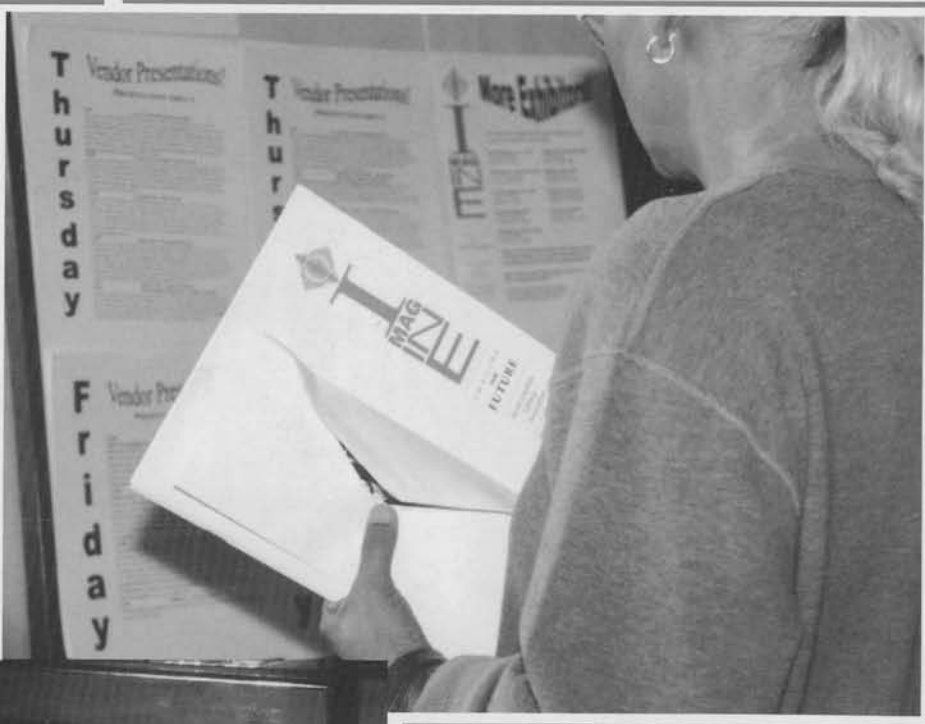


NORTH CAROLINA LIBRARIES

WINTER 1999
Conference Issue:
Imagine the Future



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of promise, while others
dealt with a present —
and future — of challenge.*



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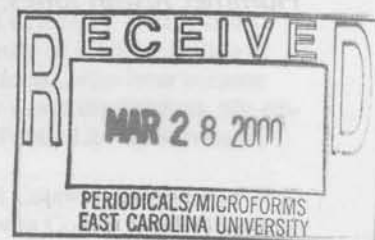
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NORTH CAROLINA LIBRARIES

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From the President

Plummer Alston Jones, Jr., President

Editor's Note: Each biennium North Carolina Libraries uses the President's column to introduce the Association's new president to the membership. This is basically an unedited interview between Jones and editor Frances Bradburn.

How did you decide to become a librarian? Did you have a previous profession?

In many ways I feel that my whole life has been a preparation for teaching and librarianship. My earliest role models included two librarians in my hometown, "The Original Washington," Pauline Worthy at Washington High School, and Ursula Loy at the George H. and Laura E. Brown Library. Both encouraged my curiosity about books and my juvenile attempts at research. The possibility of pursuing an undergraduate degree in library science never entered my thinking at this point. During high school my initial interest was in Latin (of all subjects), nurtured by my distinguished teacher, Harriet Harris; and my ultimate interest was in music, nurtured by my first true mentor, band director James V. Larkin. I wanted to be a music teacher just as wonderful and well liked by students as he was.

After finishing my undergraduate degree in music education at East Carolina University in 1970, where I gained valuable experience in performance on the oboe, flute, and violin, I taught stringed instruments and string orchestra in the Norfolk (VA) City Schools for four years. You'll notice that I had changed my mind about teaching band, knowing what a raucous crew we had been for Mr. Larkin. I convinced myself, and I do think it's true, that students who study the stringed instruments are usually more mature and have the stamina to make it through years of sounding like Jack Benny on a bad day. That fact notwithstanding, teaching stringed instruments in an inner city school system was perhaps too much of a challenge for an inexperienced teacher.

Although I enjoyed teaching immensely, there were so many distractions required of public school music teachers that had nothing to do with teaching. I remember that one of my first tasks as a teacher was transferring stringed instruments from schools formerly offering string classes to fifth and sixth graders to other schools where string classes had never been taught. This was my initiation into the effects of court-ordered busing on the life of the itinerant string teacher. I'll never forget transporting a string bass in a 1970 Toyota Corolla (much smaller than the same model today) across Norfolk to the string repair shop! After four years, I decided there had to be a better way to earn my living. In May 1972, in the middle of my four-year tenure with the Norfolk City Schools, my mother, Elva, died at the tender age of 46. In retrospect, I'm certain that her death was a turning point in my life. I saw how short life can be and was determined to spend the rest of my career in a situation that I found more stimulating and hopefully less hectic than public school teaching.

In 1974, I began my tenure as a library school student at Drexel University in Philadelphia. While pursuing my degree, I got my first library experience working full-time as a bibliographic assistant at Temple University and part-time as evening and weekend reference librarian at the School of Social Work Library at the University of Pennsylvania. I went to Drexel with the goal of becoming a music librarian since music was (and remains) my first love. I found out quite quickly that it was not a good idea to put all of my eggs into one basket, so I began to prepare myself for a career in academic librarianship. I was fortunate to have library greats like Tom Childers, John Hall, Guy Garrison, Brigitte Kenney, Ann Painter, and Dorothy Bendix as my teachers and mentors. I completed my master's degree in library science during the summer of 1976 and received my degree formally in the spring of 1977.

My mentor at Temple University, Pamela Thaxter, was determined to help me land my first professional position. When I told her that I was applying for the position of Head Librarian at North Carolina Wesleyan College in Rocky Mount and needed a letter of reference from her, she gladly complied with my request. I blush still when I remember the glorious letter of reference she wrote! With her help, I was very lucky to land my first professional position as the chief administrator of a college library in the late summer of 1976. I've been a proud North Carolina librarian since then—twenty-four exciting years!

Currently you are Director of Library Services at Catawba College. What positions have you held before?

After serving from 1976 to 1982 as Head Librarian at North Carolina Wesleyan, I applied for an opening at Elon College, where I could try my hand at administration of a medium-sized college library. From 1982 to 1995, I served as Head Librarian/Director of Learning Resources at Elon College in the town of Elon College. While at Elon College, I began in 1983 the doctoral program in information and library science at the University of North Carolina at Chapel Hill. In April 1987, one of the happiest days of my life, when I passed my

written and oral examinations for the doctorate, was followed two days later by the death of my father of a heart attack at age 66. What I had hoped would be a wonderful surprise for him, he was never to know. About four years later, in 1991, I received the doctorate degree to the cheers of my stepmother, Maggie, my brother Scott and sister Elva Ann and their spouses, my nephews, Dewey and Todd Hales, and my dear friends, Gayle Fishel, Billy Alligood, and Ken Thornton. At Chapel Hill, my mentors were Edward G. Holley, former dean and now Kenan Professor Emeritus; Marilyn Miller, who later moved to the University of North Carolina at Greensboro to chair the Department of Library and Information Studies; Barbara Moran, who later became dean at Chapel Hill; and Susan Steinfirst, whose untimely death has left the library world diminished. My emphases were academic libraries and library history. My dissertation was "American Public Library Service to the Immigrant Community, 1876-1948."

Continuing my pattern of private college librarianship, I began my tenure at Catawba College in Salisbury as Director of Library Services in 1995. Ironically, the enrollment at Catawba College places it somewhere between the enrollments of North Carolina Wesleyan and Elon. I must say that I was delighted to get back into a smaller college library where the chance of getting to know the students was easier and where I was not required to scale unnecessary levels of academic administrative hierarchy to gain access to decision makers. Catawba College was not automated when I arrived in February 1995, so my first task was library automation. Now, approximately five years later, I look out everyday on a fully automated library, where every item is barcoded and accessible electronically through our online public access catalog. I can truly say that I'm content at Catawba, but still see lots of improvements that need to be made and many weaknesses that need to be strengthened.

You seem to write a great deal. You are a columnist for *North Carolina Libraries* and you've just recently published a book. Why do you write and how do you see it fitting into your "day job"?

In January 1999, Greenwood Press published my book *Libraries, Immigrants, and the American Experience*, based on a major revision of my dissertation. My interest in genealogy and family history has blossomed while at Catawba. In November 1998, I received the award for Outstanding Contribution to Family History of the North Carolina Genealogical Society for my 1997 genealogy of the Jones family of Blounts Creek, Beaufort County. I have since published in 1998 a genealogy of the Pridgen family of Edgecombe, Nash, and Wilson Counties and am working on a genealogy of the Mason and Wright families of Hyde and Beaufort Counties, which I hope to have done for Christmas presents for my brother, Scott, and his children, Sarah and Gregory Jones, and my sister, Elva Ann, and her grown young sons, Dewey and Todd Hales, as well as for my extended network of cousins.

I have been a member of the Editorial Board of *North Carolina Libraries* since 1990, beginning as representative for the College and University Section, and continuing now as we prepare the Conference Issue. I literally could not bear to leave the Editorial Board when my term expired in 1992, so I convinced Frances Bradburn to let me edit the Lagniappe column as its first compiler. This group has been my sounding board and support group since 1990. What a wonderful bunch of intelligent, hard-working people with such incredible senses of humor!

Fitting all of this into my "day job" is not easy. I usually spend a couple of hours every night and sometimes on Saturdays and Sundays working on my writing projects, all in various stages of completion. Actually I feel out of sorts when I don't have at least one writing project going on.

I would be amiss if I did not express my thanks for the support and encouragement I received from Elon College while pursuing the doctorate and from Catawba College while preparing my manuscript for publishing. Although "publish or perish" is not the rule of the day at Catawba, the administration there views having a Director of Library Services with a doctorate as a tremendous boon. Having the doctorate places me in a position of parity with my teaching faculty colleagues, and makes it possible for me to draw attention to the accomplishments of the other librarians on my staff and to work for their advancement within the academic ranks.

I teach a freshman orientation class at Catawba as I had previously done for several years at Elon. Due to the invitation of my mentor, Marilyn Miller, I have been a part-time instructor in the University of North Carolina at Greensboro's Department of Library and Information Studies in the areas of reference and management since the summer of 1995, right after coming to Catawba. In the spring of 2000 I will teach a course in library administration for Appalachian State University's library science program at a satellite location in the Rowan Public Library in Salisbury. Also, in the spring of 2000, I will teach a course I've designed on the American immigration experience for the Lifelong Learning Program, the undergraduate evening program at Catawba College.

Obviously your life is filled with work in various forms. What do you do when you're not working?

There have been times in my life that I could have been characterized as the classic workaholic. But, with the help of Paxil, a wonderful family, and caring friends, I'm making a conscious effort to have a life outside work. I enjoy all the fine arts, especially opera and ballet, and consider myself the ultimate culture vulture. I collect everything from the books of Vita Sackville-West and her husband Sir Harold Nicolson to the recorded works of Giacomo Meyerbeer and Camille Saint-Saens. As a free-lance oboist and flutist, I play for weddings, in chamber music ensembles, and community orchestras and bands. I have played flute obbligati with the Catawba College Choir in several concerts and hope to continue to do so in the future.

If a librarian were to ask you why you joined NCLA — and why you agreed to a leadership position with the organization — what would you say?

Affiliating with the state professional library association came quite naturally to me. My education at Drexel was full of lectures and classes that stressed the value of professionalism and contribution to librarianship. I have been a member of the North Carolina Library Association since the beginning of my career in librarianship. My involvement has been with the College and University Section, serving as Vice-Chair from 1991 to 1993 and Chair from 1993 to 1995. I was program chair for the 1993 NCLA biennial conference because Gwen Jackson asked me and encouraged me throughout the planning process. While working as program chair in 1993 I attended many of the quarterly NCLA Executive Board meetings while Janet Freeman was President and Gwen was Vice President. I've told Janet and Gwen in person many times, and I don't mind repeating it here, that they inspired me by their leadership to get more involved with NCLA.

What do you see as your greatest challenge as incoming President of NCLA? What are your plans for addressing this challenge?

NCLA's strength lies in the obvious fact that it is a very diverse organization offering a forum for public libraries, school libraries, academic libraries, and special libraries, as well as various specializations in librarianship and advocates of library response to social changes. If NCLA is weak, it is not in diversity. NCLA's weakness lies in its lack of unity among the often competing diverse elements. Most of our members feel extreme loyalty for sections or round tables that address issues affecting them individually and collectively. On the other hand, I'm afraid that many members see NCLA as being superfluous. I personally view NCLA as the glue that binds all of this wonderful diversity into a powerful professional organization with the clout to affect societal change through the political process with the North Carolina General Assembly and ultimately the U.S. Congress.

Many of us forget that NCLA is a nonprofit organization and as such does not have a substantial income from gifts, endowments, and sales. Year after year NCLA must earn each dollar through service to its members. If NCLA is not meeting a need, the Executive Board needs to know this and to act responsibly to fill it.

At the end of the 1997-1999 biennium, Past President Beverley Gass called for a Commission on School Libraries to address the issues facing the North Carolina Association of School Librarians Section and to discuss NCASL's proposal to form a separate organization independent of NCLA. With the help of Karen Gavigan, current NCASL chair, I have appointed ten school librarians, to convene as many times as necessary from November 1999 through October 2000 to address pros and cons of having NCASL within or outside of NCLA, and ultimately to determine if and how NCLA can meet the needs of NCASL. Facilitating the work of the commission will be Lou Wetherbee, library consultant from Dallas, Texas, who has had experience working with large organizations, including most recently the State Library of North Carolina and the American Library Association.

On January 27, 2000, Lou Wetherbee will also work with the NCLA Executive Board at the biennial retreat to be held at the Rowan Public Library in Salisbury. She will help the board address the paradox of NCLA's strength in diversity and weakness in unity. The Executive Board, with the facilitation of Lou Wetherbee, will examine how NCLA can be more unified and more universally acknowledged as the tie that binds all of our divergent causes and issues together. The workshop will be an opportunity for us to see the benefits of collaboration — working together to achieve goals of the individual sections and round tables, but also goals that affect the future of librarianship as a profession. We will learn together that if any segment of our profession is at risk, we are all at risk.



1999-2001 NCLA Executive Board (left to right): (seated) Marion Lindsay, Sue Cody, Mary Horton, Diane Kester, Al Jones, Ross Jones; (standing) Bobby Wynn, Phil Barton, Gerald Holmes, Kevin Cherry, Carol Freeman, Karen Gavigan, Martha Davis, Susan Smith, Frances Bradburn, Ann Burlingame, Frances Lampley, George Taylor, Robert Canida, Beverley Gass, John Via, Melinda Ratchford.

If you could make one change in the association, what would it be?

If I could make one change in NCLA during my biennium as President, it would be to promote the benefits of collaboration — of working together to solve common problems. I would like for NCLA members to see NCLA not as the problem, but as part of the solution. I think that we are dealing with a societal problem that is bigger even than NCLA — a widespread distrust of large organizations. This is a problem not only statewide, but also nationwide. For example, the problems of the American Library Association are the same problems of NCLA writ large. The dissolution of this widespread distrust must be accomplished one organization at a time, one state at a time. Let's collaborate and make NCLA a model for the other state library associations to emulate.

NCLA

North Carolina Library Association

1999 Biennial Conference: *Imagine the Future*

September 21 – 24, 1999 • M.C. Benton, Jr. Convention & Civic Center • Winston-Salem, NC

Opening General Session

WEDNESDAY, SEPTEMBER 22

Conferees were welcomed to Winston-Salem by the mayor pro tem, and the director of the Forsyth County Public Library, William H. Roberts. Membership approved a by-laws change that clarified the non-profit status of NCLA and approved changing the literacy committee and the development committee from ad hoc status to standing committees. NCLA Life Membership Awards were presented to Doris Ann Bradley, Elsie Brumback, Gwen Jackson, Gene Lanier, and Carol Southerland. An NCLA Honorary Membership Award was given to L. B. (Rick) Beasley, city manager of Conover, NC. Sandy Cooper, state librarian, introduced the speaker, Maureen Sullivan. Sullivan is an organizational and development consultant with twelve years of experience as human resources administrator in the libraries at the University of Maryland and Yale University. Sullivan spoke on the topic "Creating Our Futures: Challenges and Opportunities for Librarians." The talk began with a list of the speaker's vision of what is possible by 2005. Some of the items listed were that technology is like the woodwork, libraries being seen to be key parts of the community, libraries being known in the business world and government for modeling service, and librarianship being the hot profession. Next were steps to eliminate the barriers to making this vision happen. These steps included adopting a positive attitude, embracing the leadership role in your community, focusing on strengths, looking for others who can complement your weaknesses, staying informed about the needs and wants of the constituency, and accepting change as a way of life. The third part of the talk focused on the disciplines of leadership. First we need to learn about ourselves following the acronym DATA which stands for desires, abilities, temperament, and assets. The following steps are knowing constituents, developing capacity, making



President Beverley Gass and President-Elect Al Jones cut the ribbon to the opening of the 1999 Biennial Conference exhibits. This year a record 109 vendors, reserving over 120 booths, participated in the 3-day conference.

sure we serve a purpose, sustain hope, and believing that you are a leader with a lot to contribute and finding ways to do that. Maureen Sullivan concluded by asking attendees to look for windows of opportunity and develop an awareness of your assets.



NCLA officers for the 1999-2001 Biennium (left to right): Ross Holt, Vice President/President Elect; Sue Cody, Secretary; Patrick Valentine, Director; Diane Kester, Treasurer; Phil Barton, Director; John Via, SELA Representative; and Al Jones, President.

Dr. Maureen Sullivan, ACRL past president and library consultant, talks with Kem Ellis after chiding attendees to be more concerned with service and the quality of information rather than the technology itself during her keynote speech.



Mentors and Career Development

LIBRARY ADMINISTRATION AND
MANAGEMENT SECTION

Election results for the section were announced at the beginning of the program. With seventy-five "yes" respondents to the ballot, the officers are past-chair-Rhoda Channing; chair – Martha Davis; vice-chair/chair-elect – Dale Cousins; secretary – Betty Black; treasurer – John Zika; director – Kathy Crowe; director – John Welch; and director – Lynn Thompson. Jennie Hunt, programming director of NMRT, told about the NCLA mentoring program. Twenty-three pairs were formed late in the summer and the pairs were to meet officially the week of the conference. For more information about the NCLA mentoring program, Jennie Hunt may be contacted by e-mail at <huntj@ghorocollege.edu> or by phone, (336) 272-7092.

The speaker for the program was Dr. Barbara Moran, faculty member and former dean of the School of Information Science at the University of North Carolina at Chapel Hill. Moran pointed out that the first mentor was Mentor, a wise friend to whom Ulysses entrusted his son's care. The mentor provides teaching, counseling, and psychological support. Daniel Levinson stated that a mentor takes a younger person under his wing, cares, sponsors, criticizes, and bestows his blessing.

There is usually a strong attachment between the mentor and the protege, but no two mentoring experiences are alike. The four stages of mentoring were described as 1) apprentice – works under the direction of others, 2) individual contributor – attempts to develop a reputation for technical excellence, 3) mentor – begins taking on a protege, 4) organizational influence – becomes a force in shaping the organization and possibly the career field.

There are advantages for the mentor such as learning by teaching and receiving loyalty from the "mentee." How to decide who you would like for your mentor and how to approach that person to ask about mentoring was discussed. A bad choice happens if there are unrealistic expectations of time, excessive jealousy, overdependence, or unwanted romance. You probably don't need a mentor if you don't want to go anywhere or if there is nowhere to go in the organization. The end of the mentoring relationship often will continue on as a peer relationship.

— Mel Burton

Redesigning Libraries for the 21st Century

COMMUNITY AND JUNIOR COLLEGE LIBRARIES SECTION

The Rowan Public Library director and building consultant Phillip Barton moderated a panel composed of Rich Rosenthal, chief of operations of the Public Library of Charlotte and Mecklenburg County, who has overseen the construction or renovation of a number of library buildings; Bill Burgin of Ramsay, Burgin, Smith Architects in Salisbury; and Patrick Deaton, an architect with J. Hyatt Hammond. The panel discussed five main topics: making space for technology (wiring, lighting, furniture); building with flexibility in mind; providing personal and building security; designing for future expansion; and designing interiors.

Technology: Talk with the electrical engineer, especially with regard to communications wiring. There is no distinction between voice and data communications. Use consultants for big projects. Design terminal space with adjustable lighting, taking into account glare from windows and overhead lights. Consider using flat wiring under carpet to retrofit libraries and put workstations in more places. Wireless computers have promise.

Flexibility: Use columns rather than load-bearing walls wherever possible. Open spaces cost more, but are more flexible. There should be at least 30 feet of clear span. Put wiring in the floor; once concrete is poured you are locked in, so have LOTS of wiring flexibility. Use book stacks and service counters to define spaces. Install carpet first, then place furniture, book stacks, etc. In older buildings use carpet tiles to flat wire, change the arrangement, and avoid power poles.

Security: Human vision is the best security; use human eyesight rather than high-tech solutions. Use common sense design. Avoid nooks and crannies on the outside of the building and blind corners inside it. Have big windows and one main well-lighted entrance. The orientation of the circulation desk is very important; staff there should look at people as they enter. Have sight lines from staff points to restrooms, etc. Consider stack height. Use staff lockers to reduce theft from staff desks. Public address systems are very important. Use video cameras, fake or real (perception is what matters). Use "tough" materials (block masonry, carpet squares, ceramic tile, stainless steel) to combat wear and tear, vandalism, and graffiti. Consider plaster partitions continuously attached to the wall, automatic flush toilets, automatic sinks, and hand dryers in bathrooms. Install "hold up" buttons at every service desk.

Expansion: Fully consider future expansion up or out, when doing the original design, parking, wiring, etc. Adding floors is not usually viable due to the disruption and noise in the current building.

Interiors: Carpet tile is great; you can change floor patterns, replace dirty/damaged tiles. Hide wiring from the public, but make it accessible to staff; some furniture lines are beginning to address this. Buy extra fabric for chair re-upholstering in the future. Use "almost" fabric made of Tybak, which is nearly indestructible; it is expensive, but well worth it. Consider redoing a few chairs each year. Use the annual *Library Journal* buildings issue as a resource to contact libraries who have new buildings similar to what you are planning. Pick their brains.

— Suzanne Wise

Resource Alignment

NORTH CAROLINA ASSOCIATION OF SCHOOL LIBRARIANS

It is essential that media center collections be assessed in order to determine how closely the resources align with the North Carolina Standard Course of Study. Karen Lowe, Media Consultant at the Northwest Regional Educational Service Alliance, presented her recommendations as to how to assess these collections and how to use the resulting information to create a collection development plan that could be put into place. Focusing on the alignment of materials has become even more important with the advent of the "ABCs of Public Education" and the increasing emphasis on accountability in public education in North Carolina. With the results from a self-study of the media center resources, it is possible to shape a three- to five-year collection development plan. Using a shelf list printout to determine gaps within the collection and the ages of materials, media specialists can determine what the strengths and weaknesses are, and, with the help of administrators and teachers, weed outdated resources and plan for what new books need to be purchased.

— Diane Kessler

Managing Electronic Resources

RESOURCES & TECHNICAL SERVICES SECTION/REFERENCE & ADULT SERVICES SECTION

If libraries of today — and the future — are to meet the challenges of providing information access to library users, and be key players in that initiative, librarians of today must play a critical role — now — in the management of electronic resources. How can librarians help library users to find and access the electronic resources they need? According to special guest speaker John Webb, Assistant Director for Collections and Systems, Washington State University Libraries, libraries today are not in a state of *transition* (a word with pejorative connotations) but *evolution*; and librarians, who face daily a “megaconglomeration” of formats, must be aware of, and understand the complexity of, issues raised by electronic resources.

Among the trends Webb touched on were publishing, ownership vs. access, “managing access,” new forms of scholarly communication, collection development and acquisitions, “bibliographic” processing and control, standards, aggregators, consortia, licensing, and “managing the future.” His catchy term “coopetition” (the concept of the merging of competition and cooperation) caught the imagination of the audience. The management of electronic resources, as everyone knows, is a hot topic, but Webb left his audience with a greater awareness of its complexity. For more information see John P. Webb, “Managing Licensed Networked Electronic Resources in a University Library,” *Information Technology and Libraries* 17(Dec. 1998): 198-206.

