile witticisms. Adam is morbidly (and tiresomely) obsessed with Cary's suicide. This reviewer found their behavior extremely aggravating. One of the triumphs of Payne's writing is that, as he reveals the characters' history, one not only understands this conduct, but also comes to empathize with the pain and confusion that they experience upon seeing one another.

Payne tells their story in a series of first-person flashbacks. The central crisis comes when the three young people decide to spend the summer working at the beach. At the last minute Cary is forced by his father's illness to stay in Killdeer to look after the family business. As one might guess, he asks his best friend to look after his girl. The cliché ends here, however. Jane and Adam do not become involved with each other, but rather with Cleanth and Morgan, respectively. This couple in their thirties run the aptly named Lost Colony hotel. Jane and Adam are quickly sucked into the life of continuous excess—of drugs, alcohol, sex, psychological manipulation, and material consumption—that Cleanth and Morgan lead. Yet here too Payne avoids cliché. The relationships

that develop among the four characters are complex and emotionally charged, not merely sordid and superficial. The charismatic Cleanth is the sun around whom the others revolve. He sees something of himself in the young Adam and for a time acts as his mentor, introducing him to various forms of self-indulgence and challenging his attitudes and values. At times Cleanth seems a very suave and modern Mephistopheles. In one cleverly written scene, Cleanth arrives wearing all black and driving a black Porsche, to play a game of tennis with the traditionally clad Adam. Cleanth wins. Adam finds Cleanth intriguing and his lifestyle seductive until its darker side begins to surface. During a camping trip, Morgan reveals the truth about Cleanth's past and present, shocking the reader no less than Adam and Jane. Only then do the younger couple realize that they have fallen in love with each other.

Many elements of *Early from the Dance* recall Thomas Wolfe, Eudora Welty, William Faulker, Carson McCullers, and Flannery O'Connor, among other Southern authors. Payne's use of language, emphasis on uncompromising honor and fealty, interest in the various social strata, evocative descriptions of nature, complex and often dark family relationships, fascination with insanity, and an implicit view of God as the source of fate and redemption, all harken back to the author's regional heritage. The meticulous structure of the novel achieves a high level of suspense while offering tantalizing foreshadowing.

David Payne was born in Henderson, North Carolina, and graduated from Phillips Exeter Academy and the University of North Carolina at Chapel Hill. His first novel, the picaresque *Confessional of a Taoist on Wall Street*, won the 1984 Houghton Mifflin Literary Fellowship Award. Readers familiar with that work will recognize elements of the author's style and intellectual orientation in *Early from the Dance*. Both concern a male protagonist's literal and metaphysical search for clues to his past and for self-awareness and wholeness. Both novels reveal a fascination with charismatic personalities, father figures, moral ambiguity, power, domination, and killing. They present New York as simultaneously the promised land and a place of moral degradation. Finally, they share a careful structure and the skillful use of literary devices.

This complex and beautifully written novel is highly recommended for public and academic libraries across the state.

Elizabeth Bramm Dunn, Duke University

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Walter C. Biggs, Jr., and James F. Parnell. *State Parks of North Carolina*. Winston-Salem: John F. Blair, Publisher, 1989. 339 pp. \$14.95. ISBN 0-89587-071-1 (pbk.).

If you are interested in standing on the tallest mountain peak east of the Mississippi River, scaling the highest sand dune on the east coast, fishing for bass or bluefish, or simply studying nature in peaceful surroundings, then this handy volume is especially for you.

Between the years 1916 and 1987, the state of North Carolina created some forty-one state parks, natural areas, and recreation areas, taking in nearly 135,000 acres of land. These sites range in size from 110 acres at Boone's Cave State Park in Davidson County to 17,449 acres at Pettigrew State Park near Creswell. They extend from the coastal plain in eastern North Carolina to the mountains in the western part of the state, and contain a wide variety of natural environments and facilities for lovers of the great outdoors. *State Parks of North Carolina* provides current facts and descriptive details on each of these state-owned land areas and is intended as a basic source of information concerning the state's

parks. Its attractive format facilitates this purpose.

The guide is well organized, with each major unit in the parks system (state park, natural area, and recreation area) treated separately. Within the section entitled "State Parks," the parks are arranged by region (coastal plain, piedmont, and mountain), and then discussed alphabetically by the name of the park. Within the sections dealing with the natural areas and recreation areas (which are fewer in number), the areas are also treated alphabetically by name, but are not grouped according to geographic location. For each entry, the following information is given (if available): address, telephone number, size of park, date of establishment, location (including directions), principal park attractions, visitor activities, and the season when open to tourists. Text describes the site's historical background, hiking trails, local flora and fauna, available tourist facilities (campsites, swimming areas, picnic grounds, etc.), and other easily accessible attractions nearby. An appendix of common and scientific names of plants and animals noted in the text is included for the interested reader. Scattered illustrations, maps, and a helpful index round out this entertaining source book for those desiring to spend time in the parklands.

The authors, who traveled over nine thousand miles in the course of three years visiting nearly every site they describe, write with great enthusiasm about the different kinds of experiences that abound in North Carolina's parks. In a concise and interesting manner, they make a point that no matter what type of outdoor activity one enjoys, endless choices are available in the impressive range of state parks.

Biggs and Parnell have obviously compiled this book as a labor of love for the parks of North Carolina and with the hope that others will share the joy of visiting these protected lands. In *State Parks of North Carolina*, they have presented the public with a helpful, eminently readable guide which can help its audience discover the beauty and wonder of some of North Carolina's most hidden and treasure-filled places. This book is a must for all North Carolina libraries.

Mike Shoop, Robeson County Public Library

William R. Trotter. *Bushwhackers! The Civil War in North Carolina, Vol. II: The Mountains*. Greensboro: Signal Research, Inc., 1988. 338 pp. \$19.95. ISBN 0-929307-02-X. Order from Piedmont Impressions, P.O. Box 29364, Greensboro, N.C. 27429.

No major battles occurred in the mountains of western North Carolina during the Civil War. When mountain society collapsed, the violence that took place was on a personal level, neighbor against neighbor. Plundering and mayhem were directed, not against some faceless mass, but against individuals and families known and often related to the combatants. Because western North Carolina was outside the major theaters of war and the engagements were usually small-scale, and because the mountains have generally been off the cognitive maps of southern and North Carolina historians, only recently have accounts of the western war been published beyond county and local histories. *Bushwhackers*, the second volume of William Trotter's three-volume history of the Civil War in North Carolina [*Silk Flags and Cold Steel: The Civil War in North Carolina, Volume I: The Piedmont* was reviewed in the Summer, 1989, issue of *North Carolina Libraries*], attempts to build a narrative by assembling a mosaic of fragmentary accounts while attempting "to minimize confusion . . . without softening the ambiguities" (p. 3).

In his introduction the author provides an accurate evaluation of this volume: "If little has been uncovered in the preparation of this book that was totally unknown before, at least much of the information has been assembled into a coherent narrative that was scattered and buried in obscurity until now" (p. 3). Trotter's method has been to conflate accounts from three major works on the war in the mountains (Phillip Shaw Palud-in's *Victims*, Vernon H. Crow's *Storm in the Mountains*, and Ina W. Van Noppen's *Stoneman's Last Raid*) with incidents from county and family histories and a variety of other sources. This has resulted in extensive coverage of the Shelton Laurel massacre, the activities of Thomas's Legion of Cherokee Indians, and General Stoneman's raid through western North Carolina, along with a number of less well-known events of the period.

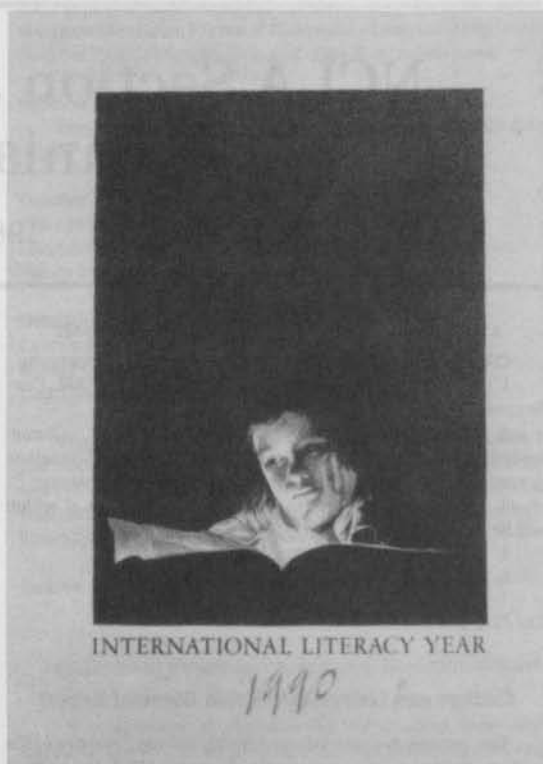
Trotter sets the conflict within a framework of class divisions between the more wealthy, progressive, and generally pro-Confederate mountain elites of the towns and valley farms and the less wealthy, subsistence farming, conservative, and generally pro-Union mountaineers and hollow dwellers. The narrative is persuasive in its depiction of the pervasive incidence of everyday violence in the western counties and convincing in its description of the divisive effects of conscription and the devastating results of impressment.

The author could have provided a more comprehensive and convincing account if he had used more of the readily available primary sources.