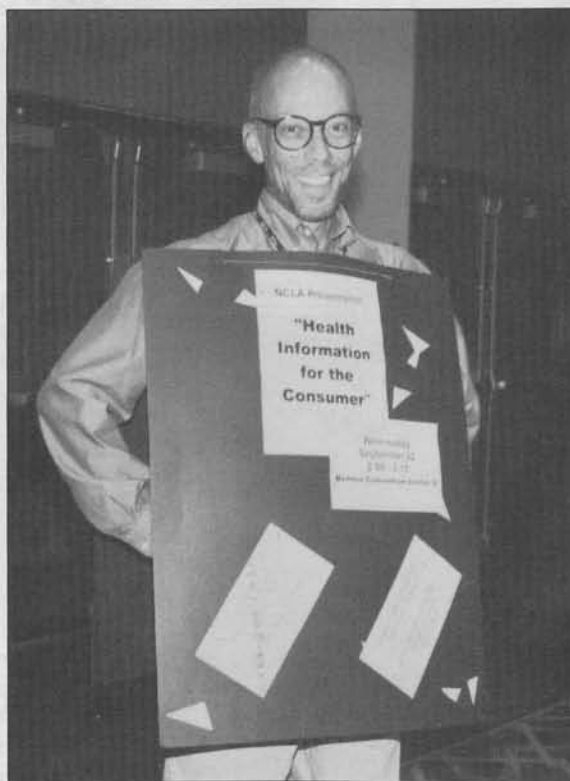
— Page Life

Ideas for Continuing Education

RECRUITMENT AND PLACEMENT COMMITTEE/TECHNOLOGY AND TRENDS ROUND TABLE

Panel: Laura Williams, Nancy Wilson, Sandra Peterson, Lawrence Turner, with Connie Keller moderator. Each panelist described strategies for providing continuing education for librarians. Williams and Wilson discussed the state requirements for school library media specialists to earn 5 units of continuing education in a five-year period. Professional conferences and workshops as well as school system staff development opportunities were identified. Special opportunities include the NC Teacher Academy, Web-based tutorials and classes, continuing education courses at community colleges, and courses in the NCIH. Needed are higher level opportunities beyond the intermediate level, hardware repair, networking, and operating systems. MUGLNC (Microcomputer Users Group of Librarians in North Carolina), organized in 1982, promotes basic microcomputer education with hands-on and practical user education. See <<http://www.muglnc.org>> for training schedules and requests, contacts, online articles, and information on summer camps. MUGLNC is a network of librarians helping each other. Metrolina, a consortium for libraries in 12 counties around Charlotte and 2 counties in South Carolina, adopts a theme for the year and provides staff development opportunities every other month. The programming committee provides an “extra value meal” for professional daily intake.”

— Diane Kester



Harking back to the days before technology, Alex Norwood finds a traditional sandwich board the best advertisement for the MUGLNC program on Wednesday afternoon.

Comic and Graphic Novel Collections for Teens

PUBLIC LIBRARY SECTION,
YOUNG ADULT COMMITTEE

Mike Sawyer, the owner of Puramoderu Red, a hobby company that sells Japanese toys, models, games, comics, and graphic novels, discussed the history and current state of comics and graphic novels and their place in library collections. Their primary readers are male teenagers who like the combination of sex and violence depicted in much of the genre. Comics and graphic novels can be used as hooks to get kids involved in reading. Middle school students often hang out at the library after school; the availability of comics there entertains them and promotes discussions about what they read. Adults also read comics and graphic novels in libraries because they can do so discreetly.

Sawyer talked about Japanese publications in the genre. Comics, called *manga*, are used for basic instruction in Japan for everything from etiquette to auto repair. The primarily visual medium is popular and easy to decipher. Librarians should be aware, however, that Japanese comics are much more sexually explicit than is generally the case with American comics and graphic novels.

Closely examine products before purchasing them.

Sawyer suggested several tools for librarians who are interested in adding comics and graphic novels to their collections. *Comics Buyer's Guide* (Krause Publications) is a weekly publication containing op-ed pieces, history, biographies, and features; there is also an annual volume. *Comic Book Artist* (TwoMorrows) is a quarterly magazine published in Raleigh. All of Will Eisner's publications are recommended, including *Graphic Storytelling* (Poorhouse Press, 1996). *Comics Between the Panels* by Steve Duin (Dark Horse Comics, 1998) is a history of the genre and *Graphic Novels: A Bibliographic Guide to Book-Length Comics* (Libraries Unlimited, 1995) is a good selection tool compiled by librarian Aviva Rothschild. Yahoo has a good section under “Comics.” Sawyer's home page is <<http://www.pages.prodigy.net/jimboneutron/index.htm>>.

— Suzanne Wise

New Order for Acquisitions

RESOURCES & TECHNICAL SERVICES SECTION

This table talk, organized by Amanda Harmon (UNC-Charlotte) and facilitated by Rick Anderson (Head, Acquisitions, UNC-Greensboro) and Kim Armstrong (Information Technology Program Officer, Triangle Research Libraries Network) decided to discuss "3, 4, 5, or 6" of the "300 issues" surrounding electronic resources raised by John Webb in his talk! From a menu of topics such as licensing, copyright, registrations, consortia, aggregators, and remote access by proxy, the audience chose licenses — particularly license management — as its number one priority topic, followed by issues of authentication, consortia, and copyright.

The need to *read* and *negotiate* license agreements and the need to know state laws regarding contracts (particularly if your library is a state institution) were stressed. Questions were fielded concerning shrink-wrap licenses, unsigned vs. signed licenses, verbal or phone statements from vendors that do not match the written license, off-site use of databases, proxy server problems, institutional subscriptions, purchasing trends, and interlibrary loan issues with reference to electronic journals. John Webb stated that the Washington State University libraries have an *internal* license management database created with Microsoft Access that allows library departments to check in-process electronic materials.

— Page Life

Serving the Hispanic Community

PUBLIC LIBRARY SECTION AND THE LITERACY COMMITTEE

Steve Sumerford, President of the Public Library Section, moderated the panel discussion, "Serving the Hispanic Community," which featured John Sundell, head of Hispanic Services for Forsyth County Public Library, Lena Gonzalez of the Greensboro Public Library's Glenwood Branch, and Barbara Garcia, Library Services Director for Chatham County. All attested to the boom in Hispanic population in their communities over the past decade.

Barbara Garcia listed materials Hispanics are likely to need from a public library: English as a second language materials; information on legal issues, particularly immigration; picture dictionaries; driver's manuals; children's books; Spanish-subtitled videos. She advised focusing on practical information and low-level literacy materials. Establishing contact with, and getting the library concept across to Hispanic patrons takes time and patience, she said, crediting school tours and Smart Start with helping in this area. Her biggest challenges are lack of staff and money, and dealing with political issues associated with serving an immigrant population.

Lena Gonzalez recommended the Americorps Access Program, through which immigrants and college students can work a year in exchange for educational funding, as a source of outreach staff. Glenwood Branch is home to a multicultural research center where tutor training sessions, life skills workshops, and a weekly ESL conversation group all meet, thanks to partnerships the library has made with other organizations in the community. They offer a number of periodicals and

North Carolina newspapers in Spanish, as well as Laubach's low-level English weekly newspaper, *News For You*. They need but do not have Spanish-speaking staff on hand at all times, and are called on by Hispanics for assistance with a full range of services. Other challenges in serving Hispanics are patrons' work schedules, child care, and transportation.

Jon Sundell said you have to leave the library to attract Hispanic patrons, and that he is willing to go anywhere they are to tell them what is available in the library. It is useful to visit schools when parents are likely to be present, for example at PTA meetings. FCPL will soon be sending the bookmobile to apartment complexes where Hispanics are concentrated. Jon said inexpensive bilingual dictionaries make popular gifts and door prizes for Hispanic programs. Like the other speakers, his frustrations centered

around getting Hispanics into the library, and having insufficient Spanish-speaking staff to serve the ones who come. He highly recommended the Guadalajara Book Fair as a place to build your library's Spanish language collection, and REFORMA's (National Association to Promote Library Services to the Spanish-Speaking) National Conference in Tucson, August 3-6, 2000, as a place to learn more about serving Hispanics.

Steve Sumerford proposed a special conference on library service to Hispanics as a useful project for the Public Library Section. In the meantime, he and all the speakers would be glad to share their experiences with Hispanic services in more detail with anyone interested.

— Dorothy Hodder



NCLA Honorary Membership Award was presented to L. B. (Rick) Beasley, the Conover City Manager, for his support of library services in Catawba County.



In spite of the horrible devastation, many eastern North Carolina librarians found comfort and pleasure in the supportive professional environment offered at the conference. Here they gather for a group picture — which may imply reunions in the future.

Second General Session: Ogilvie Lecture

THURSDAY, SEPTEMBER 23

Several awards were presented during this session.

Barbara Best-Nichols presented the Round Table on Ethnic and Minority Concerns Roadbuilder Award to Dorothy Huey.

The SIRS Intellectual Freedom Award was presented to Jerry Thrasher.



The Intellectual Freedom/SIRS Intellectual Freedom Award was presented to Jerry A. Thrasher, Director of the Cumberland County Public Library and Information Center, by Dr. Gene Lanier and SIRS Regional Manager, Donna Manges.

A special collection totaling \$850.14 was taken up during the session to benefit libraries in eastern North Carolina damaged by Hurricane Floyd.

NCLA President Beverley Gass announced that NCLA's Endowment Fund had received approximately \$15,000 in gifts to date; the goal for the Fund is \$125,000 – \$150,000.



Dorothy Huey received the Round Table on Ethnic Minority Concerns Roadbuilder Award from Barbara Best-Nichols.

Sally Helgesen, a futurist and thinker about the role of work and leadership in the new economy, delivered the 1999 Ogilvie Lecture. Libraries will become more vital resources in the post-industrial economy than they were in the industrial age. Libraries can find new sources of funding that acknowledge the libraries' value to the community. New technology will require new configurations and will require libraries to become faster and more responsive by pushing power down to the front lines of service.

Citing examples from private business, Helgesen said that libraries must consider changes in their structure by redistributing power and make other major shifts. Job descriptions should be de-emphasized so that people's jobs can evolve to fit their interests. Non-position power allows staff to use their expertise and connections to accomplish tasks. Innovation in the work place is becoming one of the most important factors in successful organizations.

— John Welch



The New Members Round Table Young Librarian Award was presented to Rodney E. Lippard by Marion Lindsay, Vice-Chair of the round table.



After the second general session, Sally Helgesen, futurist, signed her latest book.



Left: Recipients of awards presented by the Resources and Technical Services Section are (left to right): the Doralyn Joanne Hickey Best Article in North Carolina Libraries Award, William L. Spivey; RTSS Student Award, Mihoko Hosoi; and RTSS Significant Contribution Award, Eleanor I. Cook.

The International Job Exchange

RECRUITMENT AND PLACEMENT COMMITTEE

The Recruitment and Placement Committee sponsored a session on "The International Job Exchange," with Ted Waller, Technical Services Librarian at Meredith College, Margaret Brill, Reference Librarian at Duke, and Linda Martinez, Engineering Librarian at Duke, on the panel. Amy McKee, Assistant Reference Librarian at UNCC-Greensboro, was moderator.

All three panelists had exchanged jobs for six months with Australian librarians, and recommended the experience to anyone who can work out the fairly complicated details. Preparations and arrangements, which include medical exams, vaccinations, obtaining visas, and working out insurance coverage, will require six months to a year's time. Waller described the process as an exercise in letting go, both for the individuals involved and their libraries.

Amy McKee and Gerald Holmes at UNC-Greensboro have prepared a two-page list of articles, books, and Web sites on locating an exchange and preparing to work abroad. Libex, the Bureau for International Library Staff Exchange, at <http://www.aber.ac.uk/~tplwww/libex.html>, and <http://www.monster.com> are particularly helpful job hunting sites.

Both partners' institutions must agree to the exchange, with the understanding that they will be investing training in a short-term employee. An official exchange of letters between directors is desirable, clarifying expectations on both sides in detail. Some libraries will place a higher value on cultural exchange than others, and this will greatly affect exchange activities and work schedules. Applicants should get job descriptions in writing, and work out personal issues such as vacation schedules in advance. Failure to do so can result in a great deal of tension and disappointment in the workplace.

A job exchange is a lifestyle exchange as well. Partners exchange houses, cars, computers, telephone and other utilities, and sometimes insurance. The currency exchange rate should be considered in deciding the length of an exchange. Going to Australia, one speaker said, was the equivalent of getting a 45% raise. The Australian librarians were at a considerable disadvantage and could not have afforded to stay longer in the United States, although ideally an exchange would last at least a year. All the speakers agreed that at the end of six months "you're just getting into it."

— Dorothy Hodder

Careers: Part 1: "What do I want to be when I grow up?"

RECRUITMENT AND PLACEMENT COMMITTEE, NEW MEMBERS ROUND TABLE

"What Do I Want to Do When I Grow Up?" was the discussion topic at the Careers I program sponsored by the Recruitment and Placement Committee and the New Members Round Table on Thursday. Three library school educators — Diane Kester, East Carolina University; Benjamin Speller, Jr., North Carolina Central University; and Robert Williams, University of South Carolina — provided assessments of the current job market and strategies for preparing for and finding positions. Marian Lindsay (Guilford Middle School) moderated the panel.

With the Internet being the "Full Employment Act for Librarians" and with traditional library positions opening up as people retire, Speller sees the choice for librarians to be between staying traditional or going where the money is. The shortage of teachers also means a shortage of school librarians and library school faculty. Williams foresees most of the positions in South Carolina being in archives and special libraries. In the library program at East Carolina, which offers many distance education courses, Kester finds students who are upgrading their skills for their present positions or for possible advancement.

The panelists advised job seekers to play down the library aspect of their skills on resumes when necessary, to acquire additional computer skills at community colleges where employers are hiring students out of these computer classes, and to network with groups like Webgirls to learn new skills and make contacts.

— Artemis Kares

Automation Report Card

TECHNICAL SERVICES COMMITTEE/PUBLIC LIBRARY SECTION

Lanny Parker of the Wake County Public Library gave an "automation report card" on behalf of the Technical Services Committee. Parker had earlier surveyed public libraries around the State of North Carolina to determine what levels of satisfaction existed in terms of various integrated library automation systems presently in use.

— John Zika

Experience It! NC's Master Trainer Network

STATE LIBRARY OF NC

Cal Shepherd, chief of the Library Development Section of the State Library, opened this meeting by describing the purpose of the program. Begun in 1998 and funded by LSTA dollars, its goal is to change the way that libraries operate by enabling them to strengthen their internal training programs — their staff development activities — to cope with the rapid pace of change brought about by technology. Master trainers are well-equipped to train staff in their own and neighboring libraries. In 1998 twelve public librarians became master trainers, with twelve public and twelve academic librarians completing the program in 1999. A third program will be held in 2000.

Master trainers come to Raleigh to receive seven days of instruction in training design and presentation skills. During this week they work in small groups, where they study adult learning styles, the use of flipcharts and Powerpoint, and how to maximize retention. Master trainers have developed training packages on computer basics and troubleshooting, the Web and the Internet, NC LIVE, the North Carolina Information Highway, software applications, Windows, and database searching. Many of them attended this meeting and brought displays of their training outlines and props, which the attendees carefully studied.

The directors of the master trainers' libraries have rated the program as excellent, noting that it provides an opportunity to train staff who otherwise might not receive training. Master trainers find one of the secondary benefits to be good networking within the group, including the sharing of techniques and ideas. The master trainer Web site is at <http://statelibrary.dcr.state.nc.us/trainer/index.html>.

— Joline R. Ezzell

Storytelling by Jim Weiss

NC ASSOCIATION OF SCHOOL LIBRARIANS

Attendees of this program were treated to a presentation by someone who has produced twenty-two albums and received thirty-nine national awards. Some of the Jim Weiss storytelling tapes or CDs that are available are *Greek Myths*, *King Arthur and His Knights*, *Sherlock Holmes*, *Giants!*, and *Spooky Classics*. Weiss began the session by telling a section of the story about the Labors of Hercules which describes the capture of the Erymanthean Boar. The audience participated by making the sounds "bang, bang, clatter, clatter."

Participation activities were a segment of the presentation. The "bang, bang, clatter, clatter" sound was an example of the group participating together, which is about the safest environment for people to start to speak. The one-word story was demonstrated with the use of four volunteers from the audience. Each person said one word in turn and after the first sentence concluded, Jim Weiss decided that one sentence was enough. The group sentence was "George Washington never slept alone." That sentence probably made it a memorable presentation for the speaker. A different exercise is the ten-second dash where each person speaks for ten seconds and then the story rotates to a different person.

Other things discussed in the program were mapping a story, using a variety of voices, and rules to storytelling. Weiss stated that you can do all sorts of things wrong except be rude and hurtful to your audience. The audience at Weiss's presentation may have agreed with his beginning assertion, "I found as a teacher that telling stories was a marvelous way to get the kids turned on to learning."

— Mel Burton

Schools for the 21st Century

NC ASSOCIATION OF SCHOOL LIBRARIANS/
NC DEPARTMENT OF PUBLIC INSTRUCTION

Using the theme, "It's the way people use technology that makes the difference," Sue Rogers identified over 2 dozen successful projects in schools in NC. She identified each and invited interaction with the participants to learn more about the strategies to initiate the projects and the success stories. She concluded with a look at the Millennium home configured with computerized television, lights, security, computer network, sensors, and new appliances using technology to its full advantage.

— Diane Kester



NCDPI Telecommunications Specialist Sue Rogers shared her vision of "Schools for the 21st Century."

North Carolina Literary Hall of Fame

PUBLIC LIBRARY SECTION/NC CENTER FOR THE BOOK

Dr. Sally Buckner and Dr. James Clark presented an introduction to and overview of the North Carolina Literary Hall of Fame. Founded in 1993 with the leadership and support of North Carolina Poet Laureate Sam Ragan, the Hall of Fame is located in Southern Pines at the Weymouth Center. A small selection committee selects authors for induction; there are presently twenty-six inductees, including living and deceased authors in the Hall of Fame. Standards for an author's induction include (1) an impressive record of publishing, (2) excellence of literary publishing, (3) influence on the development and appreciation of literature/social causes, and (4) production of work that breaks new literary ground in North Carolina. The Hall of Fame is beginning a grant program that will provide field trips for public school students to Weymouth. A workshop program for eighth grade teachers will start in the spring of 2000.

— John Welch

Library Service to Nonprofits in Your Community

PUBLIC LIBRARY SECTION

Steve Sumerford, speaking on "Library Service to Nonprofits in Your Community" for the Public Library Section, said that when you put some work and money into materials that nonprofits need, partnerships will develop naturally. Most libraries have more materials for business research needs than for nonprofits, but the manager of the Greensboro Public Library's Glenwood Branch and its Nonprofit Resource Center said, "I'm not bitter."

Nonprofits, according to Sumerford, want circulating materials on fund raising, grant writing, and finding consultants. They need books on starting and incorporating an organization, writing bylaws, and establishing nonprofit status. They have questions about board development and volunteer management and long-range planning. He said that "People who want to make a difference find themselves running an organization that does the thing they're trained for instead of providing direct services themselves." They turn to public libraries to brush up on management skills.

Sumerford particularly recommended membership in the North Carolina Center for Nonprofits, workshops offered by the Duke University Certificate Program in Nonprofit Management, and subscription to the biweekly *Chronicle of Philanthropy*, which offers a new Web site where members may search grants online. He cautioned that data in the standard tool, *North Carolina Giving*, is one to two years old at publication, and that grant seekers should contact foundations for their latest annual report when preparing proposals.

To start contacting nonprofits, Sumerford suggests you contact the North Carolina Secretary of State's office, where for \$50 you may purchase a list of nonprofits in your county. Once you have your guest list, plan a program—grant writing is usually a popular choice. As you develop your nonprofit collection, an advisory committee may help uncover other collections in the community with which to combine efforts. Greensboro's professional staff are all encouraged to be involved with a community nonprofit organization as another means of building relationships.

For copies of bibliographies of resources for nonprofits and other information, contact <Steve.Sumerford@ci.greensboro.nc.us>

— Dorothy Hodder

The Future Is Now!

NC SOLINET Users Group

"Where do we go from here? Has this group outlived its usefulness?" were the questions posed to session participants by the NC SOLINET Users Group Board. Much of the training sponsored by the Users Group in its early years is no longer needed as libraries have become knowledgeable about SOLINET products. Discussion centered around helpful activities the state group could sponsor. The annual state conference is very beneficial, especially to paraprofessionals, and there needs to be more publicity about it. Practical programs with a narrow focus are preferred. The Board is developing a Web-based peer assistance program, SHARE, which provides a list of local "experts" to consult about specific problems.

It was decided to continue the Users Group. Better meeting publicity, narrowly focused sessions, and increased communication and cooperation with SOLINET will be worked on. Comments can be directed to <Keely@wfu.edu>.

A representative from SOLINET talked about products and activities. The annual SOLINET meeting is April 27-28 in Atlanta. For information and assistance, check the following contact points:

<<http://www.solinet.net>>

(home page);

<<http://www.oclc.org/oclc/menufs.htm>>

(FirstSearch information);

<[helpdesk\(Ei\).solinet.net](mailto:helpdesk(Ei).solinet.net)>

(e-mail information); and

1-800-999-8558

(telephone information).

The NC Users Group listservs are housed at the State Library. To subscribe, send a message to <majordomo@ncsl.dcr.state.nc.us> with the message line "subscribe NC-ILL-L" (for the interlibrary loan listserv) or "subscribe NCSLUG-L" (for the general users group).

— Suzanne Wise

What We Wish They Knew Before They Got to Us

COLLEGE AND UNIVERSITY SECTION/BIBLIOGRAPHIC INSTRUCTION DISCUSSION GROUP

In a program enlivened by enthusiastic audience participation, a panel of librarians from academic and school libraries described the abilities that students should have when they leave high school and enter college.

Cindy Levine, a reference librarian from North Carolina State University Library, noted that academic librarians encounter students with widely varying abilities and skills. She feels that the attitudes and expectations that students bring with them are most important, and that students should view information as a source of power for them, with the library as a source of that information. She noted that a positive role model can be found in Rupert Giles, the school librarian on "Buffy the Vampire Slayer." Both he and Buffy herself demonstrate patience in finding and using information. Levine recommends that high school teachers make assignments that foster use of a variety of types of sources, to promote an

appreciation for what is available in libraries. She suggested that high school students be taught that college libraries are larger than those in high schools, but that the underlying structure is the same. She further recommended that students be taught what a catalog is, how to use at least one periodical index, and what a classification system does. They should be taught to ask questions in a library without fearing that it reveals inadequacy and to visualize the type of information they need before they formulate such questions. She emphasized that all high school students, and especially those not going to college, should be taught how to find information and to read well.

Libby Lashley, librarian at the Williams High School in Burlington, opened her remarks by stating that high school students already think they can find everything on the Internet. In addition to disabusing them of this myth, high school librarians teach them how to evaluate Web sites. Librarians in high

schools teach library skills as part of English classes, with prescribed content for each grade. In ninth grade, students must check out a young adult novel, read it, and find book reviews and biographical information on the author. In tenth grade, as part of a structured program they must find information about world literature from a variety of Web and non-Web sources. During eleventh and twelfth grades they receive formal, literary-based assignments in which they must choose a primary source and investigate the secondary literature pertaining to it, with no use of the Internet.

Stating that she wants high school students to consider libraries so important that they are a factor in choosing a college, Rhoda Channing, the library director at Wake Forest University, offered suggestions for cooperation between high school and college libraries, including welcoming AG classes to the college library. To the skills previously identified by earlier panelists, Channing added understanding of the concept of controlled vocabulary, the parts of a bibliographic citation and which parts are needed for finding an item on the library's shelves, plagiarism, and copyright. She also recommended that students know how to read directions and understand that research is work.

Audience members encouraged school librarians to teach students to allow time for research rather than procrastinating. They also noted that the lack of patience many students express is a result of their having grown up with MTV and the remote control, where "instant" is the norm. School librarians in the audience pointed out that school libraries are always caught in the battle of the budget because of site-based management; it is difficult to persuade teachers that libraries can impact students' achievement.

— Joline R. Ezzell



Al Jones, conference chair, and Barbara Anderson, local arrangements chair, rejoice at the success of the 53rd NCLA Conference, held September 21-24, 1999, at the Benton Convention Center.

The Reference Interview: Strategies for Children

PARAPROFESSIONAL ASSOCIATION

This workshop focused on factors which may vary in some degree from the reference interview conducted with adults. The program started with reading about a negative experience of a child in a reference interview as portrayed in the book, *A Tree Grows in Brooklyn*, by Betty Smith, and ended with a more positive reference interview experience as related in the book, *Reluctantly Alice*, by Phyllis Reynolds Naylor. Factors discussed that may be different in interviewing children are approachability, language, pronunciation, lack of feedback, lack of knowledge, initial broad questions, and unnecessary restriction of access. In addition to lecture, role playing was interspersed throughout the presentation. The presenters were Mel Burton, Ginny Howerton, Martin House, and Vickie Chapman, all information specialists employed by the Public Library of Charlotte and Mecklenburg County. The workshop was based on the article of the same name that was published in the fall 1998 issue of *North Carolina Libraries*.

— Mel Burton

Electronic Resources: Communication and Work Flows

RESOURCES & TECHNICAL SERVICES SECTION

What impact do electronic resources have on communication and workflow in libraries? How can better communication skills and more streamlined and efficient workflow improve librarians' abilities to expand access to electronic resources? Facilitators Brigitte Blanton, Kathy Shropshire, and Sherrie Antonowicz (Greensboro Public Library) hosted an unusually animated, fast-paced, and highly practical table talk session on these topics, organized by Roberta Tilden (Durham Public Library). When asked by Brigitte to identify their needs in handling electronic resources, audience members did not hesitate: "Solutions!!" No question or problem raised met with silence, as librarians were eager to share their experiences.