North Carolina manuscript collections are full of letters from the period, along with several newspaper files available on microfilm. And the recent publication of *The Papers of Zebulon Vance* provides an accessible wealth of documents. There are also an annoying number of errors that reduce the credibility of the book. Some examples include spelling: Gregg for Gragg (p. 152); editorial confusion: Spring Laurel for Shelton Laurel (p. 225); geographic: going from Wilkesboro to Morgantown "through Swannanoa Gap" (p. 22); misreading of sources: John Ross "who would later become prominent in tribal affairs" was born in 1790, died in 1866 and was not a member of the Thomas Legion (p. 65); and howlers: Levi (not Levy) Coffey, despite his name, was not Jewish (p. 153). The skirmish on Beech Mountain is recounted twice, first set in the spring of 1864 (pp. 161-164) and then, in a more condensed account, set correctly in the fall of 1864 (p. 173). The annotation is scanty and often leaves the reader without an indication of where to follow up an interesting event. In one instance a note miscites Arthur's *Western North Carolina* for his *History of Watauga County*. While none of these errors vitiate the author's basic arguments or narrative, they suggest sloppy research and editing.

Although many historians will argue with some of his hasty generalizations about Appalachian society and his accounts of Cherokee history, Trotter has provided a readable account of the violent events that divided mountain people during and after the Civil War that will suit the needs of some readers, but libraries should acquire the books by Paludin and Crow before purchasing this one.

Eric J. Olson, *Appalachian State University*.



Barry Moser has created a poster on 1990 International Literacy Year for the Children's Book Council. The poster, measuring 24" x 32½", is in six colors. It costs \$15.00 and is shipped rolled in a mailing tube. Send a 25¢ stamped, self-addressed envelope to CBC (P.O. Box 706, New York, NY 10276-0706) for *Current Materials Brochure* for details.

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NCLA Section and Round Table Biennial Reports

1987-1989

Children's Services Section Biennial Report

CSS has accomplished the following during this biennium:

1. Provided programs at both the NCLA and NCASL Conferences.
2. Planned and produced the "Changing Needs . . . Changing Behavior" seminar for professional Youth Services Librarians in conjunction with the State Library and UNC-Greensboro.
3. Undertaken to publish a programming manual which will be available for sale at the '89 Conference.
4. Instituted a membership drive.
5. Published the "Chapbook" newsletter.

Cal Shepard

College and University Section Biennial Report

Two outstanding workshops highlighted the activities of the section during the last two years. In April, 1988, the section sponsored "CD-ROM: Promises and Pitfalls" at Meredith College. Participants heard morning presentations from Jaye Bausser from Duke; Melissa Cain from UNC-Chapel Hill; Frada Mozer from Duke; and Bil Stahl from UNC-Charlotte. Vendors, including BiblioFile, Laserquest, Infotrac, Newsbank, Magazine Index, Silver Platter, and Microsoft Bookshelf, gave demonstrations in the afternoon. Kim Amato from UNC-Chapel Hill provided a bibliography.

In April, 1989, the theme of the workshop was "Term Papers to Terminals: Solutions to Problems in Bibliographic Instruction." Elon College hosted the meeting and over one hundred participants enjoyed the new Fine Arts Building and the hospitality of Al Jones and his staff. Featured speakers included Melanie Dodson from New York University and Kathleen Jackson from Duke. Afternoon workshops were led by Marta Lange and Gary Momen on freshman Bibliographic Instruction (BI); by Adam Kallish on Graphic Interfaces; Margaret Hazen on Hypercard; Margaret Jackson and Kim Amato on CD-ROM; and Elizabeth Brann Dunn on Burnout. One of the goals of the planning committee of the BI workshop was to determine if there would be interest in forming a BI interest group within the section. Much interest was expressed, and further planning is underway. Another BI event is anticipated for early 1990.

The Spring 1990 workshop will feature consultants from the Center for Creative Leadership in Greensboro. The workshop will be held in late April in a location near the center of the state.

For the biennial meeting in Charlotte, the section sponsored a presentation by Jessie Carney Smith, University Librarian at Fisk in Nashville, TN.

Martha M. Smith

Community & Junior College Section Biennial Report

The Community & Junior College Section is one of the smallest sections of the Association (65 individual member-

ships). Consequently, the major activity of the section has been to increase membership. A letter soliciting new members and encouraging/reminding current members to renew was drafted in late July, 1989, and mailed to all the community and junior colleges in the state as listed in *Peterson's Annual Guide to Two-Year Colleges, 1988 ed.*

The Section has cooperated with the College & University Section in preparing a joint program at the Biennial Conference in Charlotte in October, 1989. Our presenter will be Jesse Carney Smith of Fisk University. Dr. Smith was named "Academic Librarian of the Year" in 1985 and has many other honors to her credit.

The Nominating Committee of the Section has presented the following slate to serve as officers for the next biennium 1989-1991:

Chair:	Susan Janney, Librarian, Charlotte AHEC Librarian (having served as Chair-Elect. 1987-1989)
Chair-Elect:	Alice Wilkins, Head Librarian, Sandhills Community College
Secretary:	Sheila Core, Reference Librarian, Surry Community College
Directors:	Betty Williamson, Dean, LRC Fayetteville Technical Community College David Stewart, Librarian, Rutledge College, Winston-Salem

Beverly Gass, Guilford Technical Community College and John Thomas, Davidson County Community College served as Nominating Committee.

R. Frank Sinclair

Documents Section Biennial Report

Workshops

The Documents Section planned and held three workshops during the biennium. The first workshop: "International Trade Information: What's New? Where and How to Find It!" was held on May 6, 1988, at the Durham County Library. Speakers included Dr. Edward Tower, Duke University; Linda F. Jones, U.S. Foreign Commercial Service, Greensboro District Office; Gordon McRoberts, N.C. Department of Commerce, International Division; Harold Blyweiss, Foreign Trade Division, U.S. Bureau of the Census; and Patricia Zigas, Business Reference Librarian, BA/SS, Davis Library, UNC-Chapel Hill. This panel of experts discussed information needs of researchers, services available from government, the harmonized tariff schedule, and library resources.

The second workshop: "Collection Development Policies for Government Publications," was held at Wilson Library, UNC-Chapel Hill on October 7, 1988. A successful grant application for LSCA Continuing Education funds helped us to attract speakers with noteworthy experience in collection management. Speakers included Dr. Robert Broadus, School of Information

and Library Science, UNC-Chapel Hill; Barbara Huyik, Documents Specialist, Detroit Public Library; and Marie Clark, Duke University. They made presentations concerning basic principles of collection development, demographics, the Government Printing Office connection (GPO), and preservation and rare documents. Sample collection policies were criticized. A panel of North Carolina documents librarians discussed cooperative collection development and highlighted strengths of special collections of documents in North Carolina. A review of the workshop evaluation forms revealed that objectives of the workshop were met.

The third workshop: "Government Documents and Online Catalogs: Alternatives," was sponsored in part by an NCLA program grant. Four experts provided insight on bibliographic access of major depository collections via online systems. Carolyn Jamison discussed document cataloging problems and issues. Janifer Meldrum discussed documents archival tape cleanup and issues relating to the loading of archival tapes. Jan Swanbeck discussed the cataloging of documents in an online system. Arlene Hanerfeld discussed short record entry into the OCLC/LS2000 system with ramifications for circulation and the online catalog.

A study circle on state documents, sponsored by the North Carolina Library Staff Development Program, was held at the State Library on September 30, 1988. Patricia Langelier was facilitator for the informal problem solving session.

North Carolina State Document Depository System

A representative of the NCLA Documents Section, Jack McGeachy, was named to the Depository System Advisory Board. Ten new depository libraries were added in February, 1989. The present total of North Carolina depository libraries, including the original seven pilot libraries is seventeen. Nearly 6,000 individual items were distributed through the System from November 1988 through March 1989.

Legislative Activities

Patricia Langelier testified before the Legislative Research Study Committee (LRC) about the value and use of state publications. Members of the Section supported and monitored the "State Publication Policy" bill which addressed the issues of a uniform policy for the production and distribution of state publications and appropriate use of acid-free paper in state documents.

Bylaws

The Section's Bylaws have been revised by the Executive Committee and reviewed by the NCLA Constitution, Codes, and Handbook Revision Committee.

Conference Program

The Section's conference program: "Documents in the Schools," was an outreach program which focused on cooperative efforts of documents librarians and school media specialists to increase the use of documents in schools. Featured speakers included Ridley Kessler, the Regional Depository Librarian and current chair of the Depository Library Council, and Carol Lewis, School Media Programs Director for the state of North Carolina. A panel discussion of documents use by elementary, middle, and high school librarians illustrated successful and cooperative efforts between depository librarians and media specialists.

Publishing

A new attractive format for the *The Docket* (ISSN 0198-1048), the official quarterly newsletter of the Documents Section of the North Carolina Library Association, was instituted by editors, Cheryl McLean and Patricia Langelier. Regular features

have included profiles of federal depository libraries; notable documents column; Frame of Reference—Documents Reference Sources; Pending Legislation; and state documents news.

Officers

The Section's officers for the 1987-1989 biennium are listed below.

October 1987-October 1988

Patricia Langelier, Chair
Lauren S. Williams, Vice-Chair/Chair-Elect
Nancy Kohlenbrander, Secretary/Treasurer

October 1988-October 1989

Lauren S. Williams, Chair
Robert Gaines, Vice-Chair/Chair-Elect
Lisa T. Abbott, Secretary/Treasurer

The 1987-1989 biennium has been busy and profitable for the Documents Section. My appreciation goes to the excellent work of the Executive Committee and Section members over the past two years. It has been a pleasure to serve on the NCLA Executive Board as the Section's representative.

Lauren S. Williams

Intellectual Freedom Committee Biennial Report

1. Responded to requests for information from North Carolina librarians in Chapel Hill, Morganton, Fayetteville, Greenville, Edenton, Charlotte, Fremont, Carthage, Raleigh, Greensboro, Pembroke, Asheville, Louisburg, Hiddenite, Point Harbor, Taylorsville, Hickory, Rocky Mount, Stoneville, Rockingham, Winston-Salem, Lucama, Salisbury, Kinston, Wilson, Eden, Wilmington, Clemmons, Trinity, North Wilkesboro, Goldsboro, Pikesville, Wake Forest, Raleigh, Farmville, Burlington, New Bern, Kernersville, and Durham.