Important points are: consider your clientele and the projected use of an item when buying; keep paths of communication open (decisions, after all, are usually in the hands of many) and ensure communication *continues* when an electronic resource physically arrives; avoid duplication of NC LIVE resources; understand license issues (trial period use, for instance); communicate effectively with library systems staff and vendors (think of the library as a customer: if a problem can't be solved in-house, consult your sales representative or customer service); and consider establishing criteria that electronic resources must meet before purchase. Other issues included the cataloging of electronic resources and training for both staff and users.

For more information see: Washington State University Libraries' "Decisions Digest":
<<http://www.systems.wsu.edu>>
"Licensing Digital Information: A Resource For Librarians":

<<http://www.library.yale.edu/~license/index.shtml>>
(linked on AcqWeb at)
<<http://www.library.vanderbilt.edu/law/acqs/acqs.html>>.

— Page Life



Irania Patterson, bilingual children's specialist from the Public Library of Charlotte and Mecklenburg County, shared strategies for including Spanish-speaking customers in the library community.

Serving Spanish-Speaking Patrons

CHILDREN'S SERVICES SECTION

Irania Macias Patterson, Bilingual Children's Specialist for the Public Library of Charlotte and Mecklenburg County, led a lively session on "Serving Spanish-Speaking Patrons" for the Children's Services Section. A native of Venezuela, and trained as a journalist and actress, she has lived in the United States for six years. As the Charlotte-area Hispanic population increased 285% between 1991 and 1998, she found herself not only coaxing Hispanics into the library, but also training library staff in "Service Excellence for Hispanics."

According to Patterson, most Latin Americans view the library as a cemetery. In their countries, research and libraries are not for the working man but for a very small educated elite. She reminded the audience that Hispanics are not homogeneous — there are 17 Hispanic subgroups in the United States. In general, however, they share some strong values that take precedence over any language barrier. Most important to remember is that out of courtesy, they will hesitate to confront, disagree, or admit they do not understand directions. Because of this she says staff should not ask Yes/No questions such as "Do you understand what I told you?" but rather ask them to repeat directions.

Family is an important value to Hispanics, and Patterson advises that all outreach programs be advertised as for the whole family, and that the fact that they are free (gratis) should always be emphasized. Respect is paramount in Hispanic culture, and library staff should be conscious of speaking with the senior person in a family group, even if a child is translating. Trust builds slowly with Hispanics, and is based on individual relationships rather than on confidence in institutions, so bilingual staff must be prepared for an overwhelming rush of questions when they make connections with Hispanic patrons. Patterson says she receives at least 40 calls a day from Hispanics needing anything from health care to housing.

Based on her experience offering neighborhood storyhours for Hispanics in private homes, Patterson says it takes a month to train storytime behavior such as arriving on time. After about a month with a group she moves it into the library, on foot if no other transportation is available. Stories for bilingual storytimes should allow for TPR, or Total Physical Response, from the audience, so that vocabulary is communicated physically as well as orally. Sure enough, Patterson had the whole room full of Anglo librarians on their feet, dando un paso para adelante, or one step forward.

To request handouts from PLCMC's "Service Excellence for Hispanics" workshop, contact <irania@plcmc.lib.nc.us>.

— Dorothy Hodder

Trends in Web Publishing

TECHNOLOGY AND TRENDS ROUND TABLE

Describing the Internet as a "Tsunami of Information," William Dan Terry gave a lively talk on trends in Web publishing and its impact on libraries.

He focused primarily on the many considerations involved in Web site creation. Using a dynamic source like the Web in a creative and effective manner is a continuing challenge for librarians. "Are you coloring outside the lines?" he asked. "Don't be afraid to walk on the wild side!" Terry discussed some basic issues specific to Web publishing, such as the need to continually update information and the pressure of the immediate public and peer review.

He offered specific advice on page creation, such as avoiding the use of the phrase "click here" on a page. Instead of merely "laying out" information, match the information to your users. Knowing your primary audience is essential; it's not always easy to find out who that is. A useful site is organized so that people won't feel like they're solving a puzzle when they search for specific information. He touched on various other topics, including use of streaming media, cascading style sheets, and sites that are database-driven.

Terry sees the library of the future as an "equalizer of information access," that provides public and educational service as well as research support. Librarians who have traditionally provided information in-house will need to adjust to providing "access" to information that may reside on a computer thousands of miles away. And finally: "Would a lot of what's available online be purchased by anyone?"

William Dan Terry is the Director of Technology and founding member of NetPubs International, a company that provides customized Internet solutions.

— Michael Van Fossen

Tea and Celtic Jam

PUBLIC LIBRARY SECTION

One program which received rave reviews was "Tea and Celtic Jam," which featured a musical group named "Celtic Jam." Their traditional Irish music, whether the tune was rollicking or sentimental, was always engaging, like the musicians themselves. That Al, Bill, John, and Sean share a wealth of experience is evident in their ease with the audience and each other. For more information about the band and bookings, their website is <www.celticjam.com>. As if music, tea and cookies were not enough, a dozen librarians won door prizes donated by Baker and Taylor. Audiovisual Committee members also dispensed collection development brochures recommending the best CDs in various musical genres. "Tea and (Celtic) Jam" was underwritten by a special project grant from NCLA and by the Public Library Section of NCLA.

— John Zika

CD-ROM vs. Web

RESOURCES & TECHNICAL SERVICES SECTION

At this "standing room only" table talk, organized by Susan Rathbun-Grubb (Rowan Public Library) and designed to evaluate the relative merits of CD-ROM and Web resources in two different library settings, facilitators Suzanne White (Rowan Public Library) and Kim Blanton (Joyner Library, ECU) sent the two familiar "challengers" to the ring in contests of maintenance, cost, interface, functionality, statistics, access speed, and accessibility.

Despite differences in support, access, and equipment, both libraries agreed that they are approximately 85% "Web-based" Web products, according to White, save a lot of staff time and allow greater access for more users. They are *low* (though not *no*) maintenance products. While Web products appeared to win the contest, CD-ROM products were acknowledged to have their strong points: the Web, for example, sometimes does not archive back issues; specialized subjects, such as genealogy, often lend themselves well to CD-ROM format; and CD-ROM products often have more organized search capabilities.

Basic questions to ask of CD-ROM products include: Does your library hardware fit vendor requirements? Will client software need to be installed? For Web products, a runaway winner in the area of off-campus and distance learning, you must ask: How stable is the connection? Kim stressed that the most important question to ask is: What format — CD-ROM or Web — best fits the needs of our users?

For more information see: "Web vs. CD-ROM: Access to Federal Electronic Information" (NCLA Documents Section Workshop, Oct. 23, 1998) <<http://www.uncc.edu/lis/library/collections/documents/Sring1999Docket.html#fall>>.

— Page Life

Project Tomorrow Grants

NC OFFICE OF ENVIRONMENTAL EDUCATION

Project Tomorrow Grants, sponsored by the North Carolina Department of Environment and Natural Resources, are available to schools, public libraries, and Environmental Education Centers throughout North Carolina. The project is designed to provide financial and other support to develop and enhance model environmental educational library collections, field trips to environmental education centers, etc. Projects that promote the integration of environmental education in the teaching of North Carolina's competency-based curriculum are encouraged. For further information about time lines and applications, contact Judy Pope, Educational Program manager, at <Judy.Pope@ncmail.net> or 1-800-482-8724.

— Diane Kessler



Lena Gonzales received the North Carolina Libraries Ray Moore Award for her article, "Public Libraries Reach Out to New North Carolinians," judged the best article for and about public libraries during this biennium.

Related to Reading: Strategies for Pre-K – Grade 8 At-risk Students

NC ASSOCIATION OF SCHOOL LIBRARIANS

Dressed in colorful aprons covered with reading slogans and icons, Judie Davie and Sue Kimmel introduced the Comer Six Developmental Pathways for children used in their schools and defined "at-risk" as students who had any of the six developmental pathways not being met. They emphasized the importance of reading connections in the areas of children, library, community, other staff, classroom teachers, and library staff that surround the child. Addressing each of these groups the speakers identified books that are appropriate for students and strategies for using reading with the groups. The bibliography, including URLs, challenged participants to follow the 3 R's: relax, respect, READ!

— Diane Kester

Scholarships for Librarian and Information Specialist Career Preparation

NCLA SCHOLARSHIP COMMITTEE/RECRUITMENT AND PLACEMENT COMMITTEE

Scholarships and recruitment were discussed by a panel consisting of Dr. Carol Truett, professor of library science at ASU, Joanne Marshall, Dean of the School of Information and Library Science at UNC-Chapel Hill, and Kieth Wright, professor of library science at UNC-Greensboro. The use of the ALA publication, "Financial Assistance for Library and Information Studies," was encouraged. The publication's information is also available via the ALA Web site <<http://www.ala.org>>. Each library school also has its own scholarships, and distributed printed material about them. Graduate assistantships should also be explored. It was pointed out that students at UNC-Greensboro can be a graduate assistant with a minimum of a six-hour course load. The program concluded with discussion of how recruitment can be better accomplished.

— Mel Burton

N-Gen, Gen Xers, and Who's Next: Our Patrons in the New Millennium

REFERENCE AND ADULT SERVICES SECTION

Margaret Jackson, Workplace Reporter with the Associated Press, spoke on "N-Gen, Gen Xers, and Who's Next: Our Patrons in the New Millennium," at a luncheon sponsored by the Reference and Adult Services Section. In contrast to a common perception that Gen Xers (defined roughly as people between 18 and 38 years old) are slackers, she said they are ambitious and so self-confident that they often rub people the wrong way.

Gen Xers are the first generation to grow up in a world where AIDS, television, computers, daycare, divorce, and downsizing are nothing new. Change is their most reliable constant. Studies have shown that 12% of this age group will change jobs in a year, where only 3% of people over age 50 will do so. They are confident, 90% saying that they could go out at any time and get another job. They are also impatient, demanding constant information and feedback to help them navigate their changing world. They want solid information, not fluff.

In the workplace Gen Xers want to be decision makers. They are risk takers and feel little loyalty to employers, seeing themselves as the sole proprietors of their skills. They are creative, take play seriously, and put a high value on balancing work with leisure and family. Although cynical, they can be genuinely caring about social issues.

Members of the audience questioned whether the Gen Xers as described here are a socioeconomic subset of their generation as a whole, whether they are an urban phenomenon, and how their values will hold up in the face of advancing age and less favorable economic times. Answers will be developed by sociologists in years to come.

— Dorothy Hodder



Dr. Judie Davie cooked up a lot of interest with her booktalks about the newest children's books.

Government Statistics on the Web: Federal, International, and State

DOCUMENTS SECTION

Everyone, from the student working at home, to users in the smallest public libraries, to researchers at the largest academic libraries, now has access to a vast amount of statistical information from government agencies via the Internet. This information is available as full-text files and graphs; some sites include searchable databases, some offer users the option of selecting variables.

At "Government Statistics on the Web: Federal, International, and State," librarians from the NCLA Document Section presented strategies for searching for data as well as demonstrating major online compilations on various topics, such as demographics, business, crime, economics, education, health, and labor.

The speakers were Mary Ellen Spencer, Public Documents Coordinator at North Carolina State University (Federal information), Catherine Shreve, International and State Documents Librarian, Duke University (International information), and Mary Horton, Head, Government Information and Microtext Department, Wake Forest University (State information). The information Spencer presented was compiled by Alex Hess, Librarian at the Institute of Government, who was unable to attend.

— Michael Van Fossen

Beta Phi Mu Breakfast

Former Dean and Kenan Professor at the University of North Carolina at Chapel Hill School of Information and Library Science Dr. Edward Holley was the speaker for the Beta Phi Mu Breakfast. Addressing a standing-room-only crowd, Holley revisited some of the changes that have occurred during the last five decades of his library service. Declaring the GI Bill the wisest investment a democratic society could make, Holley told how the subsequent boom in university enrollments and federal support for academic research changed libraries and librarians forever. He noted changes in library education which saw the basic degree move from a Bachelor's in Library Science to a Master's, followed by an increase in doctorates in the field, all of which mirrored a significant increase in research and scholarship on library-related topics. Holley stated that "technology was the most unexpected element" in library change during this time period and proposed the photocopier as one of the most underrated elements of technological change in the profession. He also remembered his fight for intellectual freedom ("One can never assume that the issue of intellectual freedom has been won for all time") and the elevation of women librarians into leadership roles. As Holley recounted, "What a heady and exciting time it was."

— Kevin Cherry



Libraries — The Very Best Place to Start: Marketing Library Services to Children and Teens

STATE LIBRARY OF NORTH CAROLINA

State Librarian Sandra Cooper outlined a new communications and marketing program, "Libraries — The Very Best Place to Start," aimed at marketing library services to children and youth. Based on prior research done in North Carolina, the program's objective is within three years to ensure that people will think first about libraries as partners in the lives of children and youth. Using the expertise of two professional marketing firms, a public relations campaign involving public and school libraries will be rolled out in statewide and local kickoff events during National Library Week 2000. The marketing campaign will emphasize that libraries are the best, first step for expert help in connecting children and youth with learning and discovery. Additionally, the campaign will also create deeper and broader understanding of and support for the role libraries play in the lives of children and youth.

— John Welch

Educational Resources 6 – 12 Materials

NC ASSOCIATION OF SCHOOL LIBRARIANS

John Brim and members of his staff from Educational Resources Evaluation Services presented information about several different items of interest to North Carolina school library media specialists:

- North Carolina Wise Owl will be available to all public schools with Internet access on October 1, 1999, and is being paid for by the Department of Public Instruction. This service includes online periodical databases as well as encyclopedias. Participants were told how to sign their schools and districts up to receive this service. Training will be provided by DPI on how to use these materials. The periodical index that was chosen is the Infotrac system with its various levels and the two encyclopedias selected were *Grolier Multimedia* and *The New Book of Knowledge*. In addition, the Gale data base *DIScovering Authors*, which covers the most studied authors at the secondary level, will be available.
- Grades 6-12 Resources on Writing. A list of books, videos, CD-ROMs, and Web sites that deal with writing at the secondary level was distributed; the different resources were then presented and discussed.
- Grades 6-12 Resources about Africa. A list of books, videos, a CD-ROM, a game, and Web sites that deal with Africa was distributed. The various resources were highlighted and discussed.

— Diane Kessler



ALA Spectrum Scholars Jamal Cromity and Tamika Barnes gather with Vice President Al Jones, Gerald Holmes, and Hilda Peacock at the REMCO luncheon on Thursday.

North Carolina's librarian emeritus Dr. Edward G. Holley held court after speaking at Thursday's Beta Phi Mu breakfast meeting.

Copyright in the Digital Age

COLLEGE AND UNIVERSITY SECTION
COMMUNITY AND JUNIOR COLLEGE LIBRARIES SECTION

During this fast-paced session, Laura Gasaway, Director of the Law Library and Professor of Law at UNC-CH, presented the most recent laws on copyright as they apply to libraries and as they relate to digital information. She described the Sonny Bono Term Extension Act of 1998 (CTEA), which extended the term of copyright by 20 years, to life plus 70 years. This bill was supported by movie studios, particularly Disney, which wanted greater protection for their movies (*Steamboat Willie* would have come into the public domain in 2003). Gasaway outlined the dates when works will pass into the public domain, based on their date of publication or creation (see <<http://www.unc.edu/~uncnlg/public-d.htm>>).

Gasaway then described the Digital Millennium Copyright Act (P.L. 105-304), which contains expansions of Section 108 of Title 17. According to this act [Section 108 (a)], libraries and archives may make a single copy of a digital work, provided that: 1) the reproduction and distribution are revenue-neutral, 2) the collection is open to the public or researchers doing research in the same or a similar field, and 3) the reproduction contains the statement of copyright that appeared on the original work or a legend stating that the work may be protected by copyright if there is no such notice on the original. Section 108 (b), which permits libraries to make three copies of phonorecords for preservation or replacement purposes, now states that any such reproduction in digital format must not be distributed in that format and may not be made available to the public in digital format outside the premises of the library or archives. A new section, "h," grants certain rights to libraries and nonprofit educational institutions in the last 20 years of a work's term.

Gasaway noted that this act treats face-to-face teaching and distance learning very differently. In the former situation, any type of literary or musical work may be performed or shown as long as the purpose is educational. Only *nondramatic* literary or musical works, however, may be performed or transmitted in a distance learning situation, and any such transmission must be made primarily for reception in a classroom or similar place devoted to instruction. Copyright holders, who fear wide distribution and who worry that students will copy the transmissions, champion this restriction.

The act requires the Register of Copyrights to produce a study within six months of its enactment, with recommendations for promoting distance education through digital technologies while maintaining a balance between copyright holders and users. The Register has recommended that dramatic literary and musical works be included and that the limitation on the place of instruction be removed. The House Subcommittee on Intellectual Property held hearings on the law on June 24, 1999.

Gasaway reported that two bills, one dealing with consumers' access to information, and one with database protection, have been introduced in the House and are currently before committees. These bills call for increased rights for libraries. In these congressional deliberations, the turf war between producers and consumers of information is evident, whether the information in question is in print or digital format.

—Joline R. Ezzell



Noted UNC Law School professor and library director, Laura Gasaway, spoke on "Copyright in the Digital Age," sponsored jointly by the College and University and Community and Junior College Libraries Sections.

1999 Children's Book Award Winners

NC ASSOCIATION OF SCHOOL LIBRARIANS

Andrew Clements, author of *Frindle*, one of the winners of the North Carolina Book Awards for 1999, recounted his experiences as a writer at a program sponsored by the North Carolina Association of School Librarians. Children in school and public libraries around the state nominate and then elect the award books.

Clements said he was first a reader. As he read adventure stories by writers like Robert Louis Stevenson and Jack London, he said to himself, "I wish I could do that." He became a teacher, and later worked for publishers of children's books. As he traveled to children's book fairs in Europe to shop for books for his publisher, he became familiar with children's picture books and eventually tried his hand at writing them. His first success was *Big Al*, the story of a fish with a heart of gold, which was published in 1987.

With the skill of a storyteller, Clements set the scene of the true experience that led to it. On a warm, fall Friday afternoon the day after Halloween, he talked about words to a large group of fidgety first and second graders. To get their attention, he did what he knows one shouldn't do to a book: he dropped *Websters 2d*. A thousand years of thoughts and ideas and 1,000,000 words hit the ground. "Hey, Mr. Clements, where do all those words come from?" asked a student. Clement's response became the story of Nicholas, who makes up a word that gets into the dictionary. First Clements tried to write *Frindle* as a picture book, but publishers kept telling him it was interesting but needed to be longer. Finally, he rewrote the story as a chapter book. Now Clements writes a series for middle school stories and also continues to write picture books.

—Artemis Kares

Booktalking with Teens

YOUNG ADULT COMMITTEE/PUBLIC LIBRARY SECTION

The Young Adult Committee presented "Booktalking with Teens" where several librarians spoke about books of young adult interest. Lise Keppler of Forsyth County, Sarah Hudson of the Public Library of Charlotte and Mecklenburg County, and others presented "book talks" to show the audience how to do a book talk, as well as to show the types of books which today's teens find most fulfilling.

—John Zika

Children's Services NC Library Paraprofessional Breakfast

After a buffet breakfast, CSS chair Susan Adams of Wake County Public Library passed the gavel to incoming chair Ann Burlingame. The then current chair, also of Wake County Public Library, recognized the rest of the 1999-2000 Children's Services Section Board: vice chair/chair-elect Mel Burton; director, Tammy Baggett; director, Jo Anne Rodgers; secretary/treasurer, Jacky Miller; membership chair, Hannah Owen; *North Carolina Libraries* representative, Pamela Standhart; paraprofessional liaison, Sue Mellott; bylaws chair, Carol Laing; NC Book Award representative, Jenny Barrett; and past president, Susan Adams. Andrew Clements, one of the winning authors of the North Carolina Children's Book Award for his book *Frindle*, spoke briefly about his sources for ideas and inspiration. Jacky Miller introduced the featured speaker, Johanna Hurwitz, author of over fifty books for children, including *Hot and Cold Summer*, *Aldo Applesauce*, *"E" is For Elisa*, *Class Clown*, and most recently, *A Llama in the Library*. The audience was enthralled as the speaker told how she began writing and revealed how certain books evolved.

— Mel Burton

Documenting the African American Experience: African American Archives in North Carolina

ROUND TABLE ON SPECIAL COLLECTIONS

Program planners had to find more chairs for the crowd that gathered to listen to the Round Table on Special Collections program on North Carolina's African American archival material. Dr. Phyllis Galloway, Director of Livingstone College's Heritage Hall, noted that her institution maintained the records of the college, the African Methodist Episcopal Zion Church, and that denomination's ministerial training institution, Hood Theological Seminary. Bishop Wall's lifetime collection of church materials make up the core of Heritage Hall's materials, which includes archival, museum, and library items. Heritage Hall presently focuses its collecting on church-related items, especially the papers of previous bishops.

Paul Baker, Archivist at Fayetteville State University and President of the North Carolina African American Archives Group, spoke about the founding of his organization and some of its activities, including the identification of collections already in the state's repositories and the promotion of their use by researchers. He noted the resolve of the individual institutions that make up the group to preserve the institutional memory of historically Black institutions of higher education, as well as collecting other materials from the state. The group also hopes to nominate African American sites for the National Register of Historic Places.

Teresa Church of the University of North Carolina at Chapel Hill's Southern Historical Collection described those materials held jointly by North Carolina Central and UNC-CH, including the WTVD videotape collection (which includes African American related shows, "Reflections," and "Reel Time Perspectives"); the White Rock Baptist Church Collection, and the Floyd McKissick, Sr. Collection, among others. She pointed out the wealth of new research opportunities to be found in these collections and noted that numbers of researchers were waiting for the archival processing to be completed.

Dean of the School of Library and Information Sciences at North Carolina Central University Ben Speller concluded the program with an overview of current issues relating to North Carolina African Americans and their historical materials. "People get emotional about these collections," he assured his audience, using as an example North Carolina Central's transfer of archival items to joint possession with UNC-CH. "There are big bucks involved in this undertaking; preserving old things is not a cheap undertaking," he explained, letting those present know why cooperation between institutions is often needed to protect these types of treasures. Echoing Paul Baker, Dean Speller insisted that "our history too often is invisible" and concluded that "our collecting and preserving the types of materials we've talked about today expands our understanding not only of African American history, but also American history."

— Kevin Cherry



1997-1999 NCLA Executive Board (left to right): (seated) Al Jones, Marilyn Miller, Liz Jackson, Diane Kester, Beverley Gass, Ross Holt, Vanessa Ramseur; (standing) Carol Truett, Gene Lanier, Carol Freeman, Rhoda Channing, Carrie Nichols, Dave Fergusson, Carolyn Price, Ginny Gilbert, Barbara Best-Nichols, Peggy Quinn, Tracy Babiasz, Frances Bradburn, John Via, Frances Lampley, Martha Davis, Eleanor Cook, Nancy Kolenbrander, Susan Adams, Karen Perry, Melinda Ratchford, Gwen Jackson.

Public Library Section/NC Paraprofessional Section Friday Luncheon

Dr. Elliott Engel recalled that in 1983 Barbara Bush cancelled an appearance at NCLA after the bombing of Beirut, and Dr. Leland Park called him to stand in with his Dickens presentation, and his career as a literary impersonator was launched. His repertoire now includes some 40 presentations, and in the last year he did 280 performances. He justified his popularity once more with "The Importance of Being Ernest Hemingway," in celebration of that author's centennial.

Hemingway, along with Faulkner, Fitzgerald, and Steinbeck, is one of the American authors scholars expect to be known into the next century. Like Lord Byron, Hemingway was known as much for who he was as for what he wrote. The first writer from the suburbs, his early life was scrupulously documented by his mother. According to her, his first sentence was "Fraid of nothing." From his earliest childhood he loved sports, particularly boxing, and was a bully.

Humiliated to be classified 4-F in WWI because of his eyesight, Hemingway did a short stint on the Kansas City *Star* and apparently absorbed the newspaper's style manual, which prescribed the use of short sentences and short first paragraphs, and abjured adjectives and adverbs, particularly "grand," "splendid," and "gorgeous." Engel credits this experience with forming Hemingway's revolutionary literary style, for he was the first to apply the conventions of journalism to prose fiction. The budding author soon joined the war as an ambulance driver for the Red Cross, and had the good fortune not only to be wounded immediately, but also to be the first American casualty in Italy. A lifelong publicity hound, Hemingway counted and proudly displayed his 227 shrapnel scars for reporters.

Engel toured the audience through Hemingway's literary successes and failures, several marriages, and constant search for celebrity and the manly sporting lifestyle. *A Farewell to Arms* gained him the first five-figure advance ever given by a publisher and the first five-figure movie deal, and he was the first author with enough clout to name the movie stars who would play the characters he created. *The Old Man and the Sea* was a huge success when it was published as a single issue of *Life* magazine, and won the Pulitzer Prize. On receiving the Nobel Prize for literature in 1954, which one might take to be the high point of his career, he said that no S.O.B. who had won could ever write again. He moved to Ketchum, Idaho, where no one knew him and tourists once mistook him for Burl Ives. Depressed and unable to write, he killed himself in 1961.

Hemingway constantly created the same type of characters, put them in danger, and judged them by their performance. According to Engel he is the male Jane Austen, who constantly wrote about girls hunting husbands in moral danger of losing their reputations or being old maids if they did not live by the code of their time. Certainly an unexpected summation of a fairly unattractive character, who disliked his parents, cheated on his wives, betrayed his friends and benefactors, and died ignominiously after having wrested failure from the jaws of success. One wife described him as a heartless, selfish, publicity-seeking monster, so we are left to doubt that he would have been flattered.

— Dorothy Hodder

Celebrate Libraries: Examine the Research

NC ASSOCIATION OF SCHOOL LIBRARIANS

Frances Bradburn, from the North Carolina Department of Public Instruction, presented an overview of recent research documenting the positive effects of reading, the availability of good school media centers, and the introduction of educational technology on the educational development of children. Reading makes students smarter regardless of their innate intellectual ability. The volume of reading that students do, rather than their oral language environment, is the prime contributor to individual differences in children's vocabularies. Students in schools with well-equipped school media centers and well-trained media specialists will perform better on achievement tests for reading comprehension. Educational technology has demonstrated a significant, positive effect on achievement in all major subject areas (K-12) for both regular and special needs students. Students score an average of 5-10 points higher on regular tests if their school media center incorporates the latest information technology. Television and film can be used to enhance the comprehension and enjoyment of literature, especially on the part of less able students. Children's books have 50% more rare words in them than do adult prime-time television shows or conversations by college graduates.

— John Welch



DK Family Learning sales representative Vicki Dupree voted NCLA conference planners "the nicest in the southeast."

Mother Goose Asks Why

CHILDREN'S SERVICES SECTION

"Mother Goose Asks Why" (MGAW) is a national program that trains disadvantaged parents to use children's books to teach their children about science and its application to everyday life. Information about the program was presented by Ron Jones, youth services consultant at the North Carolina State Library. Wanda Cox-Bailey of the Wake County Public Library, Lynn Thompson of the Southern Pines Public Library, and Teresa Herman of the Rowan County Public Library discussed how the program was implemented at their specific location.

"Mother Goose Asks Why" was developed and coordinated nationally by the Vermont Center for the Book and funded by a grant from the National Science Foundation. North Carolina is one of 14 states participating in the project, with statewide coordination provided by Frannie Ashburn, Director of the North Carolina Center for the Book, a program of the State Library of North Carolina. Social Services professionals are used to identify and invite parents to be a part of the program. Parents meet weekly for four two-hour sessions at the host institution. The programs are led by a science museum staff person who combines literature with science activities.

The conference program began with Ron Jones reading aloud the picture book, *Two Bad Ants*, with the audience pretending to be in the age range of three to seven. Books such as *Two Bad Ants* will help children ask and answer such basic questions as What is it? How do you do it? How many? And how does it grow? Panel participants adapted the program by using youth to help with children's activities, using a Spanish interpreter, making buttons for parents, and using a drama teacher.

Host libraries are selected by region, with programs in the central area of the state in 1999, in western North Carolina in 2000, and in eastern North Carolina in 2001. Applications and more information is available from Frannie Ashburn. She may be reached by phone at 919-733-2570 or e-mail at <fashburn@library.dcr.state.nc.us>.

— Mel Burton

All-Conference Breakfast Storytelling Festival

Ron Jones of the State Library introduced the All-Conference Breakfast Storytelling Festival by saying that storytelling is something we all do every day of our lives, a point he had noticed over and over as he listened to Hurricane Floyd stories during the conference. Because of hurricane-related problems some of the scheduled storytellers were not able to be present, but plenty of others were willing to step forward.

Jackie Miller, Children's Librarian in Rockingham County, told the traditional tale of "Foolish Jack," who never could figure out an appropriate way to bring home his pay after work, but still ended up with a wagon full of gold for his long-suffering Mama.

Hilda Peacock, a professional storyteller from Baltimore who volunteered her services when she heard Ron was in a jam, told a modern parable about a rag man wandering the streets of Baltimore, exchanging clean rags for soiled handkerchiefs and bandages, and with them taking away the grief and healing the wounds of his customers.

Mel Burton has worked in so many libraries in so many states that everyone knows by now that he can't hold a steady job. The present Children's Librarian at the North County Regional Library, PLCMC, told an original tall tale calling for lots of audience participation, based on his life in Wyoming. He calls it "Watermelon Lake" — and how big was it?

Dr. Brian Sturm, who teaches storytelling in the School of Library and Information Science at the University of North Carolina at Chapel Hill, wound up the program with "The Ox and the Frog," in which the king of the frogs has the unfortunate experience of hearing about someone bigger than he is. His ego being unable to imagine this possibility, he exploded with magnificent special effects.

At this session a number of awards were made and scholarships presented, and officers were installed for the new biennium. In response to Session Law 1999-237, House Bill 168, "Study Use of Internet for Agency Publications," it was unanimously resolved to recommend that the North Carolina General Assembly require affected agencies to submit reports to the North Carolina State Depository System Advisory Board for comment before implementation, and to encourage agencies to develop permanent archive mechanisms for state government information in electronic formats.

— Dorothy Hodder



Conference goers got mugged in the vendor area.

Imagine the Future: Women in Charge, or Superwoman: The Graduate Course

ROUND TABLE ON THE STATUS OF WOMEN IN LIBRARIANSHIP

Several conferences ago the Round Table on the Status of Women in Librarianship brought Laura McLamb Hamilton to NCLA to speak on "Superwoman." Due to popular demand, RTSWL and the Public Library Section brought her back this year to deliver "Imagine the Future: Women in Charge, or Superwoman: The Graduate Course."

Superwoman, by Hamilton's definition, would be able to "do multiple tasks perfectly and simultaneously without causing any physical, psychological, or interpersonal stress." The rest of us must accept the sad fact that we cannot have perfection, and stop trying for our own good: "The more you strive, the more you REPEL people." As she prowled the aisles caricaturing Superwoman-wannabees, the audience conceded her point in helpless laughter.

Pointing out that life expectancy for women in the United States is now 84, compared to 49 in 1900, Hamilton challenged her listeners to plan for the second half of their lives instead of packing it in at midlife. She pointed out that menopause, which is such a taboo that two-thirds of American women will not discuss it with their doctors, is both a temporary condition and a normal transition. "Good health is the cheapest thing we've got," she said, urging women to stop acting the victim and take control of their habits. Mood swings? "No one but you thinks the thoughts you think in your head. CHOOSE TO HAVE A GOOD DAY." Rage? It does get immediate results, so enjoy it! Surly husbands and teenage children? It may be your behavior they're reacting to. Stop torturing them! Leave them ALONE! Weight gain? You have the choice to deal with it. Diet and exercise. Bone loss and muscle loss? It happens to all women after age 30, and exercise is the solution. Skin changes? Take advantage of all the wonderful products on the market. Bifocals? Everyone can see you pretending you can see. You need bifocals. Memory loss? It happens at a certain age, and reducing stress is the best thing you can do for it. Reduce stress by saying "NO" more often and generally talking less. Women speak 2,500 words per day more than men, on the average, and do we notice men complaining of stress? Sleep deprivation? Because of hormonal flux, middle-aged women are as sleep-deprived as mothers of young children, according to doctors, and they should seek help. Start by cutting out caffeine, tobacco, and sugar after 6:00 PM, and establish a bedtime routine. For almost all of the above, take advantage of estrogen replacement.

Hamilton's attack on female vanity was merciless and hilarious, but her refreshingly candid approach to women's midlife health issues was informative and compassionate. She encouraged listeners to keep interested in life by continually putting themselves in situations where they are ignorant and will have to learn something. "You can't change your past," she said in closing, "but your future is spotless."

— Dorothy Hodder

URLs, PURLs, and Metadata

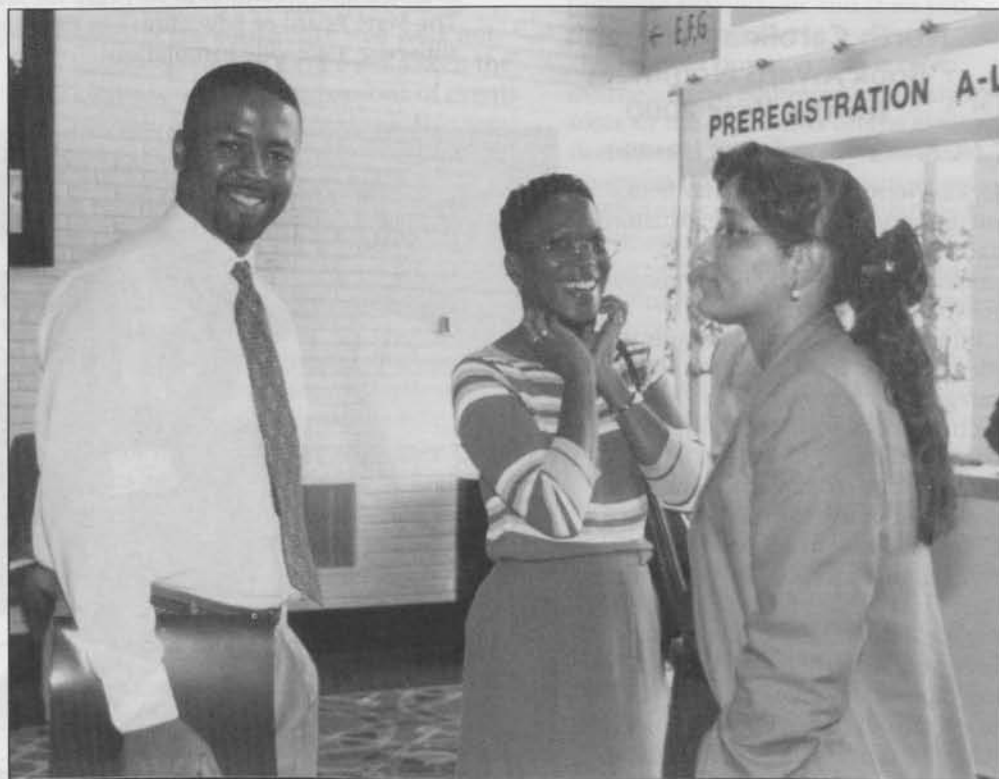
RESOURCES & TECHNICAL SERVICES SECTION

Participants at this table talk had its two facilitators to thank for "translating" into less-threatening English the mysterious term "metadata" and the arcane but mellifluous acronym duo "URLs" and "PURLs." The undaunted, informative, and reassuring pair were Celine Noel (Science and Electronic Resources Cataloger, Davis Library, UNC-Chapel Hill) and Elaine Druesedow (Serials Cataloger and Principal Cataloger of Electronic Resources, Perkins Library, Duke), their presentation organized by Mary Jane Conger (UNC-Greensboro).

Celine gave a brief history of the OCLC Dublin Core metadata project, which was developed to address the cataloging needs of and cataloging problems posed by (often fleeting) Internet resources, explaining the ways in which it is similar to and different from the more familiar OCLC MARC format. She then discussed OCLC's CORC (Cooperative Online Resource Catalog) initiative. Elaine, taking as her theme "national standards, local applications," related the experience of the Duke University Libraries with reference to its provision of access to electronic journals. She highlighted some of Duke's digital library projects, including their use of Dublin Core metadata.

For more information and links to important sites, please visit the table talk Web site: <<http://www.lib.duke.edu/staff/orgnzt/techservices/NCLA.htm>> or contact Celine Noel <cnoel@unc.edu> and/or Elaine Druesedow <elaine.druesedow@duke.edu>.

— Page Life



NCLA was excited to welcome new, young student librarians to their first conference.

E-rate Update

STATE LIBRARY OF NORTH CAROLINA

Timothy Owens, the State Library's E-rate specialist, presented an overview of the E-rate program since its inception in 1998. In the first year of the program, 25,785 applications were submitted and the average dollar amount paid per application was \$64,378. In Year 2 (1999), the number of applications jumped to 32,000 and the Schools and Libraries Division (SLD) made reimbursement commitments for \$800 million. For Year 3 (July 2000 – June 2001), the SLD proposes to revise their applications forms and open the application window earlier in the year; these changes will result in funding commitment decision letters being sent out by May 1, 2000.

— John Welch

Helping Them Grow: Positive Interaction with Teens

YA COMMITTEE/PUBLIC LIBRARY SECTION

The YA Committee featured James Rosinia from UNC-Chapel Hill who gave a talk called "Helping Them Grow: Positive Interaction with Teens." This was a very informative and practical sharing designed to help library personnel understand the teenagers who many times constitute a good portion of libraries' customer base.

— John Zika

North Carolina Children's Book Award Nominees for the Year 2000

NC ASSOCIATION OF SCHOOL LIBRARIANS

Jackie Pierson and Vicki Stanfield, media coordinators in the Winston-Salem Forsyth County Schools, presented the new books nominated for the 2000 North Carolina Children's Book Award, in both the Picture Book and the Junior Book categories. Each year 15 to 25 picture books and 10 to 20 junior books published in the last five years are selected by the committee. One of the ways in which the North Carolina Book Award is different from similar awards offered in other states is that the voting and selecting are done totally by children. Each year activity booklets containing promotional materials are sent to the media contact person in each school system. Other copies can be ordered from Broadfoot's Bookmark.

— Diane Kessler

NC Association of School Librarians Luncheon

A small amount of business was conducted. The new board was recognized and a motion was passed to award grants to school media centers adversely affected by Hurricane Floyd. Nona Pryor introduced the speaker, Denise Fleming, author and illustrator of *Time to Sleep*, *Barnyard Banter*, *In the Small*, *Small Pond*, and *In the Tall, Tall Grass*. Fleming used slides to show how her books are made, how she gets ideas for her books, and how her life is integrated into her books. The slides depicted drawings she drew as a child, how her back yard was used as the basis for some of her drawings, and how the words work with the pictures. She mentioned that her family believes because her photographs of people had red eyes, she gave her tadpoles red eyes. She discussed how an illustrator provides a sense of scale and motion in a book. The talk ended with a description of her next book, *The Everything Book*, a concept book for small children. Bookselling and autographing were available for all attendees.

— Mel Burton

Intellectual Freedom in Cyberspace: The Good, the Bad, the Ugly

COMMUNITY AND JUNIOR COLLEGE LIBRARIES SECTION

Anne Marie Elkins from the State Library of North Carolina and Marcus Trathen, a Raleigh attorney, presented a program dealing with intellectual freedom issues arising from the current concerns over filtering of electronic information. Among other strategies, libraries can best address this issue by establishing Internet acceptable use policies and engaging in user education relating to information resources. Marcus Trathen reviewed recent federal legislation pertaining to Internet access, noting that many filters block protected information while imposing a third party's view of the information that an individual can receive. Among the practical steps that libraries can and should take to protect themselves are (1) establishing policies and guidelines for use of electronic resources, (2) educating staff, board members, parents, and users about the use of those resources, (3) helping children to find good sites, and (4) offering privacy screens. North Carolina does have a law (Senate Bill 907) requiring the Department of Public Instruction to evaluate and recommend software for schools to the State Board of Education. The State Board of Education has the power to select filtering software and supervise statewide installation.

— John Welch



Dr. Bea Kovacs, UNCC professor, enjoys catching up with 3 former students, (left to right) George Taylor, Michael Beck, and Ross Holt.

Imagine the Future:

An Ex Post Facto Analysis of the 53rd NCLA Biennial Conference

by Plummer Alston Jones, Jr., Conference Committee Chair

Considering the fact that every event is unique and special in its own right, can we learn anything from an ex post facto examination of the 53rd Biennial Conference of the North Carolina Library Association that will aid planners of the 54th Biennial Conference to be held 2-5 October 2001 in Winston-Salem? Getting reliable (i.e., repeatable) feedback on which to base generalizations is very difficult, so we often must make the most of the very limited, but nevertheless valid (i.e. truthful) ratings and comments on the evaluation forms received at the close of the conference.

Aproximately 800 individuals pre-registered for the conference. Notwithstanding the fact that Hurricane Floyd kept many of our members from the eastern part of the state from attending, there were 1,251 participants and 218 exhibitors, for a grand total of 1,469 attending the conference. As of the end of October, there were 42 refunds requested, all of which were due to Hurricane Floyd. This was the first conference to allow credit card payment of conference fees. Approximately 220 of our members took advantage of this new method of payment.

The evaluation form for the 53rd Biennial Conference was included in the conference program booklet as a tear-out sheet. A total of 87 responses were received, most of which were left on tables after the All-Conference Breakfast or at the Registration Desk by the end of Friday, 24 September 1999,

the last day of the conference. A few others were mailed to the NCLA office in Raleigh and forwarded to me.

Evaluators were asked to rate various aspects of the conference on a scale of 1 to 5, with 1 being Very Dissatisfied, to 5 being Very Satisfied. There was an area provided at the end of the form for comments. In many ways, the comments were the most valuable part of the evaluation process, since evaluators commented on aspects of the conference that were not addressed on the form itself. Often the evaluators made comparisons of events and facilities and offered valuable suggestions for future conference planners to mull over.

One question overheard many times was "Why do we always meet in Winston-Salem?" This is not such an easy question to answer. The Vice-President/ President-Elect is responsible for selecting the site of a conference at least four years into the future. So part of the answer is that Winston-Salem was selected for us at least four years ago by a past Vice-President. The other part of the answer involves the expense of renting facilities large enough for over 1,000 attendees with up to 10 or more simultaneous meetings or events. There are only a few cities that can handle the Biennial Conference, these being Charlotte, Greensboro, Raleigh, Durham, High Point, and Winston-Salem. Hickory in the west has a new convention complex that should be given due consid-

eration by future Vice-Presidents. Greenville and Wilmington in the east are also possibilities, but realizing that we always meet during hurricane season, they appear less and less practical, particularly in the light of Hurricane Floyd. Winston-Salem's Benton Convention Center and the Adam's Mark Hotel consistently offer NCLA the lowest bid and it must be noted that they really want our business and, despite problems beyond our and their control, were wonderful to work with.

Another question that is often overheard and addressed explicitly in some of the comments on the evaluation form is "Why are there so many programs for school librarians or public librarians or academic librarians?" The answer is that all sections and round tables of NCLA are given equal opportunity to present as many programs on as many topics as they are capable of doing. The smaller sections and round tables usually struggle to get one program together, while the larger ones have the resources, both monetary and personnel, to present more programs. Also, it should be noted here that program planners were encouraged to plan programs that reflected the conference theme "Imagine the Future." This could account for the observations of some evaluators that there were not many "practical" or purely "how-to" programs offered.

Still another perennial question is "Why are there so many programs planned at the same time when I can

only go to one?" The answer is that program planners are given their choices of time slots. Often speakers can come only on certain days or at certain times. The only alternative is to offer fewer programs with fewer conflicts. A related question has to do with "When do I have time to go to the exhibits?" The answer is to schedule more free time in the hope that participants will take advantage of the break to go to the exhibits, but often attendees may see this as the perfect opportunity to return to work for a few hours, to take a much needed nap, etc.

The most difficult areas in which to please a large, diverse group such as NCLA, are temperature and food and beverage service. For every attendee who is too hot, there are as many who are too cold, and still others who are just fine. For every attendee who gets tired of cheese trays, there are vegetarians who are delighted to find another source of protein.

Let's now review the responses received on the evaluation forms. Percentages are rounded off to the nearest whole number.

Possible responses:

- 1 = Very Dissatisfied
- 2 = Somewhat Dissatisfied
- 3 = Somewhat Satisfied
- 4 = Satisfied
- 5 = Very Satisfied

Benton Convention Center: Overall

- N = 87
- 1 = 0 (0%)
- 2 = 2 (2%)
- 3 = 13 (15%)
- 4 = 39 (45%)
- 5 = 33 (38%)

Of the evaluators responding to this area, 83% were satisfied or very satisfied. Some commented that they needed clearer directions to the convention center and hotel and more information beforehand about parking. Several evaluators expressed the desire for free hospitality stations throughout the convention center. Of course, it must be remembered that there is nothing free since NCLA must pick up the tab for all services provided. We did pay for the concession stands in the basement to be open during the conference. NCLA had to guarantee the concessionaires \$300 per day in food and beverage sales, but that turned out to be a wise investment and no funds had to be disbursed to make up the minimum required.

Most found the Benton Center very conveniently arranged.

Adam's Mark Hotel: Overall

- N = 70
- 1 = 4 (6%)
- 2 = 4 (6%)
- 3 = 21 (30%)
- 4 = 21 (30%)
- 5 = 20 (28%)

Of the evaluators, 58% were satisfied or very satisfied. The majority of the negative comments had to do with the Adam's Mark Hotel, including parking, service in restaurants, add-on charges, registration, or rooms. The Adam's Mark is the only convenient option, although future conference planners should inform attendees about other motels and bed-and-breakfast establishments in the area. It should be noted that when the Conference Committee viewed the Adam's Mark Hotel back in January 1999, we were afraid that the construction would be nowhere near completed. For example, the beautiful area where the SIRS reception was held was totally under construction. They did not finish the construction in the Terrace area of the West Tower, and this was the source of many complaints. Again, we were at the mercy of construction companies' schedules.

Programming: Content

- N = 88
- 1 = 0 (0%)
- 2 = 3 (3%)
- 3 = 17 (19%)
- 4 = 33 (38%)
- 5 = 35 (40%)

Of the evaluators, over three-fourths (78%) were satisfied or very satisfied. Comments were very complimentary. One evaluator wanted more programs featuring North Carolina authors as speakers. One wanted even more storytelling. The one comment that is true, but we will have to live with: "Too many choices for too few times." One State Department of Public Instruction presentation was described as "excellent pace, relevant, radical change, provocative, timely!" Sorry, there is no hint as to presentation or presenter!

Programming: Variety

- N = 87
- 1 = 0 (0%)
- 2 = 6 (7%)
- 3 = 18 (21%)
- 4 = 33 (38%)
- 5 = 30 (34%)

Seventy-two percent were satisfied or very satisfied. Comments had to do with the fact that "too many related programs [are] scheduled at the same

time." Two conflicting comments were "try to schedule events of interest to school librarians at times that do not coincide or sessions that will repeat" and "too many programs for schools." Is there a win-win opportunity here?

Programming: Speakers

- N = 86
- 1 = 0 (0%)
- 2 = 1 (1%)
- 3 = 18 (21%)
- 4 = 35 (41%)
- 5 = 32 (37%)

Of the evaluators, 78% were satisfied or very satisfied. Some suggested that the General Session speakers did not present "enough factual information to help us achieve specific tasks." Our apologies for this lack of attention to practicalities, but we asked our speakers to speak on the future of librarianship.

Special Events: SIRS Reception

- N = 48
- 1 = 2 (4%)
- 2 = 1 (2%)
- 3 = 6 (13%)
- 4 = 12 (25%)
- 5 = 27 (56%)

Of the evaluators, 81% were satisfied or very satisfied. Ironically, due to financial and logistical reasons, this was the last SIRS reception to be held at a Biennial Conference. NCLA will continue to offer the Intellectual Freedom Award, but outside sponsorship for the award and the reception may not necessarily be donated by SIRS.

Special Events: All-Conference Breakfast

- N = 78
- 1 = 0 (0%)
- 2 = 1 (1%)
- 3 = 7 (9%)
- 4 = 20 (26%)
- 5 = 50 (64%)

The very fact that 90% of the evaluators were satisfied or very satisfied makes it clear that this is a conference event worth repeating. There were complimentary comments on the storytelling and food, but one reaction that it was too hot that Friday morning.

Exhibits

- N = 87
- 1 = 1 (1%)
- 2 = 9 (10%)
- 3 = 17 (20%)
- 4 = 26 (30%)
- 5 = 34 (39%)

Of the evaluators, 69% were satisfied or very satisfied. Some

commented that there seemed to be less variety of vendors. It must be noted that we have no control over this eventuality. No vendor was turned down, with 109 individual vendors reserving over 120 booths. There were at least 2,500 visits to the Exhibits Hall, but we have no way of knowing how many individuals this represents. The revenues from exhibit sales can make or break the conference budget. One vendor remarked that she had never been treated so specially at any other conference at which she had exhibited. She wanted to keep the nametag and lanyard for her scrapbook! Some evaluators wanted more North Carolina authors signing their works. Unfortunately not many authors, from North Carolina or elsewhere, signed up for the conference. Perhaps the next Conference Committee could work more free time for exhibits into what is usually a very crowded, tight schedule.

Registration

N = 87

- 1 = 1 (1%)
- 2 = 3 (4%)
- 3 = 14 (16%)
- 4 = 19 (22%)
- 5 = 50 (57%)

A substantial 79% of the evaluators were satisfied or very satisfied. All of the time and energy spent outside the conference really paid off. There are still kinks to be worked out in future conferences, especially involving ticket sales for events after the preregistration period and at the conference itself.