2. Responded to requests for information from out of state in Oklahoma City, Memphis, Milwaukee, New York, Chicago, Winter Park, Jacksonville, AL, Washington, Madison, Des Moines, Manhattan, KS, Roanoke, New Brunswick, Virginia Beach, Brooklyn, Los Angeles, Minneapolis, Atlanta, Norfolk, Birmingham, Phoenix, Orono, Lansing, Santa Fe, Dallas, Houston, Providence, and Port Arthur, TX.

3. Committee members were involved in intellectual freedom workshops in Waynesville, Lenoir, Kinston, Burlington, Carthage, Winston-Salem, Greensboro, Asheville, and Greenville.

4. Chairman gave intellectual freedom presentations/speeches in Greensboro, Wilson, Charlotte, Columbia, SC, Rocky Mount, Greenville, Raleigh, Chapel Hill, Boone, Roanoke, VA, Chicago, IL, Atlanta, GA, Lillington, Farmville, Norfolk, VA, Birmingham, AL, Asheville, Washington, DC, Phoenix, AZ, Houston, TX, Santa Fe, NM, Dallas, TX, Syracuse, NY, Cullowhee, and Rome, GA. Future presentations have been scheduled in Lansing, MI, Jekyll Island, GA, Greenville, Detroit, MI, Providence, RI, High Point, and Chicago, IL.

5. Chairman appeared on television and radio supporting intellectual freedom in Greenville, Washington, New Bern, Albuquerque, NM, Santa Fe, NM, Kinston, Winston-Salem, Raleigh, Atlanta, GA, Syracuse, NY, Waco, TX, San Francisco, CA, New Orleans, LA, Greensboro, Wilmington, and High Point. He also was interviewed for numerous newspaper articles.

6. Chairman had articles/chapters published on intellectual freedom in *North Carolina Libraries* (edited Fall, 1987, issue on intellectual freedom), *Intellectual Freedom Manual* (3rd edition published by ALA), *Sociology: An Introduction*

Biennial Reports

(published by Random House), *Newsletter on Intellectual Freedom* (book review), *School Library Media Quarterly* (book review), *Texas Library Journal*, and *Free Speech Yearbook* (Volume 27 published by Southern Illinois University Press).

7. Chairman elected as Chairman of the Board of Advisors of People for the American Way in North Carolina and helped form coalition with NCLA IFC resulting in conferences/seminars on intellectual freedom in Raleigh, Asheville, and Winston-Salem; the establishment of a censorship hotline (1-800-768-7329); the establishment of a writers' and speakers' bureau; establishment of newsletter, *The North Carolina Connection*, going to over 5000 members in the state; a Salute to Liberty fundraiser at Biltmore Estate in Asheville; television promos featuring board member Maya Angelou for Banned Books Week; and an evening reception featuring actresses Elizabeth McGovern and Natasha Richardson reading banned passages from Shakespeare.

8. Maintained chronological notebooks of newspaper clippings forwarded by committee members to the chairman on intellectual freedom to help track trends in censorship.

9. Reported on NCLA IFC activities at "Roll Call of the States" at annual conference of the American Library Association in New Orleans and Dallas.

10. Negotiated with Social Issues Resources Series, Inc., to again give the cash award to accompany the NCLA Intellectual Freedom Award at the biennial conference of the North Carolina Library Association; to develop a brochure gratis on the NCLA and SIRS Intellectual Freedom Awards describing the award and listing IFC members, their addresses, and telephone numbers for distribution at the conference; and to give an all-conference reception honoring intellectual freedom in North Carolina.

11. Cooperated with Paulette B. Bracy in planning and conducting an intellectual freedom preconference.

12. Monitored censorship attempts on many titles including: *Flowers for Algernon*; "The Miller's Tale" from *Canterbury Tales*; *I Know Why the Caged Bird Sings*; *What's the Matter, Silvie? Can't You Ride?*; *Angel Dust Blues*; *Run, Shelley Run*; *Ordinary People*; *This School is Driving Me Crazy*; *What Kind of Guy Do You Think I Am?*; *Light in the Attic*; *Vogue, Mademoiselle*, *Cosmopolitan*, *Glamour*, *Life*; *Top Dog, Bottom Dog*; *Foster Child*; *Monsters and Vampires*; *Crossroads* (movie); Library program on ESP and healing; Brochure on Guidelines for AIDS Risk Reduction; *It's Not the End of the World*; *The Great Gilly Hopkins*; *One Flew Over the Cuckoo's Nest*; *Encounter* (textbook); *The Chocolate War*; *Magical Changes*; *Moondial*; *No Place for Me*; *The Three Robbers*; *Abortion and the Conscience of the Nation*; *The Last Temptation of Christ* (movie); *Annie on My Mind*; *The Four Major Cults*; *Pregnancy Support Services* (exhibit); *Less Than Zero*; *The Anarchist's Handbook*.

Gene D. Lanier

Junior Members Round Table Biennial Report

The activities of the Junior Members Round Table during the past two years include sponsoring a program and an exhibit at the 1987 Biennial Conference; presenting the Baker & Taylor Grassroots Grant, Young Librarian Award, and the Friendly Booth Award at the 1987 Biennial Conference; participating in the 1989 Career Fair at the University of North Carolina at Chapel Hill; revising our bylaws; and planning for our program at the 1989 biennial conference.

For the 1987 Biennial Conference, the JMRT along with the Children's Services Section and the Round Table for Ethnic Minority Concerns sponsored the program "A Sample of NCLA."

During the program JMRT presented the Baker & Taylor Grassroots Grant to Jill Gregory and the Young Librarian's Award to Susie Speer. JMRT also gave a Friendly Booth Award to Vtek.

Despite losing several officers during 1988 and 1989, the Round Table's executive board worked on revising the bylaws so that our bylaws would be in line with those of ALA/JMRT. These changes included redefining eligibility requirements for members and clarifying the duties of the Secretary/Treasurer and Director of Information. The board has also proposed that the name of the Round Table be changed to New Members Round Table. The general membership will vote on this change at the business meeting to be held at the 1989 conference. Board members also planned a program on mentoring to be held at the 1989 conference and sponsored a small exhibit at the UNC-CH Career Fair for library science students. The Round Table was successful in recruiting new members at this event.

Rhonda Hunter

North Carolina Association of School Librarians Biennial Report

For the 1987-89 biennium NCASL's image has been shining. For the first time ever, membership broke 1000 (highest count 1124). New ground was broken in other areas as well. The Executive Board and committee chairs participated in an overnight retreat to plan long- and short-range goals for the Association. The School Library Media Coordinator of the Year Award was established. NCASL sponsored a statewide teleconference on *Information Power*, the new Guidelines for School Media Programs. The NCASL Legislative Committee was created. The NCASL Bulletin was given a facelift and set new standards for itself. A liaison person was appointed to coordinate activities with the NC High School Library Media Association. Even in these transition months to a new biennium NCASL is planning to take on the sponsorship of a statewide competition among middle schools called *Battle of the Books*.

In spite of all the "new" activity, "business as usual" did not suffer. An excellent statewide conference was very successful according to evaluations. Vice-chair Laura Benson led the planning for the 1988 program, "Information Power: Building Partnerships for Tomorrow." The 1989 program at NCLA promises to be equally exciting with author Alvin Schwartz featured.

Other accomplishments include major Handbook revision, yearly School Library Media Day events, AASL involvement by many of the members of NCASL, participation in ALA Legislative Day in Washington, DC, issuance of new stationery bearing the adopted NCASL logo, participation in initial planning for the next White House Conference on Libraries and Information Science.

NCASL has been very proud of its award recipients:

Superintendent of the Year:

Larry Ivey, Montgomery County Schools

School Library Media Coordinator of the Year:

Libby Pitts, Greensboro City Schools

Mary Peacock Douglas Award:

Emily Boyce, East Carolina University

In addition to the above, scholarships and research grants are given annually to several applicants.

Only the highlights have been mentioned. Hundreds of committee members put in thousands of volunteer hours to make it all possible—and more too!

Carol Southerland

North Carolina Library Paraprofessional Association Biennial Report

In December 1987, President Patsy Hansel appointed a committee to explore the issue of paraprofessional participation in NCLA. Ann Thigpen of Sampson-Clinton Public Library, Judie Stoddard of Onslow County Public Library, and Meralyn Meadows of Stanly County Public Library made up this committee with Mrs. Thigpen serving as Chair. The first step taken by this committee was querying all paraprofessionals in public, academic, and school libraries. Using the *American Library Directory* as a guide, a survey was mailed to 292 libraries. In April 1988, tabulation results of the survey showed a response from 726 paraprofessionals, with only 61 of those respondents being members of NCLA. However, 481 of those respondents were interested in joining a paraprofessional round table.

With such a positive response from the survey, a petition with 100 signatures of NCLA members supporting the formation of a round table on paraprofessional participation was presented to the Executive Board of NCLA at the July 29, 1988, meeting. Round table status was granted.

The North Carolina Library Paraprofessional Association was the name chosen by a majority of paraprofessionals at an organizational meeting held on November 10, 1988, at the Durham County Public Library in Durham, North Carolina. More than 120 paraprofessionals from across the state attended this meeting. Debbie Wolcott, Chair of the Paraprofessional Forum of the Virginia Library Association was the keynote speaker. In an effort to learn the areas of concern of paraprofessionals and the direction this round table should pursue, participants were divided into groups to discuss their concerns with a spokesperson from each group. Some of those concerns included:

- Limited travel funds for paraprofessionals to attend meetings and workshops.
- Communication. Paraprofessionals don't always receive communication from above.
- Respect for the paraprofessional—especially from professionals on the same staff—and assertiveness training.
- Job descriptions that do not accurately reflect the work being done.
- Temporary upgrades for paraprofessionals taking over responsibilities of vacant professional positions.
- Advocacy for paraprofessionals.
- Improvement of work performance through workshops.
- Need to learn procedures for requesting reclasses, upgrades, etc., to relieve salary discrepancies.
- Supervision by paraprofessionals of coworkers and friends when the professionals are absent.
- Recognition for work well done, in addition to salary increases.
- Discrepancies in job classifications in different institutions.