Publicity

Ironically, this was one area of conference planning that was not addressed on the evaluation form. However, helpful comments were given for the improvement of subsequent conference program booklets and for the improvement of communication at future conferences. One evaluator summed it up by commenting that the "conference program [was] well designed but suggestions for next one: (1) number pages, (2) put day and possibly date along margin on pages of program with schedule, (3) include contents page at front, [and] (4) have Internet stations for attendees — perhaps a vendor would be willing to provide several computers for this purpose in an area adjacent to exhibits." Another evaluator suggested that the program should have included "a list of nearby restaurants and direc-

tions for both lunch and dinner."

Continuing Education Credit for Conference Attendance:

Some evaluations lamented the lack of forms for submitting continuing education credit applications. There were forms for this very purpose in the registration area, but there could have been information in the program booklet. Another suggestion to ponder for future conferences.

Some of the nicest comments were hard to categorize, but should nevertheless be included for the "feel good" effect that they have. One attendee commented that "I am very new to the state and NCLA, and am very impressed. I wish I could take advantage of all the sections and round tables as they all have so much to offer. Keep up the good work! I'll be participating." Another evaluator wrote that "the conference overall was very good. It was well organized and the sessions I attended were interesting. The conference planners should take a bow for a job well done."

The best comment, even though one might suspect it came from a member of the hardworking Conference Committee, is saved for last. The evaluator's effulgent comment: "Better than ALA!" Perhaps publicists for future NCLA conferences will find that comment quite quotable. May future conferences continue to elicit such comments!

1997-1999 Conference Committee

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Wired to the World

by Ralph Lee Scott

African American Genealogical Resources

If you have not looked recently at the wealth of African American genealogy sites on the Web, you and your library patrons are missing a number of attractive and useful reference sources. Two that I think are the best are: "Cyndi's List — African American" and "AfriGeneas — African Ancestored Genealogy." While there are many personal African-American genealogy home pages, these two commercial sites provide quick and fairly complete places to get started.

"Cyndi's List," an electronic version of a print book with the same title by Cyndi Howell (Howell has also written another work called "Netting your Ancestors") has an African-American page <www.CyndisList.com/african.htm> that provides a good selection of links. The Cyndi's Links are divided into categories: General Resources Sites; History and Culture; Libraries, Archives and Museums; Mailing Lists, Newsgroups & Chat; Military; People & Families; Professional Researches; Volunteers & Other; Publications; Software & Supplies; Records: Census, Cemeteries, Land, Obituaries, Personal, Taxes and Vital; Slavery; Society & Groups. Here you will find sites such as: People of Color in Old Tennessee; Lest We Forget; Underground Railroad — Taking the Train to Freedom; Blacks in Alaska History Project; Amistad Research Center; Buffalo Soldiers on the Western Frontier. While some links are outdated (as you would expect on any Web site), most seem to work. Here you can also find a list of Board Certified Genealogists who specialize in African American genealogy. If you are just starting to do research,

"Cyndi's" is hard to beat as the first place to go.

"AfriGeneas — African Ancestored Genealogy" <www.afrigeneas.com> is another commercial web site that "provides leadership, promotion and advocacy for the mutual development and use of system of genealogy resources for researching African related ancestry." AfriGeneas has a frame-based navigation bar on the left side that guides you through their major links. You can navigate to the "Beginner's Guide to African American Genealogy"; the AfriGeneas Mailing List (maintained by Mississippi State University <www.msstate.edu/listarchives/afrigeneas/>); the AfriGeneas Mailing Forum (maintained by AfriGeneas as a chat room); "Search 10,000+ African American Surnames" in the Surnames Database; Search a Slave Data Collection Database; local sites on the "AfriGeneas Community" (currently only Alabama, South Carolina, and Bahamas have linked home pages, but you can e-mail people with similar interests in most states and some overseas countries); "The AfriGeneas Newsletter" (current issue July - September 1999 appears to be quarterly) which has reviews and new site links; the AOL Genealogy Forum; "AfriGeneas List of Links"; a "become a volunteer today" form; and a future "AfriGeneas Shop." AfriGeneas is again a good place to get started and seems to keep up to date with additions to the Web on a regular basis.

There are many other Web sites of interest to African American genealogy researchers. "The African American Mosaic" <lcweb.loc.gov/exhibits/african/> at the Library of Congress

describes itself as "a resource guide for the study of Black History of Culture." Divided into four sections (Colonization, Abolition, Migration, WPA), this site has links to some exhibit pages covering selected topics (Liberia: Nicodemus, KS; Cavalcade of the American Negro). While this site has some interesting sections, its scope is considerably less than comprehensive. A good comprehensive personal Web page can be found at the "Genealogy Resources on the Internet" site at the University of Michigan <www-personal.umich.edu/~cgaunt/afam.html>. Another good site is the one at the University of Virginia, "Afro-American Sources in Virginia (and North Carolina)," found at <www.upress.virginia.edu/plunkett/nc-toc.html>. This site is basically an index to manuscript collections at repositories in North Carolina and Virginia. The Manuscripts Division at the Wilson Library, UNC-Chapel Hill, also has an 84-page resource description posted to the Web at <www.unc.edu/lib/mssinv/afm.html>. This guide states that "records relevant to African American life and culture comprise a prominent portion of our holdings of nearly 14.5 million items."

There is also, of course, a USENET discussion group (soc.genealogy.african) about "the Genealogy of Africa and the African Diaspora," a FAQ for which can be found at <members.aol.com/memery/faq/>. The District of Columbia GenWeb also has a good home page devoted to "African American Genealogical Research" sources in the Nation's Capital. Here you can locate a list of the most historic black churches and cemeteries

in the District, African American points of interest in DC, and a bibliography. If you are familiar with Rings (links to similar sites), you can find more information and link your site to "The African-American Genealogy Ring!" at

<afamgenealogy.ourfamily.com>. This Ring site is linked to a site called "Black Families.com — Keeping Our Families Whole"

<www.blackfamilies.com> which has a wide variety of other web sites described as "the best African-American Web sites." Again this is a good place to check for links of interest in a Yahoo! index format. Another useful and long running site is "ALL - African American Lifelines." ALL is found at <ourworld.compuserve.com/homepages/cliff m/>. This site is sometimes hard to find because there is a space after the word "cliff" in the URL, not a hyphen or period, even though the URL reads "cliff_m" on my browser. Just another quirk of the Internet to drive you nuts.

Described as the "Newest African-American Historical and Genealogical Internet Resource page" (it says so right on the page!), the African American Historical and Genealogical

Resources Web site <<http://members.aol.com/VVaughn/aahist.html>> has interesting link not yet found on other sites. This site is broken down into state links and other "general areas of interest to the AA community." Here you will find "Historic Black Schools; Funeral Programs USA; Great Blacks in Wax Museum; Black Greeks online!; Famous African Americans; Not So Famous African Americans; Infamous African Americans; WWI; Vietnam; WW2; Korea; and last but not least the "African American Women on the Web — web ring!." This last site was not found on any other previously mentioned site!

A final major site that many like is "Christine's Genealogy Website" (sometimes cited as Christine's African American Genealogy Website, or Charity's Website, or C. Charity's Website, or ccharity), which is found at <<http://ccharity.com>>. "Christine's" contains a wide variety of current links to "Great Site, right?"; Indexes to Enrollment Cards (of the Records of the Board of Commissioners for the Emancipation of Slaves); Manumission Papers, 1857-1863; "Fugitive Slave Cases before U.S. Circuit Court for the

District ..."; Affidavits related to the 1866 Memphis Riots; the Lynching of Anthony Crawford; Papers relating to crimes committed by the Ku Klux Klan in Alabama, 1869-1879; Habeas Corpus Case Records in US Circuit Court for the District...; a Partial List of Negroes Lynched in the United States Since 1859; Obituaries in the Michigan Chronicle; the Ghosts of Jackson Hill; Patty Cannon's House [rules for]; Plantation Management; Justice to a Negro in North Carolina (1853 Wilmington case of George Allan); Five Civilized Tribes Enrollment Cards; Seminole Freedmen; Census Transcriptions; and Finding Pride in Slave Artifacts." At this site you can enter a county, state, or both, and be taken to a directory of available census, birth, death, and marriage records on the Internet. This give you just a sample of why "Christine's" is a very popular Web site.

I am sure that there are and will be other interesting Web sites of interest to African American genealogy researchers. The ones mentioned above, however, are I think the best currently available on the World Wide Web.

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Virtual Realists: Librarians in a Time of Transition

by Barbara B. Moran

Libraries could not exist without the people who work in them. Collections, buildings, and users are all important, but a library's employees are the keys to its success or failure, even in highly automated settings. Today's libraries are still highly labor-intensive organizations, with most of them devoting between 50% and 60% of their budgets to employee costs.¹

It is our present staff who will take our libraries into the 21st century. They are today's virtual realists — coping with the demands of the present while looking ahead to the challenges of tomorrow. Soon, however, today's cadre of librarians will need to be replenished by newcomers to the profession. Librarians need to think about the problems of recruitment now to ensure that there will be talented individuals to succeed them when they retire. What kind of individuals should we be trying to attract to the profession and how can we make the profession attractive enough so they will want to enter it?

The Hybrid Library

Before we can determine the type of librarians who will be needed in the future, we need to anticipate the nature of libraries of the future. For several decades the so-called "futurists" have predicted the advent of a virtual library that would provide users with easy access to all the world's information. Since all of the materials would be digital, this paperless library would require little in the way of buildings or stacks, and users would not have to come to a physical entity, the library, to use its resources. In essence, libraries as we know

them would cease to exist because printed material would no longer be necessary.

It is far too early to offer a valediction for printed materials. In spite of all the predictions, the virtual library will not occur within the foreseeable future. Paper collections in libraries will continue to grow. At this point in time, paper resources have a number of advantages over electronic ones. They are portable, durable, and easy to read. They do not need to migrate from one technology to another to remain accessible — a book printed two hundred years ago is usually as accessible as one printed yesterday.

There is also the seldom-considered problem of preservation. Although we are all aware of the problems associated with print preservation, we have only begun to grapple with the preservation of electronic materials. Recent studies have shown that the usable life of CD-ROMs and many other types of electronic media may be much shorter than originally assumed. Finally, most readers still prefer paper resources to electronic resources. When users do take advantage of electronic resources, they usually print them out to have the material in a paper format. It seems that the paperless society has engendered the use of more paper than ever before. As Walt Crawford says in a recent column in *Online*: "Paper will persist. The physical print collections in public and academic libraries will continue to grow and be central to the missions of those libraries."²

This is not to say that electronic material will not continue to be an in-

creasingly important part of libraries, and perhaps sometime in the future the preponderance of material will be electronic. But at least in the foreseeable future, both paper and digitized resources will coexist in "hybrid" libraries. These libraries with their parallel print and digital systems will be more complex than traditional libraries, and in true hybrid fashion they will blend the characteristics of both traditional and virtual libraries. Today's librarians are already working in hybrid libraries, and librarians of the future will continue to work in such settings.

Similarly, it is unlikely that we will see the demise of the library as a physical place anytime soon. Especially in academic, school, and public libraries the move to a virtual library will be resisted. Libraries provide their users with much more than the materials they need to study, to do research, or to read for pleasure. Technology has certainly allowed libraries to become much less place-centric and much more user-centric, but this does not mean that we will not need a place called a library in the future. As society becomes increasingly technological, there will be a growing need for the library to serve as an oasis where users can go to get help with finding resources and using technology from "in the flesh" experts. John Naisbitt among others has stressed the need for "high touch" in a "high tech" world.³ Most humans do not thrive in a completely depersonalized, technological environment. In the future, access to information will be readily available outside of libraries, but paradoxically, that access may be an impetus for

people to use libraries more than ever before.

Environmental Turbulence

It is also clear that librarians of the future will be working in environments that will continue to be turbulent and fast changing. In 1989, Peter Vaill wrote a book, *Managing as a Performance Art: New Ideas for a World of Chaotic Change*, that provides a compelling metaphor to describe this future. He states that managers need to be prepared to confront a period of chaotic change, or what he calls permanent "white water." Management of organizations used to be like a pleasant boat ride down a calm quiet river, but the future will be different. It will be full of rapids, whirlpools, eddies and endless white water.⁴

In theory at least, people should welcome change; psychologically, however, it has been shown that exposure to constant change takes a heavy toll on individuals. The rapid changes that have taken place in libraries for the past few decades, and the expectation that change will continue and perhaps become more pervasive, are enervating. Shooting the rapids is exciting and exhilarating, but even the most change-oriented librarian occasionally wishes to spend a little time in a placid pool. For most, that opportunity does not exist. Jobs change, systems change, patrons' needs change. That change will continue in the future.

There have been many explanations for why the environment has become so turbulent. The trend that is most commonly cited and the one that has had and will have the most impact on libraries is that of rapid technological change. The proliferation of new technologies and their evolution into complicated and pervasive networks have changed the behavior of capital markets, the scale and functioning of multinational corporations, and increased competition within many divergent spheres. Their impact upon both the workplace and on culture in general has been significant.⁵ New industries and occupations are being created while others are being rendered obsolete. At the present time, the pace of technological change is accelerating and will be one of the prime forces affecting the workplace of the 21st century. As the recently published *Workforce 2020* states:

Technological change will bring both winners and losers among industries, companies, occupations, and individuals. Although many outcomes are bound to

come as surprises, it is safe to say that technological change will affect workplaces and the workforce in multiple and often contradictory ways.⁶

Library Staff

Technology has already had a profound influence on libraries and will continue to exert pressure for change. But librarians were early adopters of information technology, and they have already built constant technological change into what they expect to encounter. They are no longer in awe of technology, but view it as it should be viewed — as a tool to accomplish the mission of the library — to bring users and information together.

When technology was first introduced into libraries, it was predicted that the number of employees would decline. Instead, technology has done more to change the nature of jobs in the library than to decrease the number of people needed to provide effective library service. In many cases, the introduction of new technologies has increased the demands for library services and has resulted in a need to add additional staff.

Staffing patterns in libraries have been altered and complicated by the changes that technology has brought to the work environment. Most large libraries now employ a number of technology specialists — some with library degrees, some without. Largely as a result of automation, tasks that once were assigned solely to professional librarians have drifted downward, and almost all tasks performed in libraries are more complex and intellectually demanding than before. The strict demarcation that was once observed in most libraries between support staff and professional librarians has eroded, as virtually all employees of libraries have become knowledge workers.⁷ As Allan Veaner has written, "Work classifications schemes have not fully caught up with this new reality; the once-easy bipolar division of staff into librarians and support personnel has become uncertain and subject to much questioning."⁸

One only needs to look at the job advertisements to see the diversity in job functions that now exists in libraries. A recent listing of position openings included the following:

- Library instruction position: familiarity with presentation software and technology relative to Web-based instruction
- Government documents librar-

ian: HTML and aspects of Web page management

- Authority control librarian; experience with SGML, HTML, and other Web standards
- Manuscript cataloger: experience with Web site management; and
- Reference librarian: technical knowledge of DOS, Windows, networked environments and the Internet.⁹

If libraries of today can be considered hybrids because of their combination of print and electronic materials, today's librarians need hybrid skills to be able to work with both print-based library functions and electronic ones. Most jobs contain elements of both. The technological skills of new graduates are in high demand. In the most recent *Library Journal* survey on job placements and salaries of new graduates, 80% of the graduates who responded indicated that employers sought technology skills for work on Internet access, electronic database searching abilities, and other computer skills.¹⁰ At the same time, the traditional skills of librarianship, such as reference and cataloging and classification, also are required of new graduates.

The introduction of technology also has led to increased costs for libraries and the larger institutions that support them. Many libraries are now confronted with no-growth or shrinking budgets, while costs for library automation and library materials are climbing rapidly. A number of libraries have tried to reduce the size of their staffs to cut the cost of their human resources. Like private corporations, libraries have tried to become "leaner and meaner" organizations. Libraries of all types are striving to improve their productivity. Many are turning to part-time and contract workers in an attempt to achieve more flexibility and to save money. A recent survey showed that almost ten percent of 1997 MLS graduates are working in temporary positions.¹¹ Some libraries are employing contract workers to work on temporary assignments, or to perform such services as janitorial and grounds-keeping functions. Others have outsourced certain functions, including core functions such as cataloging, to outside agencies.

Charles Handy has suggested that the organizations of the future will be "shamrock" organizations, made up of three different groups of workers, "groups with different expectations, managed differently, paid differently, organized differently."¹² The first leaf of

the shamrock is composed of the core workers, the permanent employees, who are essential to the organization. This core group is becoming smaller in all types of organizations. Work is increasingly being done by workers in the two other "leaves": the contract workers and the part-time and temporary workers. Although these other groups of workers have always existed, what is different today is the relative size of the three groups.

Libraries, like other types of organizations, are therefore increasingly relying on a smaller core group with a greater use of part-time workers and of outsourcing. They are employing increasing numbers of support staff to perform diverse duties. The old patterns of staffing are disappearing, but the patterns of the future are not yet clear.

Organizational Structure

There has been a widespread belief that the introduction of new technologies and the move to the hybrid library would inevitably lead to radical changes in the organizational structures of libraries. Over the past decade, institutions of all types have experimented with new organizational structures. The old conventions about organizational stability have been challenged and discarded. In an attempt to become more cost-effective, organizations have cut the size of their workforce by downsizing. Hierarchies have been flattened by shrinking the number of middle managers. The new model of organization being touted by management experts is flexible, adaptable to change, has relatively few levels of formal hierarchy and loose boundaries among functions and units.¹³

Although there are yet few signs of radical reorganization of libraries, many librarians are considering reorganization and trying to devise structures that will allow them to reach their goals most successfully. Most are considering ways to flatten the structure and make the organization more flexible and responsive. In many libraries, work teams are being set up as a way to decrease hierarchy and increase productivity. These changes are being considered while the library is "getting on with essential daily tasks." Any reorganization is complicated because "current services must be maintained while the infrastructure is being built to support the information needs of the 21st century."¹⁴

Librarians of the Future

If we look ahead to these dimly realized

libraries of the future, what kind of people will be working in them? What skills and educational preparation will be needed? And how can libraries compete with other information industries to attract these types of individuals? Let us first consider what kind of individuals we want to attract to the profession. Many of the characteristics of today's librarians will still be needed in the future. But where change will be a constant, it is obvious that we need to attract ever-more adaptable and flexible individuals to the profession. Libraries will need individuals who are able to cope with a high degree of ambiguity and who welcome change. We must attract risk-takers to a profession that has not been known for having many of them. We need to seek new practitioners who are adaptable and able to deal with uncertainty. At the same time, they need to have many of the traditional talents; they need to be intelligent, well educated, and committed to service. Librarianship will continue to change so rapidly that both new graduates and experienced librarians will need to be life-long learners. Providing support for continuing education for intermediate and late-career staff will be one of the most challenging issues facing library administrators in the next century.¹⁵

The role of the librarian will expand and become more and more one of "teaching users the knowledge and skills necessary to locate and integrate a variety of information resources, assisting the design of local campus databases, and contributing to the design and management of national networked information systems."¹⁶ Computer specialists, librarians, and faculty will need to forge and strengthen partnerships to permit the best use of the emerging technologies. Librarians will be part of research teams; therefore they will need to be able to work well in diverse groups.

As more library material becomes digitized, the need for instruction likely will increase. At the present, the sophistication of the new electronic resources available to library users far surpasses those users' abilities to utilize these tools as effectively or efficiently as possible. Users will require a great deal of advice and teaching about how to make use of the new technology and about how to make judgments regarding the relevance of materials to their purposes. As more and more institutions are networked and students and employees have access to individual computer workstations both at work and at home, many of the resources of the library will

be available to users through these workstations. Librarians, more than ever before, will have to develop skills in working with long-distance users. Physical location will no longer restrict the services of librarians.

Competencies Needed

As more material becomes available in electronic format, there will be greater demands on librarians because the less visible the medium, the greater the need for the intermediary.¹⁷ Although some users will access information directly, librarians will continue to serve as mediators between many users and the information they need. Librarians of the future will be knowledge navigators, proficient with electronic resources, keeping abreast of new information technologies as they emerge. They will play an important role in teaching information "navigation" skills to users. One author recently provided a list of tasks of future librarians including "multimedia research and evaluation; defining remote access privileges; indexing images and graphical displays of information; providing online help and interactive digital research support; offering remote and digital instructional support; selecting user machine interfaces; and choosing, cataloging, and storing digital publication."¹⁸ There will be many other tasks that we cannot yet envision because of our imperfect knowledge of future developments, but it is safe to say that technological competencies will continue to be extremely important for all librarians.

Many individuals and groups have compiled lists of competencies needed by future librarians. One of the most recent lists is the Special Libraries Association's guidelines on the competencies needed by special librarians in the twenty-first century.¹⁹ These guidelines divided the competencies into professional and personal categories. According to these guidelines the competencies of a special librarian should be:

- Has expert knowledge of the content of information resources
- Has subject knowledge appropriate to the business of the organization or of the client
- Develops and manages convenient, assessable, and cost-effective information services that are aligned with the strategic directions of the organization
- Provides excellent instruction and support for library users
- Assesses information needs and designs and markets value-added

- information services and products
- Uses appropriate information technology to acquire, organize and disseminate information
- Uses appropriate business and management approaches to communicate the implications of information service to senior management
- Develops specialized information products for use inside or outside the organization
- Evaluates the outcome of information use and conducts research related to the solution of information management problems
- Continually improves information services in response to changing needs
- Is an effective member of the senior management team and a consultant to the organization on information issues.

In addition to the professional competencies listed above, a special librarian should also demonstrate the following personal competencies:

- A commitment to service excellence
- Seeks out challenges and sees new opportunities
- Sees the big picture
- Looks for partnerships and alliances
- Creates an environment of mutual respect and trust
- Has effective communication skills
- Works well with others in a team
- Provides leadership
- Plans, prioritizes and focuses on what is critical
- Is committed to life-long learning and personal career planning
- Has personal business skills and creates new opportunities
- Recognizes the value of professional networking and solidarity
- Is flexible and positive in a time of continuing change

Although there would probably be some disagreement about some of the individual competencies demanded by this list, it is likely that most of us would agree that these competencies would be welcomed by libraries of today and tomorrow.

If these are the competencies we will need, what type of education will be required for the librarians of tomorrow? Few individuals now graduating possess all of them. Education for librarianship does not permit easy acquisition of all these skills. Library

schools as they are presently constituted are too small to have faculty with expertise in all of these areas, and the programs are too short to enable students to acquire knowledge in all of them. In addition, many of the personal characteristics such as a capacity for risk taking, flexibility, and the ability to thrive in unstructured and ambiguous situations are difficult to teach.

If we want future librarians to possess competencies similar to the ones listed above, LIS education must be reshaped. It will become more interdisciplinary. Students will still need to learn about the acquisition, storage, retrieval, and dissemination of information from individuals, similar to present day LIS faculty, who have specific expertise in these areas. But, in addition, students will need to gain knowledge from economists, cognitive psychologists, and experts in fields such as communication and instructional technology. The acquisition of desired competencies also may result in an increase in the number of hours needed to prepare a librarian. It is almost impossible to acquire more than the minimum skills needed for librarianship in the 36 hours (or twelve courses) that comprise the typical MLS program.

Obviously, it is hard to speculate about educational requirements for the future. Specific competencies may be required that we can not yet anticipate. We do know, however, that we need to attract bright individuals with problem solving skills and an ability to flourish amidst ambiguity and who possess the skills of organizing, managing, and retrieving information.

Recruitment

Enrollments in LIS schools are high, but many graduates seek jobs as information managers in private industry instead of working in traditional libraries. Already there are shortages in certain areas of librarianship, especially in children's and young adult services. There will be a large number of retirements in libraries in the next decade, and we want to be sure that we have replacements ready. We need to be thinking about the problems of recruitment *now* to ensure a future supply of talented librarians. And we should be aware that the type of individuals we might most wish to attract to libraries will have many other opportunities available in the expanding information industry. According to the Bureau of Labor Statistics, the fastest growing segment of new jobs over the next decade

will be information-related, in areas such a computer software development and networking. If we want to insure "the best and the brightest" for the libraries of tomorrow, we will need to compete.

This competition suggests that higher salaries will be needed. Although money is not the only motivation to pursue a career, it can be a powerful influence. Even now, graduates from the LIS programs are finding jobs in private industry as information managers with beginning salaries ten to twenty thousand dollars more than beginning librarians are being paid. Although libraries offer many non-monetary inducements to new professionals, they will need to raise salaries to compete successfully.

Conclusion

The libraries of the future will present a challenging environment in which to work. As these institutions become restructured, the responsibilities and duties required of the librarians also will be restructured. Librarianship as a profession will continue to exist, despite competition from other sectors. Librarians will have a vital role to play in the future, but we cannot be complacent and expect others to see the importance of what librarians do. We all need to work to define our role and to explain our contributions. Often, we have been too modest about our profession. Murray Martin summarizes the challenge before us:

How we librarians deal with this metamorphosis of our world will be determined by how we characterize our professional status — if we boldly claim our status as molders of the information world, we can expect to attain a dignified status. If we are content to simply provide what others ask of us, we will continue to occupy a minor role in an information world certain to become the basis for all intellectual economic and social activity.²⁰

In a world where people are inundated and often confused by the sheer quantity of information available, there is a desperate need for the types of skills in information organization, management, and retrieval that librarians can provide. Society more than ever will need librarians who can sift and sort through information and not only locate information but put it in context by comparing the worth of various items, authenticating and validating

them.²¹ We need be confident and recognize our strengths and let others know what we are able to do so that we can be assured that there will be both libraries and talented and well-prepared librarians to help meet the information needs of tomorrow's society.