This round table hopes to address these concerns through workshops and training sessions. The results should be a more productive and efficient paraprofessional staff, one that contributes to the overall success of the library.

On January 16, 1989, at Elon College a steering committee met to elect interim officers to guide the activities of this new round table for the remainder of the biennium. Those officers are Ann Thigpen, chair, Edna White, secretary, and Sandra Hope, treasurer.

On May 25, 1989, a workshop, "Improving Staff Communications," sponsored by NCLPA was held at Wilson County Public Library with 75 participants. Dr. Ernie Tompkins, Director of Training for the City of Winston-Salem was the presenter. A repeat of the same workshop was held on May 31 at Appalachian State University in Boone with 52 participants. Duncan Smith, of

North Carolina Central University, served as program coordinator. These workshops were funded in part by LSCA Title III.

As of July 1989 this round table has also printed three newsletters.

The NCLPA has engaged Ms. Kathleen Weibel, Director of Libraries, Ohio Wesleyan University to be our keynote speaker at the 1989 NCLA convention. Ms. Weibel will present a program on Wednesday, October 11, and again on Friday, October 13.

Since the formation of this round table, we have had inquiries from other states concerning our Association. There seems to be a national movement toward an organization within ALA geared to the library paraprofessional.

Ann H. Thigpen

Public Library Section Biennial Report

During this biennium one committee, Automated Services, was created in Planning Council, and two committees appeared to be headed for status as NCLA committees: Literacy and Genealogy & Local History.

In efforts to further public librarianship, the Personnel Committee was active in recruitment efforts such as the UNCH Career Day. The Development Committee created the \$500 Public Library Development Award intended to reward individual initiative and creativity.

The YA Committee's *Grassroots* was revised and a new publication, *The Public Image*, was published by the PR Committee. The Audiovisual Committee's *A.V. Directory and Resource Guide* will be out shortly.

The section co-sponsored the General Assembly Library Legislative Day Breakfast in Raleigh, which appeared to be quite effective, although a roll call affected attendance. Two representatives of PLS attended National Legislative Day in Washington.

Staff development opportunities were offered by committees of the Public Library Section, including "How to Deal With



Noted author and storyteller Alvin Schwartz entertained North Carolina Association of School Librarians at their annual conference luncheon in Charlotte.

Biennial Reports

the Media" (PR Committee), "A.V. Equipment Maintenance and Repair Workshop" (AV Committee), a "Bookmobile Workshop" (Adult Services), and others. A major effort was "Libraries Opening Doors to Literacy" held in conjunction with the N.C. Literacy Association Conference in Boone by our Literacy Committee.

The members of the Genealogy Committee were responsible for organizing the new NCLA Round Table on Special Collections. Our Literacy Committee is also the NCLA Literacy Committee.

Will Manley will be the Conference Speaker on October 13, 1989. The State Library was invited to send a representative to Planning Council and either Howard McGinn or John Welch attended.

Finally, the Section has been asked to use \$5000 of available LSCA money to prepare an RFP to accomplish a comprehensive study of public library development in the state. We plan to do so and to investigate the possibility of co-sponsoring a lobbyist in the General Assembly. Much was accomplished and much individual effort was expended by the members of each of our committees. We feel that the Public Library Section had a very successful biennium.

David G. Fergusson

Public Library Trustee Section Biennial Report

Achievements for the past two years

1. Established the North Carolina Public Library Trustee Institute as a jointly sponsored program of the State Library of North Carolina, The North Carolina Library Staff Development Program, North Carolina Public Library Directors Association, and NCLA Public Library Section.

The Friends of North Carolina Public Libraries became a co-sponsor of the Institute in 1989.

2. Sponsored two very successful Trustee Conferences through the North Carolina Public Library Trustee Institute in May 1988 and May 1989.

Highlights of the conferences were:

1988

"The Future of Economic Development in the South"—Jesse L. White, Jr.

"Books that Develop the Mind"—Dudley Flood

"Fiscal Responsibilities of Trustees"—Ronald A. Dubberly

1989

"Shaping Economic and Education Growth in Communities"—Robert H. McNulty, President, Partners for Livable Places

"Planning for Automation and Communication Networks"

"Building and Renovating for Effective Service"

"Fiscal Responsibilities: The Growth of Money, Making the Most of It"

3. Participated in the Annual Legislative Day in Washington, D.C., April 1988 and 1989.

4. Co-sponsored preconference on censorship and intellectual freedom at the NCLA Biennial Conference, October 10, 1989.

5. Sponsoring session on trustees' role in promoting literacy in local communities for educational and economic growth and stability at the NCLA Biennial Conference, Thursday, October 12, 1989.

Summary and Acknowledgements:

The Public Library Trustee Section has been successful in fulfilling its goals and objectives for the 1987-1989 biennium. The section has planned and sponsored two significant continuing education programs for its members and public library leaders in North Carolina. These programs have received national and regional recognition, and requests have been made from several

state libraries for materials used in planning and implementing them.

Special appreciation is accorded the State Library of North Carolina for its role in establishing the North Carolina Public Library Trustee Institute and to Dr. Benjamin F. Speller, Jr., Dean of the School of Library and Information Sciences, for providing the facilities and resources at North Carolina Central University needed to make this important milestone in the history of this section a reality. Special thanks are made to Bill Roberts and the staff of the Forsyth County Public Library for their support during my tenure as Chair of the Public Library Trustee Section.

Irene P. Hairston

Reference and Adult Services Section Biennial Report

The non-Conference highlight of this biennium was the September 9, 1988, workshop, "New Visions: Challenges to Information Professionals," held at the Forsyth County Public Library. Our presenters, a mix of librarians and non-librarians representing vastly different backgrounds, reflected the exciting diversity of RASS supporters.

Our presenters offered challenges to modern librarians. Forsyth County Manager Graham Pervier told us to go out and make some mistakes; Information USA President Matthew Lesko told us to look outside our organizations, especially in non-traditional places, for what our clients need; Winston-Salem attorney Meyressa Schoonmaker told us to stay in touch with the heart of our communities, to remember powerful information as the great equalizer among unequals; College of William and Mary librarian Jim Rettig persuaded us to ask ourselves daily why we were at our jobs and to make the complex simple for our public; Duke University librarian Kathleen Jackson told us to be non-conformists and to question all the basic cataloging rules; North Carolina Library Staff Development Coordinator Duncan Smith told us that continuing education was the best management tool possible and affirmed the value of "time to think."

And, most exciting of all, the audience challenged the challengers. The discussion was terrific, confirming our notion that, above all, RASS needs to offer a forum for exchange between professionals of different North Carolina communities on the heart of this matter of adult library services and information providing. (We are sure automation is not the sole subject of professional concern!)

One new form of exchange has been spearheaded by Charles Montouri, at the State Library. RASS has begun electronically networking reference and adult services information, the "people, places, events, bibliographies, reports" of our North Carolina library world. These librarians will cover their areas of the state: Southwest Region, Laurel Hicks, Gaston County Public (editor-in-chief); Central Region, Nancy Rountree, Sandhills Community College; Northwest Region, Barry Miller, R.J. Reynolds Tobacco Co.; Western Region, Anna Donnally, Asheville-Buncombe Library; Southwest Region, Betty Holmes and Elaine Franz, St. Andrews Presbyterian College; and Northeast Region, Mike Gluck, East Carolina University.

Conference planning, chaired by Johannah Sherrer, has centered on our values of diversity and collegial exchange. Main presenters on the human dynamics of reference service (what we call "Life in the Fast Lane") at the October 1989 Biennial Conference, are public library director Will Manley and university library director Kaye Gapen. Following the main presentations, audience can choose to participate in discussions of CD Roms: Effective Care and Feeding Techniques; Ethics of Treating Different Patrons Differently; Roadblocks to Reference Service

Created by Librarians; Meatball Reference: Techniques for Maintaining Quality during Rush Periods; Library Instruction: Techniques for Keeping it Fresh; and Selling Your Library at the Reference Desk.

RASS has had its best planning meetings when everyone who expressed an interest in the Section was invited to join the Board. Thank you, everyone. Thank you, especially, to Vice Chair Johannah Sherrer, Secretary/Treasurer Anna Donnally, directors at large Anne Marie Elkins and Debora Hazel, college and university director Cindy Adams, community college director Barbara Miller, special director Joyce Throckmorton, public director Joan Sherif, *North Carolina Libraries* rep Ilene Nelson, and past chair Jean Amelang.

Barbara Anderson

Resources and Technical Services Section Biennial Report

The RTSS section of NCLA has had a successful and very active biennium. First, the section held its biennial Mini-Conference at Southern Pines, "Technical Services as Public Services," which more than one hundred members attended. By all accounts, the program was a major success, offering new insights and methods for integrating the two services.

In addition, at the Mini-Conference, we experimented with a pre-conference cataloging workshop for alternate formats, which drew more than twenty attendees. Because this was such a successful addition to our program, we have added this format to the RTSS contribution to the upcoming NCLA Fall Conference.

At the NCLA Fall Conference, the Association is sponsoring two general speakers: Sandy Berman, head of cataloging at the Hennepin County (Minnesota) Public Library, who will discuss "Everything About Cataloging You Probably Did Not Learn in Library School," and Tom Broadfoot, a Wilmington (NC) rare book dealer, who will talk about "Old and Rare Books Simplified—Care, Protection, Evaluation and, Yes, Even Discarding." We will also repeat our traditional breakfast and awards meeting.

During the biennium, RTSS has established a new award, in addition to the two previously offered. The "Significant Contribution" award was designed to recognize the individual who has, in some way, made a major improvement in the field of Technical Services in the state of North Carolina.

All in all, this has been a busy biennium for RTSS: holding a successful Mini-Conference, contributing to the overall NCLA Conference, and expanding areas in which we recognize and award contributors to our own field.

Harry Tuchmayer

Round Table on Ethnic and Minority Concerns Biennial Report

REMCo proposed workshops on the following topics for the biennium:

1. The Interviewing Process
2. Branch Library Services
3. Recruiting
4. Afro-American Genealogy
5. Working Relations from a Minority Perspective

It successfully accomplished the following:

1. Workshop on Afro-American Genealogy
2. Workshop on Mentorship conducted by Arniece Hilliard Bowen, N.C. A&T State University, Greensboro

3. Participation in the NCCU's workshop on Mentorship and Networking

REMCo conducted regular meetings and received a report on the status of Black Librarianship by Carolyn Gill, NCCU circulation librarian, Durham, during a regular meeting held at Nash Community College, Rocky Mount, on March 4, 1988.

REMCo received a NCLA grant to sponsor Ann Allen Shockley, newspaper staff writer and columnist, librarian, consultant, and writer, Nashville, TN; and Casper LeRoy Jordan, deputy director, Atlanta-Fulton Public Library, Atlanta, GA, as speakers at the NCLA 1989 Conference. The session "Road Builders—Librarians Who Paved the Way" will honor outstanding minority librarians in academic, public, school, and special libraries and library education. Announcements of the award and guidelines for nominations will be mailed to the entire membership.

REMCo co-sponsored Maya Angelou, renowned author, lecturer, and Wake Forest University professor, as a keynote speaker at the 1987 NCLA Conference.

The REMCo Newsletter was edited and published twice during the biennium.

Geneva B. Chavis

Round Table on the Status of Women in Librarianship Biennial Report

The Round Table presented two workshops this biennium, both funded from LSCA Title III. The first, entitled "Become a More Effective Communicator," was presented in two locations, June 3, 1988, in Fayetteville and June 10 in Winston-Salem. A total of forty-one participants attended. We heard Dr. Loleta Wood Foster's presentations on verbal and non-verbal communication styles, strategies, and techniques to sharpen skills. We shared several public speaking assignments in a large group setting and exercises in a small group setting; and each participant was videotaped in an interview situation. Evaluations were generally good, with positive reviews of the videotape experience.

The second workshop was called "Money and Librarians" and held in Chapel Hill at the School of Information and Library Science on March 16, 1989. Thirty-five participants from all areas of the profession, including public, school, academic, and special libraries, heard Alice Sizer Warner of the Information Guild, a financial management and consulting firm, address topics such as the budget process, feeling comfortable talking about money, alternate funding sources, and entrepreneurship in the information business. Evaluations were fairly good; some participants wanted a more in-depth presentation. The Round Table is reconsidering the tactic of having a one-day workshop so that librarians would not have to stay overnight versus having too much material to cover in one day.

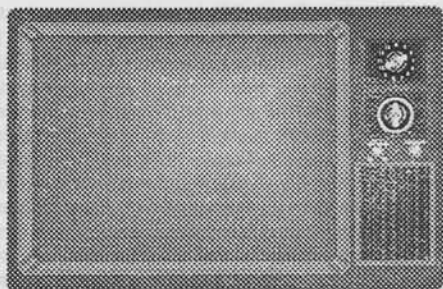
Our newsletter MsMANAGEMENT was published and mailed three times per year for a total of six issues. We completed Volume 4. Interviews this biennium included Jinx Melia, our speaker at the NCLA Biennial Conference; Mary Jo Godwin of *Wilson Library Bulletin*; Dean Evelyn Daniel of UNC-Chapel Hill School of Information and Library Science; Elinor Swaim of the North Carolina State Library Commission; Marion Johnson, retired from the State Library; Rose Simon of Salem College; and Mary McAfee of Forsyth County Public Library, our most recent Past-President.

We are sponsoring a major speaker at the Biennial Conference in Charlotte, Jinx Melia, author of *BREAKING INTO THE BOARDROOM*, formerly titled *WHY JENNY CAN'T LEAD*. Ms. Melia is founder of Operational Politics, Inc., a program designed to teach men and women how to recognize the operational sys-

tems at work in business, community and politics. She has taught courses in the development and use of power for the CIA, U.S. Naval Academy, and other top government agencies. She has appeared extensively in the media, including *TIME* magazine, the *TODAY* show, and *DONAHUE*. The Social Issues Resources Services Series, Inc., donated \$500 toward Ms. Melia's expenses.

We are co-sponsoring a reception at Discovery Place with the Children's Services Section on Thursday evening at the conference. Instead of MsMANAGEMENT t-shirts (which are still on sale through the newsletter), we are offering pink MsMANAGEMENT notepads for sale at the conference.

Patrice Ebert



NCLA Minutes

North Carolina Library Association Minutes of the Executive Board July 28, 1989

Barbara Anderson	Gloria Miller
Barbara Baker	David Paynter
Amanda Bible	Nancy Ray
Frances Bradburn	Karen Seawell
Doris Anne Bradley	Cal Shepard
Nancy Brenner	Frank Sinclair
Waltrene M. Canada	Gorda Singletary
Melanie Collins	Carol Southerland
Patric Dorsey	Sylvia Sprinkle-Hamlin
Patrice Ebert	Susan Squires
David Fergusson	Renee F. Stiff
Nancy Fogarty	Rebecca Taylor
Ray Frankle	Beverly Tetterton
Janet Freeman	Ann H. Thigpen
David Gleim	Jerry Thrasher
Jim Govern	Harry Tuchmayer
Patsy Hansel	Susan Turner
Irene Hairston	Art Weeks
Ruth Hoyle	John Welch
Michael LaCroix	Lauren S. Williams
Patricia Langelier	

The Executive Board of the North Carolina Library Association was called to order by President Patsy Hansel at 10:05 a.m., July 28, 1989. The above persons were present at New Hanover County Public Library. Rebecca Taylor, Harry Tuchmayer, and Director David Paynter brought greetings.

President Hansel recognized newly elected officers, new chairs-elect, and other guests.

Minutes of the April 28, 1989 meeting were approved with two minor corrections.

Treasurer Nancy Fogarty's exhibits showed \$5,262.82 in the checking account and \$90,261.97 in the Cash Investment Account; disbursements totaled \$46,690.91 from April 1 to June 30, 1989; and *North Carolina Libraries* had a June 30 balance of \$38,052.04. Treasurer Fogarty noted that NCLA was spending money, but not nearly fast enough.

Barbara Baker distributed a draft of the conference program. On August 15, preconference information will be mailed, and another mailing will occur September 1. She mentioned that 70 vendors had registered and more were expected.

President Hansel asked for volunteers to work as "Expert Advisors" at the Placement Center on October 11 and 12.

Editor Frances Bradburn reported that the summer issue of *North Carolina Libraries* was mailed July 20. She attended the Chapter Editors meeting in Dallas and noted that the Chapter Editors Subcommittee was an official subcommittee of the American Library Association Chapter Relations Committee. During August, the NCL editorial board will identify the recipient of the Ray Moore Award, an award presented at the NCLA Conference to the author of the best article about public librarianship during the preceding biennium. Themes for upcoming issues starting with Fall, 1989 and ending Spring, 1990 are "Technology," "Conference Issue," and "Library Humor." In addition, Editor Bradburn praised the work of the NCL editorial board.

Kieth Wright, ALA Council Representative, was absent. However, he submitted a report indicating that more than 17,000 people attended the annual conference, membership increased 15% since 1985, information literacy continues to be discussed, any dues increase will be postponed until 1991, the new Executive Director is Linda Crismond, and ALA divisions will pay a greater share of the costs they incur. The report further stated that copyright of computer software legislation has been amended to exempt nonprofit libraries and libraries in educational institutions from restrictions on lending of such materials.

Jerry Thrasher passed out the new dues structure for the Southeastern Library Association which ranges from \$10 to \$30 based on salaries, \$40 for sustaining and \$60 for contributing members. The membership committee of SELA recommended raising additional Section/Round Table selections from \$2 to \$4 each. The theme for the SELA Biennial Conference in Nashville is "Southern Harmony: Libraries in Tune with the Future."

Before reports from committee chairs, Secretary of Cultural Resources Patric Dorsey brought greetings from the State Library. Funding for the Library for the Blind and Physically Handicapped continues to be a concern although she was assured that additional money would be available.

It was reported that State Librarian Howard McGinn received the Exceptional Achievement Award from the Association of Specialized and Cooperative Library Agencies. The award recognized his leadership in the development of state libraries.

Reporting for the College and University Section was Susan Squires who said that the spring workshop, "Term Papers to Terminals: Solutions to Problems in BI," had approximately 100 participants. Small group sessions included Hypercard and CD-ROM, burnout, and graphics. Personnel from the Center for Creative Leadership in Greensboro will present leadership issues at next year's program. Jesse Carney Smith from Fisk University will present the program in Charlotte.

The recently organized Advisory Committee on Automation and Networking, chaired by Marti Smith of Saint Mary's, hosted a meeting for representatives of all the independents at Guilford College on June 20. They were encouraged to continue efforts to foster communication and cooperation with public institutions of higher education and with the State Library. Leland Park, Davidson College, will host the first meeting of the Library Directors' group. The independents will meet the morning of October 12 at the Tower Club.

R. Frank Sinclair reported that the Community and Junior College Section has only 65 individual members, making it one of the smallest sections. The section mailed a letter encouraging personnel who should be members to join and reminding current members to renew. The section is sponsoring a joint program with the College and University Section. Jesse Carney Smith, Academic Librarian of 1988, will speak. The Nominating Committee presented a slate of officers for the next biennium: Chair, Susan Janney; Chair-Elect, Alice Wilkins; Secretary, Sheila Core; and Directors, Betty Williamson and David Stewart.