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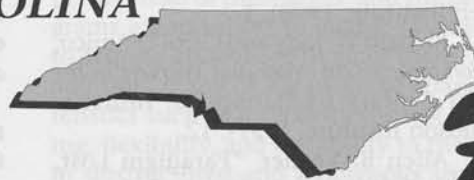
* This article is adapted from the keynote address given at the Librarians' Association of the University of North Carolina at Chapel Hill (LAUNC-CH) 1999 annual conference, "Get Real: Virtual Reality and Everyday Life," The Friday Center, Chapel Hill, NC, March 15, 1999.

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THE LEADER IN INTEGRATED INFORMATION MANAGEMENT



Dorothy Hodder, Compiler

7 here are exactly 100 counties in North Carolina, and every school child in the state is made to learn the names and county seats for each of them—much to their chagrin. To their minds it may seem pointless to learn the principal agricultural products of Yancey County, or the date of the establishment of Brunswick County. It is only as we grow older, move away to new towns, and start families and businesses that we begin to ask for the kind of information we promptly forgot in grade school. Most people go to the phone book for answers, but if letting their fingers do the walking gets them nowhere, then they fall back on those lessons learned in grade school—they go to the library and ask the librarian.

Beverly and Glenn Tetterton.

The North Carolina County Fact Book, Volume I & II.

Wendell, N.C.: Broadfoot's of Wendell,
1998 and 1999. 153 and 226 pp.
\$25.00 each volume.
ISBN 1-56837-359-7 and 1-56837-375-9.

Beverly Tetterton has been answering such questions for people for over 20 years. Tetterton is the reigning queen of the New Hanover County Public Library's state and local history room, and the person to see if you're in Wilmington and want to know anything about the town, the Cape Fear, or the state of North Carolina.

As of this year, you don't even need to go to the library to consult Mrs. Tetterton. She and her husband have compiled a list of North Carolina FAQs (frequently asked questions, for those of you who don't use computers) and published it in two volumes as *The North Carolina County Fact Book*. Now researchers, the curious, and students with projects have easy access to all sorts of odd information about the state.

Volume I covers the first 50 counties, in alphabetical order, and Volume II covers the remaining 50. Each county is shown in relation to the state as a whole, and a small highway map also is provided. A few articles have black-and-white photographs, but the strength of these books isn't in pictures; it is in pure factual information. Each county is given its location, its longitude and latitude, elevation, and a list of relevant physical features. Cultural institutions are listed, newspapers are detailed, and historic sites are given. Tetterton includes a list of notable

people in each county, Chamber of Commerce information, and a section for what she calls "Odds and Ends"—odd facts and interesting information that refuses to be categorized. Look up Pender County, and you will find that it was the site of Operation Bumblebee—the 1945 Naval project that was the forerunner of the Space Program. You will also find that Pender County has a thriving business in ostrich ranches. New Hanover County is extensively documented, with a list of notable people that covers two pages and includes the obvious (Michael Jordan) and the not-so-obvious (Meadowlark Lemon, the "clown prince" of basketball).

The North Carolina County Fact Book is literally a collection of lists of facts. It isn't a history book in that it offers no interpretation, no attempt to delve deeper into the material. Each county's entry, however, includes a section headed "Read More About It" with a list of resources to consult if the researcher wants more information. For instance, residents of Moore County will find that they live in the "Golf Capital of the World," and they can learn more about that by reading "A Celebration of Golf and Good Times" by the Resorts of Pinehurst.

A project as extensive as the *North Carolina County Fact Book* could only have been 20 years in the making—the breadth and the depth of coverage are incredible. This book should be in the hands of every librarian, every educator, and every historian in the state. Whether you are a professional researcher or merely someone with an insatiable desire for trivia, you will want these books on your shelf.

—Nicki Leone
Bristol Books

Societal observers refer so frequently to "the importance of the church in the lives of African Americans" that the phrase risks becoming a cliché. The centrality of organized religion in the Black community is indeed undeniable, yet remarkably little scholarly study of this component of African American culture has been attempted, at least until recent years. There have been histories of Black denominations, studies of important churches, and the occasional biography of a religious leader, but these have often been more celebratory than objective. In addition, few of the critical examinations of African Americans and religion that have been written were intended for the general public.

With *For God and Race: The Religious and Political Leadership of AMEZ Bishop James Walker Hood*, author Sandy Dwayne Martin offers a skillfully researched and thoughtful interpretation of the public career of one of the most significant Black religious leaders in the half-

decade following the Civil War. It was in that period that most of today's major Black denominations emerged to become not only key shapers of African American culture but also important influences on American religion in general. Martin's biography of Hood, while scholarly in tone, is nevertheless quite accessible to the non-scholar.

Hood, born in Pennsylvania in 1831, first professed Christian beliefs when eleven years old. A decade later he felt called to preach, and by 1856 was licensed to do so by the United Church of Africans in New York City. Soon afterwards, however, he affiliated with the African Methodist Episcopal Zion Church, an independent Black denomination that had been organized in New York in 1821. He would devote the remainder of his life to "Zion."

AMEZ officials first assigned Hood to service in New York, then in New England and Canada; but in 1864 they dispatched the energetic, charismatic minister to organize churches among the newly freed slaves in the American South. Arriving in New

Bern, North Carolina, a city that had been captured by Federal forces, he persuaded an influential pre-Civil War Black congregation, previously controlled by the White Methodist Episcopal Church South, to affiliate with AMEZ. Competition for the allegiance of existing churches and in organizing new ones for Blacks in the South was fierce, especially among independent Northern-based Black Baptist and Methodist denominations. Hood proved an effective proponent of AMEZ, winning over many churches and founding numerous others. He also debated effectively those African Americans who argued for affiliation with White denominations because of their belief that Christians should be united and their concern that segregated churches would reinforce economic, political, and social discrimination.

Martin presents much information on these and other interdenominational disputes, but his focus is on Hood's role in them. The minister, Martin asserts, deserves much of the credit for the growth of AMEZ in the South, especially in North Carolina, which soon had more members than any other state and which became the church's new headquarters. Today, AMEZ membership totals more than 1,200,000, and the church is the country's fourth largest Black denomination. A considerable portion of the book concerns Hood's leadership as bishop, a position he held for 44 years, 22 of them as presiding senior bishop. Martin argues that Hood should also be remembered for his leadership in public affairs.

Hood saw himself foremost as a Christian minister, responsible not only for the religious lives of fellow African Americans but also for helping improve educational, economic, and social conditions for them. An active involvement in politics and the "temporal world," he felt, was a logical extension of his ministerial duties. The author details Hood's political and "racial betterment" activities—presiding in 1865 at the first convention of free Blacks in North Carolina, serving as a delegate to the state constitutional convention in 1867, promoting educational opportunities for Blacks as Assistant State Superintendent of Public Instruction, supporting the establishment of Livingstone College at Salisbury, North Carolina, and encouraging African Americans to remain loyal to the Republican Party, especially during the presidential elections of 1908 and 1912.

For God and Race is a welcome addition not only to African American historiography, but also to the study of religion in the United States. Well written, with extensive footnotes and bibliography—but surprisingly with no illustrations other than a photograph of Hood on the dust jacket—it restores to historical consciousness a major figure in North Carolina history. Libraries with African American, North Carolina, and religion collections will want to add this book to their holdings.

—Robert G. Anthony Jr.
University of North Carolina at Chapel Hill

Sandy Dwayne Martin.

***For God and Race:
The Religious and Political
Leadership of AMEZ
Bishop James Walker Hood.***

Columbia: University of South Carolina Press, 1999.
248 pp. \$39.95. ISBN 1-57003-261-0.

7

Thomas Lanier Clingman's resumé was impressive — college graduate, lawyer, member of the N.C. House of Commons, U.S. Congressman, U.S. Senator, Civil War General, amateur scientist, inventor, entrepreneur, writer. His life and career spanned three of the greatest national political events of the nineteenth century (slavery, the Civil War, and Reconstruction) and brought him into contact with such varied national personalities as Daniel Webster, Henry Clay, Stephen A. Douglas, James Buchanan, and Thomas A. Edison. Yet today he is chiefly remembered for discovering the highest peak in the Smoky Mountains, Clingman's Dome.

Thomas E. Jeffrey.

Thomas Lanier Clingman: Fire Eater from the Carolina Mountains.

Athens: The University of Georgia Press, 1999.
450 pp. \$50.00. ISBN 0-8203-2023-4.

Clingman's political career was based in and around Asheville where, as a Whig, he won his first election to the state House of Commons. It was at the state level that Clingman learned the rough and tumble frontier politics that he would practice throughout his life. Though not a Secessionist, he was a strong advocate for the South's viewpoints on the national political scene, and his Congressional service coincided with such great debates as the Mexican War and extension of slavery into the newly forming western states. Clingman's political ambitions and tireless self-promotion helped propel him to the U.S. Senate and to the point of having his name prominently mentioned as a possible running mate with Stephen A. Douglas for the fateful presidential election of 1860.

At the beginning of the Civil War, Clingman resigned his Senate seat — a move that put an end to his national political ambitions. Without formal military training, he nonetheless commanded the 25th North Carolina Infantry throughout the war and participated in battles at Goldsboro, New Bern, and Petersburg, Virginia. After the war his interest turned to North Carolina state politics. Though he tried desperately to regain his political reputation, his every attempt failed. Clingman then turned his efforts toward trying to persuade Northern capitalists to invest in western North Carolina. He also spent considerable time on several failed money-making schemes of his own, including patenting an electric lighting device and trying to turn tobacco into a medical curative.

Thomas E. Jeffrey, associate editor for the Thomas A. Edison Papers project at Rutgers University, has done an outstanding job in researching and presenting Clingman's life and times, especially the evolution of North Carolina and national politics in the 1830s and 1840s. This biography should be included in all North Carolina collections and in collections dealing with southern political history. The work includes extensive notes, a bibliography, an index, and black-and-white illustrations.

— John Welch
State Library of North Carolina

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athy Reichs's first suspense novel, *Deja Dead*, burst on the scene in 1997, making the *New York Times* Best Seller list. *Death du Jour*, her second book, undoubtedly will be no less popular with fans of this particular genre of murder mystery.

Understandably, Reichs's main character and plots are compared to those of Patricia Cornwell. But Cornwell and Reichs part company in the area of actual expertise. The character Temperance ("Tempe") Brennan is by training a forensic anthropologist — as is the author. Reichs's character is openly patterned after the author's actual life. The advice "write what you know" has never been followed more closely. In real life, Dr. Reichs is a Professor of Anthropology at the University of North Carolina at Charlotte and also serves as a forensic anthropologist for the Office of the Chief Medical Examiner, State of North Carolina, as well for the Laboratoire des Sciences Judiciaires et de Médecine Légale for the province of Quebec in Montreal, Canada. She divides her time between Charlotte, and Montreal. Tempe Brennan leads an equally busy double life in the same locations, with so many parallels to the author's actual life that the reader cannot be sure what is fact and what is fiction. This is certainly a fascinating element that is rarely

Kathy Reichs.

Death du Jour.

New York: Scribner, 1999. 379pp. \$25.00.
ISBN 0-684-84118-5.

successful in popular fiction. For this author it seems to work.

Tempe Brennan is an authentic modern woman who leads a complicated life. She is separated from her husband, for whom she still has ambivalent feelings, and has a college-aged daughter who aspires to be a crime analyst. She quit drinking after years of struggle, dotes on her cat, and gets herself involved in precarious situations from time to time. She is not glamorous like Cornwell's Kay Scarpetta: she drives a Mazda, not a Mercedes. Minor characters are just emerging and are not as well-developed as Tempe, but if the author continues to write sequels, perhaps we'll learn more about them. A potential love interest in the character of Montreal-based Detective Andrew Ryan teases the reader into wanting more from that relationship. Montreal scenes tend to dominate her plots; Carolina readers would probably enjoy more action involving our region.

Plot development in Reichs's second novel (as well as the first) is multi-layered and generally well done. Occasionally, events turn on coincidences which seem contrived. For example, one might find it hard to believe that a key lead in the mystery shows up so easily on a South Carolina island, which is introduced to the plot as a school project for Tempe's daughter. That aside, the pace and development of characters and plot are compelling and hold the reader's interest.

Reichs's novels are a must for public library collections and are also suitable for academic "popular reading" collections.

— Eleanor I. Cook
Appalachian State University

It is the eve of the new millennium and a bizarre confluence of events has assembled a mismatched and colorful group of characters in the small Smoky Mountains town of High Balsam. There, a spirited but introspective young Episcopalian pastor struggles with the needs of a changing community, the proclivities of parish life, the stresses and strains of a difficult marriage, and the remnants of her own troubled past.

The novel is *Evensong*, sequel to the best-selling *Father Melancholy's Daughter*. Author Gail Godwin has crafted a narrative that continues the story of Margaret Bonner, now 33 years old and married to her late father's protégé. Adrian Bonner is a complex character who is darkly reminiscent of Margaret's father: moody, morose, and subject to frequent bouts of self-deprecation. He is a modern day flagellant who is so convinced of his unworthiness that even his work as chaplain at a school for troubled adolescents offers him little consolation. Together, Adrian and Margaret paint a spectrum of spiritual responses to the paradoxes and peculiarities of life: one is preoccupied with his inadequacies and responds by retreating farther into himself, while the other is more imbued with untainted curiosity and a passion for reconciling her parishioners (and herself) with a benevolent God.

Gail Godwin.

***Evensong*.**

New York: Ballantine, 1999. 405 pp.
\$22.00. ISBN: 0-345-37244-1.

Godwin is at her best when she delves into the everyday struggles of Everyman, and explores the sometimes poetic and sometimes comical methods people employ to find sense and meaning in a world that seems devoid of both. The sleepy mountain town of High Balsam offers up an array of residents and transients who collectively imitate the frayed strands of larger society. The landscape of *Evensong* is peppered with a Bible-beating zealot, a chain-smoking mystic, a wine-swilling juvenile delinquent, and a fairly unremarkable ensemble cast.

Though they sometimes are a tad too well-informed about their flaws and motivations, the protagonists are, at heart, decent people trying to lead good lives. Godwin offers a solid and candidly drawn picture of life in a small town that is perched on the cusp of a collision between time and change. Her writing is frank and thought-provoking and the story, though ponderous at times, still manages to keep the reader engaged. She has skillfully continued the narrative and themes introduced in the novel's prequel, but the success of *Evensong* is evidenced by its ability to stand alone as a work of fiction.

— Gayle McManigle Fishel
Davidson College

Do you live a boring life and long for adventure? Do you have strange friends and family? If you answered yes to either of these questions, you will be able to identify with Molly and Nell O'Hara.

Molly and Nell own Enchanted Cottage Antiques in Pelletreau, North Carolina. Nell has not spoken since the day she saw her mother murdered seventeen years ago, a case that has never been solved. At an estate sale, the sisters are shocked by a Broadway *Playbill* featuring their grandmother on the cover. Their grandmother, now in the Pelletreau Charitable Nursing Home, had barely been able to support her family with the money she earned as a seamstress. Never had she mentioned her past as a Broadway actress. While the girls were growing up, she had refused to say anything about her past except that all of her family was dead. Anxious to see their grandmother and find out more about her past, Molly and Nell arrive at the nursing home to find their grandmother dead. Molly has a nagging suspicion about her grandmother's death and the mysterious visitor she had before she died.

The sisters embark on an adventure that takes them to New York, England, and finally to a small island in Vermont to retrace their grandmother's footsteps back to any family they may have. Molly and Nell meet quite a cast of characters on their journey. An aging actor who appeared on stage with their grandparents leads them to a former actor who gives them the information needed to track down their grandfather in England. At a dog show in England, the sisters meet their grandfather, who turns out to be the key they need to find their grandmother's family.

When Molly and Nell are welcomed at their grandmother's family home, the family appears to be dying off. The victim in the latest death looks suspiciously like their grandmother's mysterious visitor, and the sisters become suspects. Mathes will keep you guessing the identity of the killer or killers until the last chapter.

Other books by Mathes are *The Girl with the Phony Name* and *The Girl Who Remembered Snow*, mysteries also featuring young women and their travels as they search for their families. His latest novel of humor and suspense will be a welcome addition to any fiction collection.

— Lisa C. Driver
Pitt Community College

Charles Mathes.

The Girl at the End of the Line.

New York: St. Martin's Press, 1999. 279 pp.
\$22.95. ISBN 0-312-19887-6.

OTHER PUBLICATIONS OF INTEREST ...

Where There's a Will, by Elizabeth Daniels Squire, is the sixth installment of the adventures of Peaches Dann, absent-minded amateur sleuth from Asheville, North Carolina. As usual, Peaches copes with family trouble, but this time it's her lifelong friend Marietta, whose family is in trouble. Seems eccentric Uncle Hiram left \$15 million to his eight heirs on the condition that within a year of his death they travel together to England to view the ancestral digs, and return on the cruise ship on which he and his bride enjoyed the blissful honeymoon that all too briefly preceded her death from leukemia. Before the trip gets organized two heirs are dead, and the survivors can't decide whether to suspect creepy Hiram or each other of setting them up. Only Peaches would be patient enough to take a cruise with this dysfunctional family, and even Marietta is guarding family secrets that almost get her loyal friend killed for her trouble. Stalwart husband Ted and colorful, aggravating Pop fax advice from home every day or so, but not even warnings from the psychic who Pop consults save Peaches from being mistaken for an alcoholic by the crew and almost being snuffed out in a clothes dryer set on high. Virtue and painstaking detection triumph over greed and hate, and we leave Peaches contemplating changing careers from murder investigation to newspaper reporting, something else the author knows a great deal about. (1999; Berkley Prime Crime, 375 Hudson St, New York, NY 10014; 243 pp.; paper, \$5.99; ISBN 0-425-16984-7.)

Test your knowledge with *The Ultimate North Carolina Quiz Book*, covering the state's environs, wars and elections, arts and letters, commerce and science, culture, music and entertainment, and sports and recreation. Recommended for the State Quiz Bowl Committee and all public libraries. Author Lew Powell is a reporter and editor for the *Charlotte Observer*, and has previously published *On This Day in North Carolina* and *Lew Powell's Carolina Follies*. (1999; University of North Carolina Press, P.O. Box 2288, Chapel Hill, NC 27515-2288; 177 pp.; paper, \$10.95; ISBN 0-8078-4825-5.)

Former UNC Press staffers Lisa Dellwo and Jessica Philyaw have put together a helpful guidebook called *Romantic North Carolina: More Than 300 Things to Do for Southern Lovers*. It is equal-opportunity, including spectator and participatory sports as well as arts, shopping, dining out, nightlife, and lodging. (1999; Hill Street Press, LLC, 101 East Broad St., Suite 209, Athens, GA 30601-2848; 146 pp.; paper, \$10.95; ISBN 1-892514-14-1.)

Two mouth-watering cookbooks represent Tarheel cuisine this fall. *The Country Ham Book*, by Jeanne Voltz and Elaine Harvell, covers the history, lore, and basic preparation of country ham; presents more than 70 recipes for country ham and its accompaniments; and includes a glossary and list of sources for ordering country ham. (1999; University of North Carolina Press, P.O. Box 2288, Chapel Hill, NC 27515-2288; 146 pp.; cloth, \$24.95; ISBN 0-8078-2519-0; paper, \$16.95; ISBN 0-8078-4827-1.)

Mama Dip's Country Kitchen includes more than 250 traditional Southern recipes familiar to most anyone who ever went to school in Chapel Hill, and Mama Dip's (or Mildred Council's) memories of early childhood, hard work, and business success. (1999; University of North Carolina Press, P.O. Box 2288, Chapel Hill, NC 27515-2288; 230 pp.; cloth, \$27.50; ISBN 0-8078-2508-5; paper, \$15.95; ISBN 0-8078-4790-9.)

Two memoirs of North Carolina women will be of interest to state and local history collections. *Life Behind the Potted Plant*, by "Miz M," is the life story of Doris Michael, a native of Surry County and a retired teacher. A church musician from the age of twelve, she observed life from behind a series of piano and organ keyboards, "all from behind untold numbers of potted plants." Illustrated with photographs, as well as drawings, sketches, and paintings by the author. (1998; Gabbard Publications, 1829 Grubb Rd., Lenoir City, TN 37771; 236 pp.; paper, \$14.95; ISBN 0-9622608-6-X.)

Christine Whaley Williams tells her story and the story of Duplin County's progress as the state's most profitable agricultural county in *Chrysthine: Portrait of a Unique North Carolina Girl: Up From the Sharecrop Fields*. A hard worker since her childhood as a sharecropper's daughter, Christine rose to serve nine terms as Duplin County Register of Deeds, and to make many other contributions to her community. (1999; Pentland Press, Inc., 5122 Bur Oak Circle, Raleigh, NC 27612; 424 pp.; cloth, \$25.00 plus \$4.00 shipping and handling; ISBN 1-57197-150-5.)

New from the Institute of Government is *Public School Volunteers: Law and Liability in North Carolina*, by Ingrid M. Johansen. It covers guidelines for developing policy and procedures on screening, training, and supervising volunteers, as well as liability issues. Public libraries might want to check their volunteer policies against this work. (1999; Institute of Government, University of North Carolina at Chapel Hill, CB#3330 Knapp Bldg.; Chapel Hill, NC 27599-3330; 105 pp.; paper, \$16.00; ISBN 1-56011-358-8.)

A new edition of Stephen Allred's *Employment Law: A Guide for North Carolina Public Employers* updates the 1995 edition with expanded sections on the Americans with Disabilities Act, the Fair Labor Standards Act, the Family and Medical Leave Act, and other pertinent state and federal court decisions. (3rd edition, 1999; Institute of Government, University of North Carolina at Chapel Hill, CB#3330 Knapp Bldg.; Chapel Hill, NC 27599-3330; 459 pp.; paper, \$35.00; ISBN 1-56011-351-0.)

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in View of ...

Patillo Elementary School Tarboro, NC

After Floyd

The Media Center of the Patillo Elementary School, pictured here, was severely damaged by Hurricane Floyd, leaving its 12,000-item collection soaked with water, mud, and sewage. The media center is presently located in one of the 31 trailers set up on the practice football field to house the school; its collection consists of a shelf and a half of new books that were on order when the hurricane struck and a few books returned by patrons.

Anyone who would like to join with other members of NCLA in contributing to the flood relief effort may send tax-deductible contributions to Maureen Costello, NCLA Administrative Assistant, 4646 Mail Service Center, Raleigh, NC 27699-4646. NCLA will forward all monies to the governor.





Thanks to Angie Egerton, Patillo media coordinator, for these photographs.

If you have suggestions for photographs of library buildings or activities that could be shared with others through this column, please contact Joline Ezzell at (919) 660-5925 or <joline.ezzell@duke.edu>.

NORTH CAROLINA LIBRARY ASSOCIATION

SECTION AND ROUND TABLE BIENNIAL REPORTS

Editor's Note: Space constraints have forced the editing of some reports. Unabridged versions will be housed in the NCLA Archives.

ARCHIVES COMMITTEE

I will begin this report by saying THANK YOU to members of the Archives Committee. Thank you for your hard work and dedication.

This has been an exciting two years. The committee began its term with a study of the NCLA Retention schedule and a visit from Mr. James Sorrell, an archivist at the State Archives. Mr. Sorrell instructed the committee on the best ways to preserve the various types of materials it receives. Armed with preservation information and the retention schedule, the committee plunged forward.

When the committee began work in 1998, there existed a backlog of materials dating back to the early 1980s. The Archives Committee worked diligently to reduce this backlog and as of September 1999, materials yet to be processed now date in the '90s. It is hoped that in another two years all processing will be brought current. In order to accomplish this, the committee recommends continuing a monthly work schedule. Although much has been accomplished, there is still much work to be done.

The NCLA Archives will probably be relocated in the year 2000. Currently, file cabinets and some boxes have been moved into the NCLA Administrative Assistant's area, in the basement of the State Library of North Carolina. Other NCLA Archive materials remain on carts, for lack of shelving space. At present, however, it is uncertain if these materials will remain in the basement at the State Library or if they will be moved to another location.

The committee would like to remind you to review the retention schedule regarding the disposition of records. Please remember to label photographs and newspaper articles. Also separate any newspaper articles and photographs from regular archival correspondence. Send your predecessor's records to the following address:

Carrie Nichols
Carlyle Campbell Library
Meredith College
3800 Hillsborough St.
Raleigh, NC 27607

The records created during your term should be passed to your successor.