The May 5 workshop sponsored by the Documents Section was informative and successful according to Lauren Williams, Chair. A membership vote for adoption of the revision of the Section's Bylaws will be taken during the section's business meeting. Donna Seymour, Ridley Kessler, Carol Lewis, and pairs of depository librarians and school library media specialists will present "Documents in the Schools" on October 13. The North Carolina Depository System Board recommended to the State Librarian that three more libraries be designated as depositories. Senate Bill 62, "State Publications Policy," has gone to conference committee.

The Junior Members Round Table continues to work on their conference program. There will be a pub crawl, and T-shirts will be made available according to Melanie Collins.

The Round Table on Ethnic Minority Concerns (REMC) gave information on the "Roadbuilders" award(s) which will recognize an ethnic minority librarian who has served as a pioneer in librarianship and as a positive role model for ethnic minority librarians.

The repeated workshop, "Improving Staff Communications," offered by the North Carolina Library Paraprofessional Association, was successful.

The Round Table on Special Collections' conference agenda includes a slate of officers for the membership to consider, a slide/lecture program by Don Etherington on "Some Answers to Library Preservation Problems," and strategies for recruiting new members.

The North Carolina Association of School Librarians elected officers for the 1989-91 biennium: Nona Pryor, Vice-chair/Chair-elect; Susan Cannady, Secretary; and Libby Pitts, Treasurer. Carol Southerland noted that corrections and additions were made to Bylaws. Dr. Ben Carson, Superintendent of Statesville City Schools, is the School Administrator of the Year, and Battle of the Books is a fall project for grades 6-8.

The Public Library Trustees' Conference on May 18 and 19 featured Robert H. McNulty from Partners for Livable Places, The Honorable Major Owens, Congressman from New York, Dr. Bernard Vavrek, Center for the Study of Rural Librarianship at

Clarion State University, and Gloria T. Glaser, Past President of the American Library Trustee Association. Irene Hairston reminded the board that the Trustee Section is co-sponsoring the preconference program, "Meeting the Censor: A Skills Development Workshop," with the Intellectual Freedom Committee. Information on the luncheon and other conference events will be mailed.

The Public Library Section helped sponsor the May 4 General Assembly Legislative Day. The Audiovisual Committee has nearly completed the AV Directory and Resource Guide. Workshops included the Bookmobile Conference, AV Equipment and Repair, and Literacy. The Section endorsed formation of an NCLA Literacy Committee which will have a representative to the Public Library Section.

Barbara Anderson, reporting for the Reference and Adult Services, talked about the upcoming program, "Life in the Fast Lane: The Human Dynamics of Reference Service," featuring Kaye Gopen and Will Manley. Work on the RASS electronic bulletin board is progressing well, and the State Library agreed, via Charles Montouri, to provide training. Libraries participating in the NCIN Network will have access to the electronic newsletter.

Harry Tuchmayer noted that Resources and Technical Services will issue three awards—a first conference attendee, a merit award to recognize a person who has contributed significantly to resources and technical services in North Carolina, and the Dorilyn J. Hickey Award for a significant article in *NCL* on a subject related to resources and technical services. The section will sponsor cataloging workshops on October 11 and a program meeting on October 12.

According to Patrice Ebert, chair of the Round Table on the Status of Women in Librarianship, the board met in Asheville and discussed plans for the upcoming biennial meeting. They will sell pink MsMANAGEMENT notepads instead of T-shirts. Two more issues of MsMANAGEMENT will be published this biennium.

Nancy Ray asked for identification of leaders in personnel training and management, organizational structure, financial administration, facilities, equipment, and public relations for the Library Administration and Management Section. The Bylaws will be presented, and officers will be elected during the business meeting following Dr. Jerry Campbell, the keynote speaker.

The Constitution, Codes, and Handbook Revision Committee continues to work on information to be distributed to the incoming board. Doris Anne Bradley emphasized the need for consistency in Bylaws and urged chairs to check with the committee when proposing changes. She reminded members of the importance of sending a copy, after voting, for inclusion in the Handbook.

Rebecca Taylor, Chair of the Finance Committee, gave details about Grant Funds. She confirmed that the total amount of Section Grants would not automatically transfer into the Section/Committee account. Check request procedures were emphasized, and Taylor encouraged outgoing chairs to send a budget summary and a program evaluation to her by November 13. Expenses, with supporting receipts, should be sent to Nancy Fogarty within 30 days of the date of the program.

The Government Relations Committee held a breakfast in May and has several things in the hopper.

The Honorary and Life Membership Committee recommended 10 new life members and two honorary members. The report was accepted as presented by Chair Waltrene M. Canada after a motion was made by Barbara Baker and seconded by Ray Frankle.

Reporting for the Literacy Committee was Ruth Hoyle who said that no definite plans had been made to present a program in Charlotte because all energy had been directed toward the June 8-9 conference attended by approximately 50 members. Evaluations indicated a successful conference aimed at alleviating

ting adult illiteracy although no new solutions were found. The committee felt that future conferences should be planned with the Literacy Association as one conference instead of two separate conferences. The committee is pursuing the feasibility of a library person in the NC Literacy Association Office, looking at state funding of literacy, and seeking space in NCL for related issues.

Art Weeks said that the Marketing and Public Relations Committee met in June and discussed marketing the librarian as a professional information specialist in order to instill a high level of confidence in the information the librarian provides, to have potential library users think of the library as the first stop for information, and to distinguish between the librarian and the library support staff. At the Dallas meeting, the committee learned that a report is due in October from SLA. The committee will develop a marketing strategy based on the findings of SLA. In appointing a new committee for the next biennium, the present committee requests that a marketing/public relations specialist be considered.

Membership Committee chair Ray Frankle thanked new section chairs for statements they provided for the new brochure which will be ready for the conference.

In the absence of the Nominating Committee Chair Leland Park, President Hansel gave election results: Vice-President/President-Elect, Janet L. Freeman; Treasurer, Michael J. LaCroix; Secretary, Amanda Bible; Directors, Sylvia Y. Sprinkle-Hamlin and H. David Harrington; and ALA Councilor, Patricia A. Langelier.

The Publications Committee has not met, but the two-tiered NCL board refinement will be ready soon.

The Recruitment Committee will sponsor a workshop on strategies for recruitment and retention of minorities at the NCLA conference and hopes to publish a paper.

President Hansel distributed the list of the 1989 scholarship winners. The Memorial Scholarships went to Jennifer Luxton and Mary Mishler, the Query-Long Scholarship for Work with Children or Young Adults went to Diane Midness, and Gloria McBride was the recipient of the McLendon Loan.

A sample entry for a special collection was shown by the Technology and Trends Committee. The data base is about ready, and a demonstration data base will be near the conference registration site. There will be a stand-alone video teleconference on technology for the 90s at UNCC in January.

John Welch, Assistant State Librarian, reported on changes in the LSCA fundings, that Dorothy Kittel is being replaced by Trish Skaptason as administrative librarian in the Department of Education, that the Chief of the Library Development Section position has been posted, and that he and Patric Dorsey will be going to Portland, Oregon, for a planning meeting for the next White House Conference. Also, the State Library Dynix system will be operational soon.

Friends of the Library met jointly with the Trustees in May. Bob Mowery is the president.

It was moved by Barbara Baker and seconded by Sylvia Sprinkle-Hamlin to provide up to \$20,000 for the establishment of NCLA's permanent office at the State Library. The motion carried.

President Hansel praised committee/section chairs who had already submitted biennial reports.

The Distinguished Service Award had 10 nominations according to committee chair Nancy Brenner. It was agreed that the name of the recipient would remain a secret until the conference.

A motion to give the filing cabinet used by Treasurer Fogarty for financial records to UNC-Greensboro was passed.

Before adjourning, President Hansel announced the October 10 meeting prior to Conference.

Gloria Miller, Secretary

CONSTITUTION of the NORTH CAROLINA LIBRARY ASSOCIATION

(Revised October 30, 1987)

(Amended October 13, 1989)

ARTICLE I. NAME

This organization shall be called the North Carolina Library Association.

ARTICLE II. PURPOSE

The purpose of the North Carolina Library Association shall be to promote libraries, library and information services, and librarianship; and to champion intellectual freedom and literacy programs.

ARTICLE III. GOALS

The Association shall pursue the following goals:

1. To provide a forum for discussing library-related issues;
2. To promote research and publication related to library and information science;
3. To provide opportunities for the professional growth of library personnel;
4. To support both formal and informal networks of libraries and librarians;
5. To identify and help resolve special concerns of minorities and women in the profession.

ARTICLE IV. MEMBERSHIP

1. Membership in the North Carolina Library Association shall consist of five classes: individual membership, institutional membership, contributing membership, honorary membership, and life membership. Only individual and life members shall have voting privileges.
2. *Individual.* Any person who is or has been officially connected with any library in a professional, nonprofessional, or clerical capacity, or any member of a library's governing or advisory body, or any student in a school of library science, may upon payment of dues, be entitled to individual membership as stated by the Bylaws and will have the right to vote.
3. *Institutional.* Any institution may become an institutional member upon payment of dues.
4. *Contributing.* Any individual, firm or organization may, upon payment of dues, be entitled to contributing membership as stated in the Bylaws.
5. *Honorary.* The Honorary and Life Membership Committee may recommend to the Executive Board for honorary, non-voting membership non-librarians who have made unusual contributions to library services. Such nominees may be elected by the Executive Board.
6. *Life.* The Membership Committee may recommend to the Executive Board for life membership, *with voting privileges*, persons who are no longer actively engaged in library work. Such nominees may be elected by the Executive Board.

ARTICLE V. OFFICERS

The officers of the Association shall consist of a President; a Vice-President, who shall be the President-elect; a Secretary; a Treasurer; and two Directors-at-large.