— Carrie Nichols

CHILDREN'S SERVICES SECTION

The Children's Services Section has had a very productive couple of years, full of fun, feasting and fellowship. In the course of the two years, Margaret Miles had to step down as membership chair, and Hannah Owen stepped into the position, Frances Lampley unexpectedly had to take over as chair of NCLPA, and so Sue Mellott took over as the liaison to CSS for her, and Trilby Meeks had to resign as CSS Director due to a change in job status.

One of our aims for the biennium has been toward reaching a better understanding of our CSS finances, to be achieved by depending on the NCLA Treasurer to be more accurate and regular with providing section financial reports back to the CSS Secretary/Treasurer. In this, we have been pleased to note major improvements in the accounting practices of NCLA, and the responsiveness of Diane Kester to our requests for reports, and clarification of those reports. Unfortunately, we were told at the beginning of the biennium that we could have monthly financial updates mailed to our Treasurer, and this did not occur, but it was, perhaps, too much to expect. We will hope that the next years will see continued improvements in financial accountability.

The Children's Services Section has been presenting a mini-conference/retreat on Youth Services issues in the NCLA conference off-years, and the pattern was happily continued this biennium. In October 1998, we used our favorite retreat location — the Brown Summit Conference Center — as the site for "Reading Renaissance: Rediscover the Book." The retreat was very well attended, and extremely well received, with relaxation as well as reading issues the order of the day. Jim Rosinia spoke on the topic of "Young Adult Ages and Stages," Ron Jones and a cadre of YA specialists discussed YA booktalk programs, Susan Land facilitated a mock Newbery Award meeting, Denise Palas covered "Preschool Emergent Literacy," and Dr. Dudley Shearborn brought the participants to laughter and tears as she demonstrated "Leading Book discussions with Youth," and provided the finest finale that a conference ever had.

Mel Burton and Beth Hutchison were the Guest Editors of the Children's Services, Winter 1998, issue of *North Carolina Libraries*. Well-written articles covered youth services topics from Smart Start to storytelling approaches to the Hispanic Community; from the "Image" of YS librarians to library kids in Cyberspace. A future edition of interest to children's librarians, suggested by Mel Burton, will be on the topic of Storytelling.

An area of ongoing concern for CSS during the biennium has been management, communication, and procedures for the North Carolina Children's Book Award, which is co-sponsored by NCASL. While we recognize that most of the effort in the development and voting phases of this annual event falls upon the school librarians, we would like to feel more connected to the process as was intended when the NCCBA was first instituted, almost 10 years ago. CSS has asked Jenny Barrett to continue serving as the co-chair for the NCCBA, and has created this as a standing committee appointment to the CSS board. We hope that with increased efforts a better understanding of the past, present, and future of the award can be reached in the new biennium.

Finally, we are happy to be presenting the CSS Author Breakfast again at the 1999 Biennial Conference in Winston-Salem, co-sponsored by NCLPA. This year's guest speaker is Johanna Hurwitz, author of over 50 children's books, most recently *Llama in the Library* and *The Just Desserts Club*. Ron Jones will be presenting a program called "Mother Goose Asks Why?" concerning this National Family Literacy Program, and Irania Patterson will round out the CSS sponsored workshops with her expert presentation about "Serving Spanish-Speaking Patrons" in the library. It will be a wonderful end to a fascinating two years.

— Susan Adams

COLLEGE AND UNIVERSITY SECTION

The College and University Section presented a non-conference year workshop entitled "Fulfilling the Promise of the Millennium, Purposes, Perspectives, Possibilities," keynoted by Benjamin Speller. The program for the Biennial Conference was "Copyright in the Digital Age" with Laura Gassaway.

The section spent a great deal of time exploring the possibilities of merging with the Community and Junior College Section. Changes were proposed to the bylaws to allow the Community and Junior College section to join the College and University Section as an interest group as well as members.

Changes in leadership occurred as Clarence Toomer (UNCP) resigned as chair. Vice-Chair, Shirley Gregory (Barton) took over as Chair and Bobby Wynn was elected Vice-Chair. A new slate of officers for the 1999-2001 biennium was presented to the fall conference to include:

Chairman: Bobby Wynn, Director of Libraries, Fayetteville State University
Vice Chair/Chair Elect: Jim Carmichael, UNCG, Professor of Library and Information Studies
Secretary/Treasurer: Peggy Markham, NC A&T, Collection Development Librarian
Director: Robert Dalton, Humanities and Reference Librarian, UNC Davis Library
Director: Rodney Lippard, Technical Services Librarian, Catawba College Library
Past Chair: Shirley Gregory, Library Director, Barton College

— Clarence Toomer

CONTINUING EDUCATION COMMITTEE

The role of the Continuing Education Committee, guiding principles, and strategies for effective and cost-efficient continuing programming for library and information personnel are the results of both face-to-face committee meeting and electronic interaction. This report represents the consensus of the committee members, NCLA Executive Board, and major CE providers in the state. The chair acknowledges, with appreciation, the time and effort during the last one and a half years all who made this report possible.

The Role of the Continuing Education Committee

The Continuing Education Committee provides advice to the North Carolina Library Association's executive board, sections, round tables, and committees on policies and procedures for continuing education and professional development of members. "Development of Libraries and Library Personnel for a Multidimensional Global Society" is the theme for six major contextual and functional categories for continuing education activities. These categories are: strategic issues and trends; reframing through effective management and analysis; concepts, principles, and developments in organization of information; information services and collection development; and research expertise.

Guiding Principles and Strategies

As proactive responses to issues relating to resource development, duplication of effort, and communications, the following principles and strategies will guide the initial stage in building a statewide planning and implementation network of CE providers:

Principles

- NCLA will take a collaborative statewide approach in providing an administrative and technological infrastructure for delivery of continuing education.
- Continuing education offerings will be developed based on need assessments, feedback on CE activities/experiences, and shared information.
- Where the need for multiple CE offerings are shown to exist, providers will be encouraged to offer programs in competition with each other. However, enrollment in these activities will be monitored to ensure that all programs continue to be needed.
- Inter-organizational programs will be developed in instances where multiple sections/round tables wish to offer CE activities on the same topic(s), and the need is not great enough to justify mounting more than one program. For shared programs, common pricing for the activity will be the rule.
- In functional and operational areas that are critical to effective statewide information access, certifications of completion programs will be developed as an accountability mechanism for competencies gained through CE.

Strategies

- A Web-based and printed needs assessment form will be used for program planning and evaluations, feedback on CE activities/experiences, and sharing of information.
- A Web-based and printed statewide listing of CE activities and events will be developed and distributed. The Web-based listing will be placed on the NCLA, State Library of North Carolina, and the University of North Carolina Web pages.
- A statewide member/customer database will be designed and developed for communication and financial management purposes.
- A speaker's list will be developed and maintained in print and electronic formats.

An implementation plan is now under development that includes seeking resources and volunteers to implement the strategies in a timely manner.

— by Benjamin F. Speller Jr.

DEVELOPMENT COMMITTEE

The NCLA Development Committee was established in 1998. Its first actions created the Endowment for the North Carolina Library Association, and initially funded it with a \$10,000 gift from NCLA. The initial intent of the endowment is to raise a principal sufficient to generate enough income to cover the cost of one issue per year of *North Carolina Libraries*.

The committee negotiated an agreement with the North Carolina Community Foundation (NCCF) to manage the endowment. Gifts to the endowment become the property of NCCF; NCCF returns five percent of the fund value annually, charges a one percent fee, and reinvests the remaining portion. NCCF reports regularly to the NCLA treasurer on the fund's progress.

The Endowment for the North Carolina Library Association also appears in all NCCF publicity, enabling donors outside NCLA to learn about the fund and contribute.

To promote the endowment within NCLA, the committee created and published an endowment brochure. The print run was 3,000; the brochure is being distributed in biennial conference registration packets. The Development Committee wishes to thank Al Jones and the Conference Committee for paying printing costs and distributing the brochures.

Donors can give to the endowment in many ways. Contributions of money and stocks can be made through NCLA or directly to NCCF. Donations of real estate, bequests, etc., can be made with the advice of NCCF. Gifts can be given by individual, organizational, or corporate donors, and can be given in memory or honor of a person or group.

In the event a gift is given as a memorial or in honor of a person or group, NCLA will acknowledge the gift as well as notify the person being honored or the family of the person being memorialized.

The Development Committee continues to seek sources of corporate and non-profit donations to the endowment.

The chair recommends that the committee have only one charge in the coming biennium: to raise money for the endowment.

— Ross A. Holt

DOCUMENTS SECTION

During the 1997-1999 Biennium the Documents Section continued its tradition of excellent programming and continuing education opportunities. The Documents Section Chair-Elect serves as the program chair with responsibilities for organizing the Spring and Fall workshops. Nancy Kolenbrander served in this capacity in 1998, and Mary Horton did so for 1999.

In the spring of 1998, the Section presented "The Old North State: State, County, and Local Information in North Carolina." Drawing on the expertise of librarians and state officials, the workshop was well attended. In the fall, the Section presented "Web vs. CD-ROM: Access to Electronic Information." In addition to presentations, the day included small group discussions to promote exchange of practices and coping mechanisms.

The Section's Spring workshop for 1999 was "Technical and Medical Literature on the Web." Presenters were North Carolina librarians Jean Porter on patents, Sandra Lovely on NTIS and DOE Information Bridge, and Clarissa C. Fisher on Pub Med and Grateful Med. The Fall workshop "Government Statistical Information on the Web: International, National, and State" is scheduled for September 22 from 3:30 - 4:45 p.m. North Carolina documents librarians Mary Ellen Spencer, Catherine Shreve, and Mary Horton will present Web resources.

The need to return \$5 for each workshop attendee to NCLA, as well as the requirement to assure an adequate price difference between NCLA members and non-members, required an increase in workshop fees. The Section is committed to continuing quality programming at recoverable costs.

The year 1998 saw the initial transition of our newsletter "The Docket" from a full print publication to a print/electronic publication. The publication is now available at <<http://metalab.unc.edu/reference/docs/ncladocs/pub.html>>. Marilyn Schuster and Mike Van Fossen have worked hard at making the publication as accessible and useful in electronic format as it is in print.

In 1998, members of the Documents Section lobbied hard for the passage of S.2288, "The Wendell H. Ford Government Publications Reform Act of 1998." While the act did not pass, responses from Washington indicated that the message was getting through.

On September 21, 1999, the Documents Section presented a resolution to the NCLA Executive Board regarding Session Law 1999-237. This law directs selected state agencies to review their printing and publication requirements and develop a plan to reduce the cost of printing, publishing, and distributing agency information and materials by using computer technology and the Internet. The Documents Section has several concerns: 1) The Act does not provide for permanent archiving and retention of documents, 2) Certain essential publications should be published in paper format for ease of use and for historical purposes, 3) The Act does not provide for indexing and distribution of state agency publication in compliance with NCGS125-11.5 through 125-11.13. A copy of the resolution is attached to this report.

— Ann E. Miller
and Nancy Kolenbrander



Another librarian on his way to a conference presentation.

FINANCE COMMITTEE

During the 1997/1999 biennium, the Finance Committee addressed several issues aimed at keeping the North Carolina Library Association fiscally sound. With the largest percentage of the Association's revenue generated from membership dues, the Committee approached the issue of a declining membership from several angles. For the years 1999 and 2000, the Committee presented a budget more reflective of the impact of a declining membership base, steering away from attempts to balance the budget by inflating income from this and other sources. In each year, the budget developed called for the use, if necessary, of conference funds or reserves in order to balance expenses against income, with a clear warning that such means of balancing the Association's budget were only a short-term solution to projected financial shortfalls. And, for both FY 1999 and FY 2000, the Committee proposed the reinstatement of funding for Project Grants in an effort to provide funding for workshops and training important to the membership. In addition, the Committee endorsed two proposals aimed at making it financially more inviting to begin or continue membership.

Those proposals were: to increase the number of years full-time library science students could qualify for student membership; and, to implement the use of MasterCard and VISA for the payment of dues.

The Committee would like to commend the Association's Treasurer, Diane D. Kester for her efforts in streamlining and clarifying the budget presentation; in consolidating Association funds and, by doing so, improving the return on those funds; and, for dealing with a variety of other financial issues, including the return of state sales taxes to the Association. As Chair of the Committee, I would like to thank the Committee members for their hard work and valuable insight.

— Catherine L. Wilkinson

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INTELLECTUAL FREEDOM COMMITTEE

Workshops, Programs, Lectures, and Related Activities

- Publicized NCLA Intellectual Freedom Committee members, addresses, phone numbers, e-mail addresses and listservs in various publications so NCLA members could contact them easily
- Presented 1997 NCLA/SIRS Intellectual Freedom Award to Susan Cannady, Grimsley High School Media Center, Greensboro, NC; IFC has chosen recipient for the 1999 award and will present it at the second general session of the 1999 biennial conference, September 23, 1999
- Co-sponsored Judith F. Krug as general session speaker at 1997 conference
- Maintained contact with IFC members online
- Investigated NC Senate Bill 452, regulating adult businesses
- Maintained close contact with ALA Office for Intellectual Freedom and Judith F. Krug and staff
- Wrote letters to the editor and op-ed pieces for state newspapers
- Investigated NC House Bill 1587 regarding mandated computer filters
- Gave advice and samples to multiple libraries on wording of Acceptable/Internet Use Policies
- Sent IFC budget proposal to NCLA Finance Committee
- Gave advice and samples to multiple libraries on selection policies
- Encouraged members to subscribe to NCLA-L and ALA/Office for Intellectual Freedom listservs
- Referred hundreds of librarians to documents posted on the ALA Office for Intellectual Freedom Web pages
- Referred many librarians to *Intellectual Freedom Manual* and *Newsletter on Intellectual Freedom*
- Forwarded multiple documents/articles/samples by e-mail and regular mail to NCLA members
- Maintained chronological notebooks on challenges in NC
- Encouraged members to adopt written selection policies and Internet use policies
- Encouraged members to ensure privacy of library records
- Contacted US Congressmen and Congresswomen many times concerning legislation affecting access to information (copyright, technology, computers, Internet filters, e-rates, Internet Use Policies, online privacy)
- Informed membership on how to get addresses, phone numbers, and e-mail addresses for our legislators at both the state and national levels
- Referred members and law officials to NC Confidentiality of Library Records law
- Reviewed AAUP report on academic freedom and computers and the ACLU white paper, *Fahrenheit 451.2: Is Cyberspace Burning? How Rating and Blocking Proposals May Torch Free Speech on the Internet*
- Referred members to ALA *Statement on Professional Ethics*
- Monitored proposed legislation in the NC General Assembly affecting librarians and access to information and maintained contact with sources working with General Assembly
- Lobbied against "Parental Rights and Child Protection" bill in NC General Assembly
- Lobbied against NC Senate Bill 907 which would put filters on all public computers; requested and received legal analysis of bill from ALA attorneys; distributed information to Senate Information Technology Committee who was considering bill; encouraged members to contact their senators
- Participated in Banned Books Week and Read Across America programs
- Investigated the announcement that State Information Processing Services (SIPS) would be offering a filtered option for Internet access; had multiple conversations and e-mails with James Broadwell, Director of State Communications, and staff; kept State Library of North Carolina and State Department of Public Instruction informed
- Briefed several county attorneys on First Amendment rights and access to information issues
- Monitored legislation from many states dealing with computer filters, e-rates, etc.
- Followed up on NC House Bill 834 and interpretations dealing with sex/health education materials when a media director directed all school media specialists in the administrative unit to pull all materials identified in the bill and send them to central office for parental review

- Sent multiple bills, resolutions, etc. to ALA Office for Intellectual Freedom for review by attorneys
- Encouraged NCLA Executive Board to endorse ALA Ann K. Symons' statement, "Libraries: An American Value"
- Identified Web sites with information on library computer filters
- IFC Chair made presentations on intellectual freedom in Albuquerque, NM; Jekyll Island, GA; Greenville, NC; Yadkinville, NC; New Bern, NC; Morganton, NC; Orono, ME
- IFC Chair participated in retreat dealing with goals, objectives, and action plans for NCLA (Intellectual Freedom was identified as Goal 2)
- Had "Statement on Internet Access and Filters" approved by NCLA Executive Board

Intellectual Freedom Incidents Investigated/Handled/Referred:

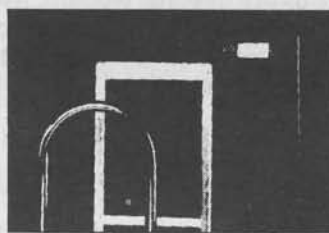
Responded to requests from: Albemarle, Asheville, Belhaven, Boone, Bunn, Burlington, Cameron, Chapel Hill, Charlotte, Dunn, Durham, Elkin, Fayetteville, Franklinton, Gastonia, Goldsboro, Greensboro, Greenville, High Point, Lillington, Louisburg, North Wilkesboro, Plymouth, Raleigh, Salisbury, Spring Lake, Stokes, Swansboro, Washington, Wilson, Winston-Salem

Titles/Activities Giving Problems in NC:

The Adventures of Huckleberry Finn; *Babysitter Three*; *The Best Christmas Pageant Ever*; *Bones in the Cliff*; *Bridge to Terabithia*; *The Cat Who Went to Heaven*; *The Catcher in the Rye*; *Crazy Lady*; *Daddy's Roommate*; *A Day No Pigs Would Die*; *Disclosure*; *For Better or Worse*; *Forever*; Health education textbooks; *Heather Has Two Mommies*; *History Laid Bare – Love, Sex and Perversity from the Ancient Etruscans to Warren G. Harding*; *Hot, Sexy and Safer*; *I Know Why the Caged Bird Sings*; *It's Perfectly Normal*; *Knowing*; *Lights Out*; *A Long Hard Road Out of Hell*; *Mademoiselle* (magazine); Michelangelo Paintings-Sculpture-Architecture; *Monster Soup and Other Spooky Poems*; *Playboy* (magazine); *The Prince of Tides*; *The Red Pony*; *Rolling Harvey Down the Hill*; *Rolling Stone* (magazine); Selection of television programs on sets in ECU Student Union; *Set the Twilight Reeling* (CD); *Seventeen* (magazine); Teenage viewing of videos; *An Underground Education*; *We All Fall Down*; *What Is A Girl? What Is A Boy?*; *YM* (magazine)

— Gene Lanier

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2000 LEADERSHIP INSTITUTE PLANNING COMMITTEE

The Planning Committee has been hard at work preparing for the 1999 NCLA Conference. We are going to have a booth at the conference to coincide with our contest. We will offer three prizes (a rocking chair and \$100) to the three best entries. The contest is to complete the sentence, "When I imagine the future of North Carolina Libraries" The contest is being judged by Dave Fergusson, Gwen Jackson, and Al Jones.

We are also going to have a camera operator at the conference to videotape NCLA members discussing NCLA, leadership, and the future of libraries. We plan on putting together a tape that can be used by NCLA for promotional purposes and by the Institute for fundraising.

Over the next year, we will be planning the 2000 Institute, finalizing details, and preparing for the future.

— George H. Taylor Jr.

LIBRARY ADMINISTRATION AND MANAGEMENT SECTION

LAMS has had a productive biennium, ending the period with the creation of two Special Interest Groups, which we hope will meet real needs within the state, and provide inspiration and support for librarians. One of these is the Personnel and Staff Development Officers SIG, formed by Deborah Lambert and Louvenia Summerville, and the other is the Circulation Librarians SIG, started by Robert James.

LAMS tackled the membership issue early in the biennium with a letter writing campaign to heads of libraries, encouraging them to join, take an active role, and encourage members of their staff to participate in LAMS.

LAMS has given financial support to the Leadership Institute, and has provided some of the mentors in that program.

LAMS has also supported future librarians in the SPECTRUM scholars program with letters of congratulations and invitations to participate.

Two major themes have marked the LAMS program offerings in the biennium: assessment and mentoring. We have collaborated with the Resources and Technical Services Section of NCLA on an Assessment Workshop which was offered at the Friday Center in Chapel Hill to 76 librarians. We had three speakers and breakout sessions to address the why, how, and impact on staff of assessment. We are offering as a LAMS preconference to the NCLA biennial conference another workshop on Assessment, offered by our own member and former chair, Dr. Robert Burgin.

Our interest in mentoring resulted in a joint program with the New Members Round Table of NCLA. We jointly developed a brochure, evaluated feedback, and matched about 20 pairs of mentors and mentees. Additional would-be-mentors volunteered, and may be used next year. A program about mentoring, featuring Barbara Moran, and a reception for participants in this program are being offered by LAMS with input from the NMRT at the 1999 NCLA Biennial Conference. Our next challenge will be to develop continuing leadership in this effort.

Although the NCLA LAMS Board is smaller than the boards of several sections, we found it relatively difficult to have face-to-face meetings regularly. As a result, we have experimented with a conference call meeting and with e-mail exchanges as substitutes for face-to-face meetings.

We end the biennium with stable membership and finances, some new programs, and many opportunities for continued action.

— Rhoda Channing

LITERACY COMMITTEE

The work of the committee was guided by three main goals:

- Preparation of the Position Statement for dissemination;
- Establishment of a formal relationship with the North Carolina Literacy Center;
- Presentation of a program at NCLA-1999. (Response to this agenda follows.)
- Distribution of the Position Statement is still in progress.

At the July 1999 meeting of the Executive Board, a motion was passed to establish a formal relationship with the North Carolina Literacy Center which includes an ex-officio committee appointment of a staff member from the Center. A second motion was passed to send to the Constitution, Codes, and Handbook Committee a request to change the status of the Literacy Committee to a standing committee.

A program entitled "Ideas, Initiatives, and Innovations: A Showcase of Best Practices" is planned for the conference. It will feature committee members and guest speakers.

Under new leadership, it is recommended that in addition to the new agenda, the current actions (items) be continually monitored and completed: the dissemination of the Position Statement, and the committee status change from "ad hoc" to "standing."

— Pauletta Brown Bracy

MEMBERSHIP COMMITTEE

The Membership Committee was charged by the Executive Board to develop strategies for recruiting, retaining, and rewarding membership in NCLA. These strategies were given priority and have been implemented:

- Acceptance of credit cards for payment of dues and a secure Web site to allow members to join online.
- Renewal notices will be mailed by November 15 of each year.
- Send a personal reminder to lapsed members citing the benefits of membership. (2,900 postcards were mailed).
- The purchase of 2 table-top displays, suitable for travel, to be used for recruiting, etc. (The displays have recently been purchased and will be ready for use in the 1999 – 2001 biennium.)

Other strategies receiving priority and requiring action by the upcoming Executive Board are as follows:

- Identify an NCLA recruiter at institutions/school systems.
- Consider a rolling membership for payment of dues as opposed to a calendar renewal.
- At the conference, recognize consecutive years of membership. Those receiving recognition can select prizes from a small catalog.

In addition, the Committee participated in the 1998 and 1999 Career Fair at UNC-Chapel Hill. Brochures and applications were distributed, as well as personal conversations on the benefits of membership, to approximately 25 students.

Nominations for the Association Awards were solicited for presentation for the 1999 Biennial Conference. As a result, the Life Membership Award recipients are Doris Anne Bradley, Elsie Brumback, Dr. Gene Lanier, Gwen Jackson, and Carol Southerland. The Honorary Membership Award was presented to L.B. (Rick) Beasley of Conover, NC.

— Peggy Quinn

NC ASSOCIATION OF SCHOOL LIBRARIANS

The last two years have been extremely productive ones for NCASL. We have had excellent representation at state and national conferences as well as strong committee work.

In January of 1998, we had representatives at Mid-Winter New Orleans. The Think Tank, composed of media people from across the state, met several times in Greensboro, Raleigh, and Charlotte to talk about issues affecting school librarians. Several regions also sponsored meetings to discuss the role of library/media specialists. A request was made to the state Superintendent to look at the need for library supervisors in each district.

A Web site was initiated by Laura Williams, Telecommunication chairman. It has been attached to an e-group site. The address is <<http://www.egroups.com/lis/ncasl>>.

The NCASL conference in Winston-Salem on September 17-19, 1998 was very well attended. Our book award winners were present.

The NCLA Board added a representative on the Board for every 350 members in a division. The first position was filled by the chair and then the chair-elect, and if necessary, the past chair.

An innovative Summer Conference in 1997 was held in three sites across the state and was an outstanding success. Karen Perry did an excellent job in organizing and arranging for the record turnouts.

A major disappointment was the fact that NC LIVE was not given to school libraries. This was a decision made at the state level based on funding.

The Interlibrary Cooperation meetings were held to talk about the changing roles of public, private, university, and school libraries. These meetings culminated in a paper stating the goals of libraries across North Carolina.

The Executive Board of NCASL proposed to the NCLA Board the need to look at the role that NCASL plays in the NCLA organization. The culmination of that exchange was the creation of a Commission on School Libraries. Below is the purpose:

We propose that an NCLA Commission on School Librarians be organized and charged with the following:

- Identify issues vital to school librarians and school librarianship throughout North Carolina*
- Identify remedies and resolutions to those key issues that are creative, innovative and appropriate for assuring that school librarianship remains strong and able to meet the needs of students throughout North Carolina's schools*
- Create an action plan that remedies and resolves key issues for school librarians with clearly established timelines and lines of responsibility*

The Commission will include a chair, agreed upon by the President of NCLA and the Chair of NCASL, who has a background in both public and school libraries and/or who would be acceptable to both groups, and ten members, five of whom shall be appointed by NCASL, and five of whom shall be appointed by the Executive Committee of NCASL. The Commission will seek broad-based input from the library community. The work of the Commission will begin no later than November 1, 1999, and be completed by October 31, 2000. We are committed to making every effort to ensure that NCLA meets the needs of school librarians.

NCASL will make every effort to see that the Commission is successful in addressing the needs of both organizations.

— Melinda Ratchford

NC LIBRARY PARAPROFESSIONAL ASSOCIATION

The North Carolina Library Paraprofessional Association has had a very interesting biennium. During the course of this term, we lost a regional director due to death and also had our chair resign. We had one other director who had to deal with the illness of her parents and another who was unable to attend meetings due to a back injury. Suffice it to say that we were not very well organized during this time. We were unable to provide workshops during the last biennium due to all these problems.

At this time, we also have not been able to obtain a full slate of officers for the upcoming term. Letters were sent to all members along with nomination forms and later, ballots. Everyone was given the opportunity to send in write-ins and none were received. If you are a paraprofessional or have paraprofessionals in your library who are not members, I ask you to please encourage them to join and to become active in the organization. The next biennium will be better!!

Also, please note that I have changed jobs and at present do not have an e-mail address. Please note that all correspondence, etc. will need to be sent to Frances Lampley, Project Enlightenment, 501 S. Boylan Ave., Raleigh, NC 27603; phone: (919) 664-7780. Thank you.

— Frances Lampley

NEW MEMBERS ROUND TABLE

We will be co-sponsoring the "Careers I and II" program with the Recruitment and Placement Committee at the biennial conference. We will also conduct a brief business meeting at which The Young Librarian Award (a young librarian who is making outstanding contributions to the library profession) will be presented to Rodney Lippard, Acquisitions Librarian and Systems Manager at Corriher-Linn-Black Library at Catawba College.

Along with LAMS, we participated in the development of a mentoring program within NCLA in which new librarians can be matched with more experienced librarians. The first group has been paired, and most of them will meet at a reception at NCLA. A brochure describing the program was designed and left with the administrative assistant.

A planned summer program on grantwriting and fundraising in libraries was postponed, but we anticipate the new board picking it up in the spring.

— Tracy Babiasz

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NON-CONFERENCE-YEAR EVENT COMMITTEE

The Committee met at the Forsyth County Public Library. We went on the assumption that the purpose of a Non-Conference-Year Event is to give the members more for their membership dues and build NCLA's strength.

After preliminary discussion, we focused on three main ideas: Off-Year Mini-Conferences, Leisure/Social Retreat, and a Technology Mini-Conference.

The Executive Board favored the concept of a Technology Mini-Conference. They were also in favor of piggybacking onto NCASL's conference, if possible, to increase interest in both.

A Technology Mini-Conference would be aimed at all types of library employees. Presentations would be made by experts in specific areas. These would feature vendor exhibits and include vendor presentations, which would increase as the mini-conference's reputation grew.

Tracks for different types of librarians or types of subject matter are recommended. Sessions could be scheduled so that one could jump tracks for appealing programs.

One track we recommend could deal with Library Services to the Disabled in an increasingly electronic environment. Two major areas should be covered: the physical devices that can make it possible for the visually and physically impaired to use electronic materials, and designs of Web sites (and NC LIVE database interfaces) that permit them to be accessible to the blind. There is a need for training in the use of assistive technologies and working with children with handicaps.

Specific, hands-on training could be offered, but we do not see a focus on the specific in-depth training of the MUGLNC camps.

Where: Central location

When: Possibly a pre-conference to NCASL's conference. Make more attractive for school librarians and would get all types of librarians together.

Length: One to two days

Costs: Could serve as fund raiser, vendor's support may be available

Who should attend: All NCLA members

Who should plan: NCLA Directors could be given responsibility for managing this mini-conference. A committee could work closely with Technology and Trends Round Table.

— David Fergusson

PRESIDENT'S REPORT

The following provides a summary of the work of the office of the President of NCLA as reported at each Executive Board Meeting.

January 23, 1998 – Planning Retreat at Public Library of Charlotte Mecklenburg County. Participants developed objectives for NCLA for the biennium. The planning session entitled Transitions was by Lea Wells.

January 24, 1998 – Standing Committee Chairs were introduced, and dates for meetings for the Biennium announced. NCLA Development Committee Chair Ross Holt explained the purpose of the new Ad Hoc Committee. Board members reviewed goals and objectives as developed in the planning retreat on the day before.

April 18, 1999 – Liz Hamilton agreed to chair the Ad Hoc NCLA Administrative Office and Personnel Advisory Committee that will address issues associated with moving the NCLA office, the development of a policies and procedures manual for the NCLA Administrative office, some other issues including bringing telecommunications technology to the office, and the membership database.

July 17, 1998 – Vision statement for NCLA approved by Board. Board agrees to fund the purchase of a 4-panel display unit for NC LIVE.

October 16, 1998 – Marcus Trathen, an attorney with Brooks, Pierce, McLendon, Humphrey & Leonard has been nominated to amend the Lawyers for Libraries: Training Institute II sponsored by ALA Office of Intellectual Freedom and the American Bar Association Section of Individual Rights and Responsibilities. Dr. Gene Lanier, chair of the NCLA Intellectual Freedom Committee, has been nominated for the ALA Office of Intellectual Freedom and the Freedom to Read Foundation 30th Anniversary Honor Roll. Dave Fergusson will chair an ad hoc committee to plan a non-conference year event for NCLA. Dr. Ben Speller will chair an ad hoc committee on continuing education.



President Beverley Gass is seen here handing over presidential responsibilities to incoming president, Plummer Alson Jones Jr.

January 15, 1999 – "Guidelines for Workshop Planners" document reviewed. This document includes information about scheduling, registration fees, and mailings. It is available at the NCLA Web site. A task force to gather information about charter schools and their impact on libraries within the state will be formed. President reports on the work of two State Library of North Carolina Commission Committees. The Interlibrary Cooperation Committee and the Advisory Committee on Library Service to Children and Youth are working to address issues identified by the state's LSTA Plan and include broad representation by librarians from throughout the state. Marcus Trathen, the attorney who attended the Lawyers for Libraries Institute in Chicago in November was introduced to the Board and made comments about things that he had learned at the Institute.

April 16, 1999 – Julie Hersberger will chair a committee to study the impact of charter schools and home schooling on the state's libraries. George Taylor will chair the 2000 NCLA Leadership Institute.

July 30, 1999 – Executive Committee of NCLA has requested that an NCLA Commission on School Librarians be formed to address issues and concerns of school librarians especially in response to the announcement of the intention of some members of the NCASL Executive Board to begin to form another association for school librarians outside of NCLA. The Commission will include members appointed by NCASL and NCLA and will be chaired by a person mutually agreeable to both organizations.

September 21, 1999 – Held on the eve of the NCLA Biennial Conference, this Board meeting is attended by the members of both the 1997-99 Board and the elected members of the incoming 1999-2001 NCLA Board, and other special guests. No business was conducted except that the president reported that the membership for the NCLA Commission on School Librarians is being developed and will in place by November 1, 1999. The group celebrated the closing of one biennium and the start of another.

— Beverley Gass

PUBLICATIONS AND MARKETING COMMITTEE

This biennium, the Publications and Marketing Committee has concentrated on three main areas for which three working groups were established: Electronic newsletter, Web site, and Marketing.

Electronic Newsletter:

Responding to a directive from the NCLA Executive Board to establish an electronic newsletter, the committee held a workshop at East Carolina University on August 14, 1998 to plan this publication. Under the leadership of Pam Burton, editor, and Marilyn Schuster and Margaret Foote, assistant editors, the first issue of *NCLA E-News* was published in February, 1999. Subsequent issues of the publication, a bimonthly, were published in April, June, and August of 1999. The *E-News* is currently distributed via the organization's listserv, NCLA-L, and is also available on the Web site. Plans are under way to distribute print copies of the newsletter to those without access to e-mail or the Web.

The newsletter has focused on upcoming events, such as workshops and the biennial conference; news from sections, round tables, and committees of NCLA; and other news of interest to the library community. Contributions to the newsletter are welcome and should be sent to Pam Burton at burtonp@mail.ecu.edu.

Web site:

Another directive from the Executive Board challenged the committee to update the organization's Web site. Under the leadership of Peter Bilecky, and with the special assistance of Diane Kester, this difficult task is ongoing. Much progress has been made: the home page has been completely updated, new links have been established, and a new domain name, NCLAonline.org, has been secured. A major goal for the next biennium is an online membership directory which would be accessible to members from the Web site. This goal should be made easier by the recent migration of the membership database to the ACCESS program.

Marketing:

The working group has been exploring the possibility of a cooperative effort with the State Library of North Carolina, perhaps including a new print newsletter along the lines of the discontinued *Tar Heel Libraries*. Rick Anderson is currently working with the Membership Committee on a new brochure, and a new organizational logo is in the works. Display materials featuring the new logo will probably need to be created in the next biennium.

— Carol P. Freeman

PUBLIC LIBRARY SECTION

The Public Library Section sponsored several programs at the NCLA Conference.

The Young Adult Committee presented "Booktalking with Teens" where several librarians spoke about books of young adult interest. Lise Keppler of Forsyth County, Sarah Hudson of the Public Library of Charlotte and Mecklenburg County, and others presented "book talks" to show the audience how to do a book talk, as well as to show the types of books which today's teens find most fulfilling.

The YA Committee also featured James Rosinia from UNCCH who gave a talk called "Helping Them Grow: Positive Interaction with Teens." This was a very informative and practical sharing designed to help library personnel understand the teenagers who many times constitute a good portion of libraries' customer base.

Lanny Parker of the Wake County Public Library gave an "automation report card" on behalf of the Technical Services Committee. Mr. Parker had earlier surveyed public libraries around the State of North Carolina to determine what levels of satisfaction existed in terms of various integrated library automation systems presently in use.

One final program which received rave reviews was "Tea and Celtic Jam" which featured a musical group named "Celtic Jam." Their traditional Irish music, whether the tune was rollicking or sentimental, was always engaging, like the musicians themselves. That Al, Bill, John and Sean share a wealth of experience is evident in their ease with the audience and each other. For more information about the band and bookings, their Web site is <http://www.celticjam.com>.

As if music, tea and cookies were not enough, a dozen librarians won door prizes donated by Baker and Taylor. Audiovisual Committee members also dispensed collection development brochures recommending the best CDs in various musical genres. "Tea and (Celtic) Jam" was underwritten by a special project grant from NCLA and by the Public Library Section of NCLA.

— Steve Sumerford

REFERENCE & ADULT SERVICES SECTION

The goal of the Reference & Adult Services Section is to provide a forum for discussion of reference service in an ever-changing environment, and to sponsor programs that are stimulating, challenging, and relevant to library staff interested in reference and adult services.

RASS sponsored two events for the 1997 NCLA Biennial Conference in Raleigh. Sally Kalin and Katie Clark from Pennsylvania State University presented a program on "Technostress" that was most enlightening. Joel Achenbach, an author and writer from the *Washington Post*, was the speaker for a luncheon program that all found entertaining. Both events were well attended and evaluations were positive. \$588 was also contributed to the LAMS Preconference.

In discussing ideas for our "off-year" 1998 workshop, NC LIVE kept coming to the forefront. Its impact on both reference and public services had been substantial, and the members felt that librarians had questions about its use and value. Were academic libraries benefiting from NC LIVE any differently than public libraries? What benefits would North Carolina gain from the older, similar projects in Georgia and Virginia?

It was decided to start the workshop, "NC LIVE: Taking It to the Limit," with Tim Bucknell from UNCG, representing the NC LIVE Librarians' Working Group, to discuss where North Carolina currently was and where it was headed in relation to online databases for the library systems. Crit Stuart from Georgia Tech, discussed GALILEO, Georgia's virtual library, and its effect on public service. Afternoon concurrent sessions were selected on various topics to offer as much variety for public and university librarians. Nancy Fogarty from UNCG and Ross Holt from Asheville Public discussed full-text and collection development issues surrounding the access of NC LIVE. Araby Greene of UNC-Asheville discussed designing Web pages to incorporate NC LIVE resources. Susan Smith from Wake Forest University, Jennifer Pratt from Haywood County Public, and Lisa Sheffield from Transylvania County Public, talked about connectivity issues. Rosemary Arneson of Queens College and Kathleen Wheelless of Forsyth County Public discussed helping users get to the right database for their needs.

There were 110 attendees that rated the workshop very favorably. Most enjoyed the wide variety and a chance to hear what other libraries were doing, as well as the information Crit brought from Georgia. Most wished there had been more time to spend on discussions.

The Executive Committee of RASS invites interested members to attend executive committee meetings and encourages them to become involved in projects and program planning. We wish to develop new leadership and provide opportunities for active participation among our membership. If you are interested in becoming more involved in the Reference & Adult Services Section, please contact RASS Chair Philip Banks, Asheville-Buncombe Library System, 67 Haywood St., Asheville, NC 28801-2834. Telephone: (828) 255-5023; Fax: (828) 255-5213; e-mail: pbanks@ncsl.dcr.state.nc.us

— Carolyn Price

RESOURCES AND TECHNICAL SERVICES SECTION

The major activities of the Resources & Technical Services Section (RTSS) during the past biennium included a workshop in September 1998, and a program and four table talks at the NCLA biennial conference. RTSS co-sponsored with the Library Administrative & Management Section (LAMS) a very successful workshop entitled "Moving Ahead While Honoring the Past: Assessing Our Operations." In the morning, there were three key speakers: Ellen Altman gave an overview of assessment in libraries, Robert Burgin described how we can measure assessment, and Lea Wells talked about staff buy-in. In the afternoon, simultaneous discussion sessions on the speaker topics were held for the 63 attendees. Nine librarians from all types of libraries facilitated those sessions.

At the NCLA biennial conference, RTSS and the Reference & Adult Services Section (RASS) co-sponsored "Managing Electronic Resources," a presentation by John Webb, Assistant Director for Collections and Systems, Washington State University. The four RTSS table talks were organized by the RTSS interest group chairs and addressed issues in Webb's presentation: "New Order for Acquisitions," facilitated by Rick Anderson (UNC-G) and Kim Armstrong (TRLN); "Electronic Resources: Communication and Work Flows," facilitated by Brigitte Blanton, Kathy Shropshire, and Sherrie Antonowicz (all from the Greensboro Public Library); "CD-ROM vs. WEB," facilitated by Suzanne White (Rowan Public Library) and Kim Blanton (ECU); "URLs, PURLs and Metadata," facilitated by Celine Noel (UNC-CH) and Elaine Druesedow (Duke). Three RTSS awards (\$200 and a plaque) were presented during the all-conference breakfast: Best Article in *North Carolina Libraries* to William L. Spivey, Coordinator of Education and Outreach Services, New York Academy of Medicine Library, for his article, "Documents Home Pages: Questions of Beauty, Practicality and Simplicity," *North Carolina Libraries*, vol. 55, No. 3 (Fall 1997), pp. 116-119; Significant Contribution Award to Eleanor I. Cook, Serials Specialist, Appalachian State University; Student Recognition Award to Mihoko Hosoi, CJK Processing Specialist/Copy Cataloger, Duke University and graduate student at the University of North Carolina School of Information and Library Science. RTSS and RASS received partial funding from a NCLA Special Projects grant for our joint program and the RTSS table talks.

The RTSS board has had very productive meetings and has been responsible for some other projects during the biennium. \$250 was contributed to the NCLA Leadership Institute, which was held during the fall of 1998. The RTSS Web page <<http://www.unc.edu/~ldsmith/rtss/ncla99.htm>> was redesigned and has been maintained by Lisa Smith. The membership committee, chaired by Margaret Foote, conducted a survey of RTSS members in August and will be producing a revised and updated directory during fall 1999. The board participated in the planning of the Fall 1999 issue of *North Carolina Libraries*, "Life and Limb," edited by Page Life, the RTSS *North Carolina Libraries* editorial board member.

The incoming board, which is being chaired by Teresa McManus, was elected at the RTSS business meeting held prior to the major program at the conference. Feedback from the conference program and table talks will provide topics and issues for workshops, etc. during the upcoming biennium.

— Virginia Gilbert

Thank You to NCLA Contributing Members:

David S. Ferriero, Duke University
Dr. Benjamin F. Speller Jr., North Carolina Central University
SOLINET
Tom Broadfoot, Broadfoot's Publishing Company

ROUND TABLE FOR ETHNIC MINORITY CONCERNS

This report culminates activities for REMCo for this millennium. As we reflect on the past two years, we note that a number of changes have taken place within the round table.

We had members to assume new and exciting roles:

- Clarence Toomer, archivist, left North Carolina to assume a directorship in Illinois.
- Sheila Johnson, past chair, left Forsyth County Public Library to become an Information Specialist with DIALOG Corporation in Cary
- Robert Canida, II, incoming chair, served as Interim Director at Pembroke.
- Gerald Holmes, a director, left UNC-Charlotte to become Assistant Reference Librarian at UNC-Greensboro. Gerald also served on the NCLA Conference Planning Committee and was chair of the REMCo membership committee.
- Cynthia Cobb, past, past chair left Cumberland County to assume a directorship in Florida.
- Lou Sua, a former board member, assumed the role of director of the Chavis Branch of the Greensboro Public Library.

And the list goes on.

Programming/fundraising for REMCo was not successful during this period. An excellent program using technology and its effect on public and technical services was planned as a theme, but did not take place. A combination of conflict programming and poor publicity contributed to it not taking place. We unfortunately lost \$167 for facilities reservations. We do have survey results for future programming initiatives.

We did publish several newsletters and were able to generate some positive feedback on issues and concerns of the section.

We lost membership. We have noticed a trend of membership loss during non-conference years.

We have planned an excellent program for this conference. The American Library Association established a scholarship program for the purpose of recruiting minorities into the field of librarianship. This program is called the Spectrum Initiative. Gerald Holmes will serve as moderator for a panel discussion of two recipients, Jamal Cromity and Tamika Barnes. They will discuss how the award has been of benefit to them and their decision making process for choosing librarianship as a career.

Additionally, a new author, Hilda V. Peacock, will read from her first book, *Happy Umbrellas*. In addition to being an author, Peacock is a storyteller, actress, and singer. She will autograph copies of her book.

Nominations were received for upcoming officers, and voting will take place at the luncheon.

A call went out for nominations for the Roadbuilders' Award. This year we will have only one awardee; Dorothy Huey of International Business Machines. Huey was the first Black librarian in Research Triangle Park, North Carolina. She was also the first Black librarian hired by IBM in a southern state.

Robert Canida, II, the incoming chair, is looking forward to a very enlightening and innovative term as chair.

As REMCo ends in this era, we thank all members of the round table, the REMCo Executive Board, the NCLA Executive Board, and all friends for support, well wishes, advice, suggestions, and comments. We end this report by wishing all incoming officers well as they embark on a new millennium.

— Barbara Best-Nichols

ROUND TABLE ON SPECIAL COLLECTIONS

As of June, 1999, forty-nine members of NCLA were members of the round table.

Newsletter

Two issues of *North Carolina Special Collections* were published (Fall, 1998, and Summer, 1999). The latter issue contained an important article by Dr. Helen Tibbo, School of Information and Library Science, University of North Carolina at Chapel Hill: "The Digitization Dilemma: When is it Wise to Digitize?"

Web Site

Tim Daniels, University of North Carolina at Asheville, assumed responsibility for maintaining the round table's Web site. Issues of *North Carolina Special Collections* were mounted on the site.

Programs

In the spring of 1998, the round table sponsored a series of workshops, "Telling Our Stories: A Workshop on Oral History Basics," held at Williamston (April 24), Pinehurst (May 14), and Lenoir (June 5). Free and open to the public, these workshops attracted sixty-two participants from public and academic libraries, historical societies, and other organizations. Presentations were made by oral history professionals based at East Carolina University, the Southern Oral History Program of the University of North Carolina at Chapel Hill, and the North Carolina Museum of History. The round table's program at the NCLA biennial conference in Winston-Salem, held September 23, 1999, was entitled, "Documenting the African-American Experience: African American Archives in North Carolina." Speakers were Dr. Phyllis Galloway, director, Heritage Hall, Livingstone College; Paul Baker, president, North Carolina African American Archives Group; Teresa Church, manuscripts processing librarian, Southern Historical Collection, University of North Carolina at Chapel Hill; and Dr. Benjamin Speller, dean, School of Library and Information Studies, North Carolina Central University.

— Maurice C. York

ROUND TABLE ON THE STATUS OF WOMEN IN LIBRARIANSHIP

During the biennium the round table sponsored one developmental workshop and one state conference program and published seven issues of *MS Management*.

On May 1, 1998, Dr. Richard E. Rubin, Professor Library Science, Kent State University, presented a workshop to an enthusiastic group of participants. Using a variety of presentation techniques, Dr. Rubin addressed topics related to his theme of "Motivation, Satisfaction, and Commitment in the Library Workplace." They included The Individual's Impact on the Job, Satisfaction and Stress, the Importance and Nature of Attitudes, Factors Affecting Motivation, and Career Status, and Plateauing. The workshop was co-sponsored by the Public Library Section.

The Public Library Section joined with us again during the 1999 biennial conference in co-sponsoring a presentation by Laura Hamilton, a motivational speaker who has worked with RTSWL in previous workshops and presentations. Her topic was "Imagining the Future: women in charge, or Superwoman, the Graduate Course."

Ms Management is an important part of the round table's activities. An important feature of the newsletter has been the ongoing series of interviews with women in library leadership roles. This biennium *Ms Management* featured Sylvia Sprinkle-Hamlin, Beverly Gass, Susan Nutter, and Sandy Neerman.

— Marilyn Miller

TECHNOLOGY & TRENDS ROUND TABLE

As Chair, I need to say right off that the people who served on this Executive Board are some of the busiest people I have ever met. The fact that we were able to accomplish anything with the workloads these people carry is nothing short of miraculous. With that said, I want to thank them all for everything they were able to give. Each person contributed something, even if in small ways. And in several instances, in big ways!

This biennium was tough for us for a number of reasons. The prior biennium, led so well by Christina Yu, was going to be a hard act to follow for anyone. During that period, the Round Table built an ample treasury. We were in the right place at the right time, so to speak. Our workshop offerings on Web searching and design were in high demand, and we were able to utilize free, hands-on facilities at Forsyth Technical Community College. Furthermore, the workshop "tax" imposed by NCLA was not yet in effect.

When we met for the first time on April 3, 1998, at Salem College, the whole group was able to make the meeting. In addition, Carol Freeman from the NCLA Publications and Marketing Committee was our guest. This was the first and last time we met in person. All other communication was accomplished via e-mail, and one time we experimented using "Net Meeting," which is an interactive conferencing software.

Figuring out what we needed to offer as workshops was a challenge. Hands-on workshops, we concluded, were not so much in demand anymore, so we decided to focus on trends and technical issues. We also wanted to collaborate with other sections and round tables, repeatedly made that offer, but got no takers. We concluded that the workshop "tax" made collaboration difficult since it reduced both parties' take of the registrations. If we were to raise money to line our coffers in preparation for the Biennial conference, we would have to balance reasonable registrations with what we could keep for ourselves after NCLA took their cut.

We worked hard during fall 1998 designing the brochure, lining up speakers, securing the site, and setting a date for early December. Here's a piece of advice: don't try to hold a workshop in December. We had to reschedule for the spring. The spring date worked out. So on April 22, 1999, we held a successful workshop at Guilford Technical Community College. Suzanne White, Rowan Public Library, and Ron Andrews, Forsyth Public Library, did a great morning session entitled "Technology Nuts and Bolts Boot Camp." In the afternoon, John Ulmschneider, NC State University, and David Stratton, Wake County Public Library, discussed trends in library automation. All speakers got high ratings. The turnout was adequate, although nothing like what we had experienced in the prior biennium. As far as lining the coffers, we made a little money but nothing near what we had been able to bring in before. Fortunately, NCLA reinstated Conference grants so we were able to get some funds to help us defray expenses for our main speaker at the conference.

William Terry of NetPubs International, Fort Collins, CO, will be our featured speaker at the Biennial Conference in Winston-Salem. We also are co-sponsoring a continuing education panel with the Conference's Recruitment and Placement Committee. On Friday we are holding a "free lunch" for our membership along with our business meeting. I personally would have liked to have planned a few more activities for the conference, but the time slots were already well booked, and we could not find anyone else to collaborate with. I hope to see more collaboration at future conferences.

For the Future

It is my personal opinion (and others on the T & T Board may or may not agree with me) that NCLA's workshop "tax" is divisive and not useful. It is a wasteful method of moving money around needlessly. Either NCLA should control all funds, or allow sections and round tables to keep their profits. I encourage debate on this issue, and I hope the NCLA Executive Board will consider abolishing it.

I gained valuable experience in my role as Chair of the Technology and Trends Round Table this biennium. Thank you for allowing me to serve.

— Eleanor I. Cook

NORTH CAROLINA LIBRARY ASSOCIATION 1997-1999 EXECUTIVE BOARD

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