ARTICLE VI. EXECUTIVE BOARD

1. The officers of the Association, the past President, the representative of the Association to the American Library Association Council, the North Carolina member of the Executive Board of the Southeastern Library Association, the Editor of *North Carolina Libraries*, and the chairman of each section and round table shall constitute the Executive Board. A parliamentarian may be appointed by the President as a non-voting member.
2. Members of the Executive Board shall serve until their successors take office.
3. The President of the Association shall be the Chairman of the Executive Board.
4. *Powers and Duties.* The Executive Board shall have the power:
 - a. To consider and develop plans for the general work of the Association;
 - b. To appoint in case of a vacancy in any office a member from the Association to fill the unexpired term until the next regular election;
 - c. To transact the business of the Association within the limits of a budget system.
5. Business of the Association may also be transacted by the Executive Board through correspondence, provided that the proposed action be submitted in writing by the President to the members of the Executive Board, and that it be approved by a quorum of the Board.
6. The Executive Board shall act for the Association in intervals between meetings, make arrangements for the biennial meeting, and authorize the organization of sections or round tables by specialized interests within the Association.
7. The Executive Board shall direct and provide for the publications of the Association and may have power to contract for such publications as may seem desirable for furthering the interests of the Association.
8. *Representatives to the North Carolina Public Library Certification Commission.* The Executive Board shall nominate any individual who has been selected by the Public Library Section to be named by the Governor to serve, with the chairman of the Public Library Section and the chairman of the North Carolina Public Library Trustees Association, as a member of the Public Library Certification Commission as required by the General Statutes of North Carolina (G.S. 143B-68).
9. *Quorum.* A majority of the voting members of the Executive Board shall constitute a quorum.

ARTICLE VII. FINANCES

1. The Executive Board shall approve all encumbrances (any claims on property) and expenditures of Association funds, but may delegate to the President authority to approve encumbrances and expenditures.
2. The Executive Board shall administer the business affairs of the Association, and it shall have power in the intervals between meetings of the Association to act on all matters on which a majority of the members reach agreement.
3. The finances of the Association shall be handled under a budget system.
4. Funds shall be available to the President or his representative toward attending meetings to represent the Association. These funds must be included in the budget and approved by the Executive Board.
5. Funds shall be available to the Executive Board to administer the affairs of the Association.
6. No officer, committee, or member of the Association shall receive any funds or incur any expense for the Association not provided for in the Constitution unless authorized in writing by the President; nor shall the Treasurer or other authorized person make any payment except for expenditures which have been so approved.

ARTICLE VIII. AFFILIATIONS

1. The North Carolina Library Association shall hold chapter membership in the American Library Association and shall elect a representative to the ALA Council as provided in the *ALA Constitution and Bylaws*.
2. The North Carolina Library Association shall be a contributing member of the Southeastern Library Association and shall elect its representative to the SELA Executive Board as provided in the *Constitution of the Southeastern Library Association*.
3. The Executive Board of the North Carolina Library Association shall be empowered to enter into other affiliations as deemed beneficial to the Association.

ARTICLE IX. SECTIONS AND ROUND TABLES

1. Sections and round tables of the Association may be organized by application, signed by 100 voting members of the Association, and approved by the Executive Board.
2. Each section shall represent a type of library or field of activity clearly distinct from that of other sections.
3. A round table shall represent a field of librarianship not within the scope of any single section.
4. The officers of the sections and round tables shall be elected by the membership for the section or round table. They shall be responsible for the program meetings and any other business of the section or round table.
5. The President of the Association may appoint officers if the section or round table fails to elect officers.
6. With the permission of the Executive Board, sections and round tables may charge fees for their purposes. Funds received will be earmarked and used at the discretion of the officers of the section or round table.
7. The Executive Board may discontinue a section or round table when in its opinion the usefulness of that section or round table has ceased, except that in the case of a section or round table that is still active the affirmative vote of a majority of members is required prior to the Executive Board's action.

ARTICLE X. COMMITTEES

1. The President, with the advice of the Executive Board, shall appoint committee chairmen and suggest other members except as otherwise provided. The President shall be an ex officio member of each committee with the exception of the Committee on Nominations.
2. *Standing Committees.* The Executive Board may establish standing committees to perform the continuing functions of the Association.
 - a. Standing committees shall include the following:
 - Archives Committee
 - Conference Committee
 - Constitution, Codes, and Handbook Revision Committee
 - Finance Committee
 - Governmental Relations Committee
 - Intellectual Freedom Committee
 - Membership Committee
 - Publications Committee
 - Scholarships Committee
 - b. Standing committees shall report to the Executive Board.

3. *Special Committees.* Special committees for specific purposes may be appointed at any time.
 - a. The Committee on Nominations, to be appointed by the President each biennium, shall be considered a special committee.
 - b. Special committees shall function until their purposes have been fulfilled.

ARTICLE XI. MEETINGS

1. There shall be a biennial meeting of the Association at such place and time as shall have been decided upon by the Executive Board.
2. Special meetings of the Association may be called by the President, by a quorum of the Executive Board, or on request of 50 members of the Association.
3. At least 30 days' notice shall be given for special meetings, and only business mentioned in the call shall be transacted.
4. Meetings of the Executive Board shall be held upon the call of the President, or at the request of a quorum of the members of the Executive Board.
5. There shall be a minimum of four meetings of the Executive Board during the biennium.
6. *Quorum.* One hundred voting members, representing at least 10 institutions, shall constitute a quorum of the North Carolina Library Association.

ARTICLE XII. AMENDMENTS

1. Amendments to the Constitution may be voted on only when a quorum of the Association is present, and shall require a two-thirds vote of the members present.
2. Notice of the proposed changes in the Constitution shall be mailed to the membership at least 30 days prior to the meeting at which a vote is to be taken on the proposed changes.



BYLAWS

of the

NORTH CAROLINA LIBRARY ASSOCIATION

(Revised October 30, 1987)

ARTICLE I. ELECTIONS

1. The President, with the approval of the Executive Board, shall appoint a Committee on Nominations, which shall include representatives of the various types of libraries in the North Carolina Library Association, insofar as is practical.
2. *Officers.* The Committee on Nominations shall present, by November 1 of the year preceding the election, the names of two candidates for each office to be filled: Vice-President, Secretary, Treasurer (every four years) and two Directors-at-large. In case the previously elected Vice-President is unable to assume the presidency, the Committee on Nominations shall present the names of two candidates for the office of President.
3. *American Library Association Council Member.* The NCLA representative to the ALA Council shall be elected for a four-year term as provided in the *ALA Constitution and Bylaws*. The Committee on Nominations shall present for this office the names of two candidates who are members of ALA and shall send to the American Library Association the name of the duly elected representative.
4. *Southeastern Library Association Executive Board Member.* The NCLA member of the Southeastern Library Association Executive Board shall be elected for a four-year term as provided in the Constitution of the Southeastern Library Association. The Committee on Nominations shall present for this office the names of two candidates who are members of SELA and shall send to the Southeastern Library Association the name of the duly elected representative.
5. The list of nominees shall be published in *North Carolina Libraries*.
6. Any member wishing to be placed on the ballot for any office shall obtain a minimum of fifty signatures of NCLA members and submit them to the Chairman of the Committee on Nominations by April 1 of the year of election. The Treasurer will verify the fifty signatures and notify the member that he will be placed on the ballot.
7. Consent of nominees shall be obtained.
8. A ballot containing spaces for write-in candidates shall be mailed to voting members of the Association by May 1 prior to the biennial meeting.
9. Ballots shall be marked and returned by June 1.
10. Candidates receiving the majority of votes shall be declared elected and shall take office at the close of the biennial meeting.
11. In case of a tie vote the successful candidate shall be determined by lot.
12. Election results shall be announced in *North Carolina Libraries*.
13. The term of office of all officers except the Treasurer shall commence at the adjournment of the biennial meeting following their election, or if the biennial meeting cannot be held, upon their election. The term of office of the Treasurer shall commence at the end of the fiscal year following his election.

ARTICLE II. DUTIES OF OFFICERS

1. *President.* The President shall preside at all meetings of the Association and of the Executive Board. He shall, with the advice of the Executive Board, appoint the Editor of *North Carolina Libraries* and all committee chairmen and suggest other committee members. Committees shall be appointed for special purposes and shall serve until the purposes are achieved. The President may execute mortgages, bonds, contracts, or other instruments which the Executive Board has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Executive Board or by the Constitution, Bylaws, or by statute, to some other officer or agent of the Association. In general he shall perform all duties as may be prescribed by the Executive Board. The President is an ex officio member of all committees except the Committee on Nominations.
2. *Vice-President/President-Elect.* The Vice-President serves as President-elect and presides in the absence of the President. If it becomes necessary for the Vice-President to complete the unexpired term of the President, he shall also serve his own term as President. In the event of the Vice-President becoming President during the unexpired term of the elected President, the Executive Board shall appoint a Vice-President to serve until the next regular election is held.
3. *Secretary.* The Secretary shall keep a record of the meetings of the Executive Board, the biennial meetings, and any special meetings of the Association. The Secretary shall be responsible for receipt of and deposit in the Association archives all correspondence, records, and archives not needed for current use. In case of a vacancy, the Executive Board shall appoint a Secretary to serve until the next regular election is held.
4. *Treasurer.* The Treasurer shall assist in the preparation of the budget and keep whatever records of the Association the President and the Executive Board deem necessary. He will collect and disburse all funds of the Association under the instructions of the Executive Board and keep regular accounts, which at all times shall be open to the inspection of all members of the Executive Board. He shall handle and keep all membership records. He shall execute a bond in such sum as shall be set by the Executive Board, the cost to be paid by the Association. He shall serve as a member of the Finance Committee. He shall perform such other duties and functions as may be prescribed by the Executive Board. The term of office shall be four years. In case of a vacancy, the Executive Board shall appoint a Treasurer to serve until the next regular election is held.
5. *Directors-at-large.* The Directors shall serve as co-chairmen of the Membership Committee and shall assume such other duties as are assigned by the President. In case of a vacancy, the Executive Board shall appoint a Director to serve until the next regular election is held.

ARTICLE III. MEMBERSHIP

1. Dues shall be collected on a biennial basis according to a schedule recommended by the Executive Board. Categories of membership shall include individual, institutional, contributing, honorary, and life. Honorary and life members are not assessed dues.
2. Each member is entitled to the choice of one section or round table at no additional cost.
3. Association members may be members of more than one section or round table by paying additional dues for each additional section or round table.

4. The fiscal year and the membership year shall be the calendar year.
5. Members whose dues are in arrears after April 1 of the last year of the biennium shall be dropped from the membership roll.
6. New memberships paid during the last quarter of the fiscal year shall be credited to the following year.
7. *Publications.* All members of the North Carolina Library Association shall receive the official periodical publication of the Association and any other publications that may be so designated. Subscriptions to *North Carolina Libraries* and single issues are available to non-members at a rate recommended by the Editorial Board and approved by the Executive Board.
8. No changes in the dues structure or policies regarding membership shall be made without approval of the membership by a mail vote. A majority of the votes cast shall be required to make any such change. The Executive Board or the membership at any duly constituted meeting may initiate such procedure.

ARTICLE IV. SECTIONS AND ROUND TABLES

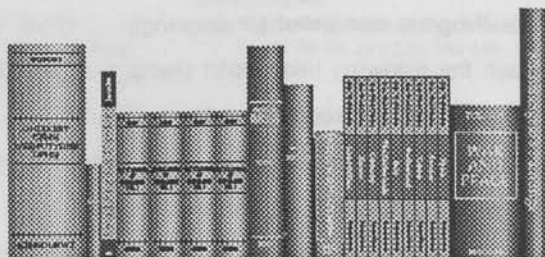
1. Sections and round tables must secure the approval of the Executive Board before making any declaration of policy which involves the Association as a whole, before soliciting or receiving funds, or before incurring any expense on behalf of the Association.
2. The secretaries of the sections and round tables shall submit copies of their important papers and reports to the Association archives located in the North Carolina State Library.
3. Sections and round tables shall adopt Bylaws which meet the approval of the Executive Board of the Association.
4. The chairmen of the sections and round tables shall submit all bills to the Treasurer for payment from their allocated funds. Bills in excess of allocated funds must have the prior approval of the Executive Board.

ARTICLE V. AMENDMENTS

1. Amendments to the Bylaws may be voted on only when a quorum is present and shall receive a majority vote of the members present.
2. Notice of the proposed change in the Bylaws shall be mailed to the membership at least 30 days prior to the meeting at which a vote is taken on the proposed change.

ARTICLE VI. PARLIAMENTARY AUTHORITY

The latest edition of *Robert's Rules of Order, Newly Revised*, shall be the governing authority in any matter not specifically covered by this Constitution and Bylaws.



SELA OUTSTANDING LIBRARY PROGRAM AWARDS

NOMINATION FORM

Purpose: To recognize an outstanding program of service in any academic, public, school or special library in any state of the SELA.

Criteria

1. Any academic, public, school or special library in the member states of the SELA may be cited for an outstanding program of service. Programs of service may include but are not limited to library activities, projects or programs.
2. The programs of service must take place during the biennium in which the nomination is made.
3. The minimum time span for a nominated library program must not be less than three months, including the development and evaluation stages of the program.
4. Person nominating a program must be a member of SELA.

Past Winners

"Iberia Parish' Summer Reading Program," Iberia Parish Library, New Iberia LA. (1988)
"The Imaginative Spirit: Charlotte-Mecklenburg Library Heritage," Charlotte-Mecklenburg Public Library, Charlotte, NC. (1986) was a floating exhibit used at all branches in the library system.
"The Tobie Grant Homework Center," Dekalb Library System, Decatur, GA. (1984) was the result of a branch renovation from the traditional library concept to one that fit the needs of the community; it became a home-work headquarters library with education resources and equipment chosen specifically for this purpose.
"Library Network Committee," Fairfax, VA. (1982) an in-service training program for paraprofessional library employees and volunteers of the member libraries of the Networking Committee of the Consortium for Continuing Higher Education in Northern Virginia.
"Catch Them in the Cradle," Orlando Public Library, Orlando, FL (1980) was a program aimed at parents-to-be and parents of newborns and infants consisting of both workshops and pamphlets delivered to hospital maternity wards which recommend books for small children and their parents and other services and activities for both groups.

Submit nominations to Outstanding Library Program Awards Committee Chairperson by April 1, 1990: Jeanne Moellendick, Department of Education, Bldg. 6, Room B318, 1900 Kanawha, Charleston, WV 25305

Category (type of library):

Name of Library:

Address:

Telephone No.:

Name and position of Program/Project Director:

Date Program Began:

Date Program completed (or ongoing):

Attach the following information (items 1-3) limited to more than 3 pages:

1. Description of Program
2. Goals of Program and steps taken to achieve them
3. Special contribution of Program/Project
4. Attach supporting documents concerning program publicity (newspaper clippings, brochures, pictures, etc.)

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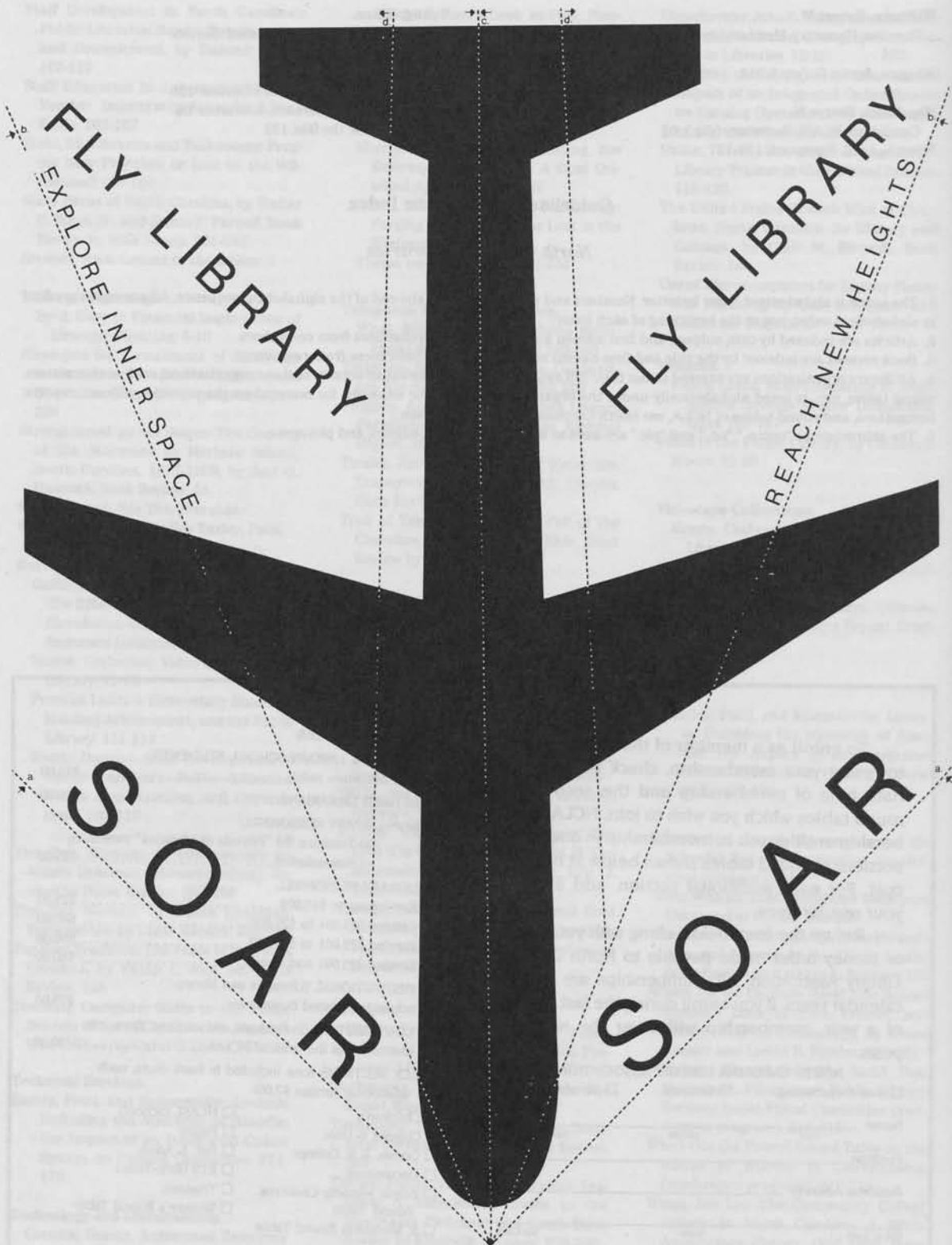
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North Carolina Libraries, published four times a year, is the official publication of the North Carolina Library Association. Membership dues include a subscription to *North Carolina Libraries*. Membership information may be obtained from the treasurer of NCLA.

Subscription rates for 1987 are \$32.00 per year, or \$10.00 per issue, for domestic subscriptions; \$50.00 per year, or \$15.00 per issue, for foreign subscriptions. Backfiles are maintained by the editor. Microfilm copies are available through University Microfilms. *North Carolina Libraries* is indexed by *Library Literature* and publishes its own annual index.

Editorial correspondence should be addressed to the editor; advertisement correspondence should be addressed to the advertising manager. Articles are juried.

North Carolina Libraries is printed by Meridional Publications, Wake Forest, NC.

Issue deadlines are February 10, May 10, August 10, and November 10.