

North Carolina Libraries

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Report from the President

There have been many favorable comments about the biennial conference in Winston-Salem. I would like to take this opportunity to thank all the people who planned and participated in the program and especially the General Chairman, Arial Stephens; William H. Roberts and his local arrangements committee; and Joseph Ruzicka-South, Inc. for the printed programs. Richard T. Barker, our Treasurer, is to be commended on the efficiency and the ease in which he handles conference registration and finances.

In making plans for the next biennium, I am now in the process of appointing new committee members who will begin serving at the Spring Workshop. Dr. I.T. Littleton has invited us to have the Workshop in Raleigh on the campus of North Carolina State University. It will be held on April 7-8 in the D.H. Hill Library. This will be the first opportunity for the new committees to meet and begin planning for the biennium. In addition to the standing committees, I am appointing an ad hoc committee to revise the *Handbook of the NCLA*. New committee chairmen will be listed in the next issue of *North Carolina Libraries*.

Governor Hunt has endorsed the North Carolina pre-White House Conference on Libraries and Information Services. The Governor's Conference will be sponsored by the North Carolina Library Association and the State Library. The Conference has two major goals: (1) to focus attention upon the library and information needs of the citizens of North Carolina and (2) to develop recommendations, both on the state and national level, for meeting these needs. The Advisory Committee is comprised of approximately 60 persons representative of libraries of every type, the Governor's staff, related government agencies, business and industry, foundations, the broadcast media, publishers, etc. The Advisory Committee met in January and has tentatively set October 1978 as the date for the Conference. Various committees were appointed to begin planning the details of the Conference.

[Photograph: head-and-shoulders portrait of a man with dark hair and a mustache, wearing a dark suit jacket, light shirt, and patterned tie. Caption: Leonard L. Johnson.]

April 4, 1978 is Legislative Day in Washington, D.C. This is the day that librarians from across the country make a concerted effort to acquaint the nation's legislators with library needs. In the past, North Carolina has been well represented in this effort and we plan to participate again this year.

Our 1979 biennial conference will be held in Charlotte at the Radison Plaza. This was announced at our last Board meeting by Arial Stephens, General Conference Chairman. Bill O'Shea, 1st Vice President/President Elect, has already begun formulating plans for the program. If you have suggestions, please send them to Mr. O'Shea at the Wake County Public Library, Raleigh, North Carolina 27601.

At the NCLA Conference in October, I distributed a sheet asking for recommendations for committee members and suggestions for NCLA. The following is a summary of the suggestions received:

- Make an effort to give all membership a chance to become involved in the planning and projects of N.C.L.A.
- Encourage Committee Chairmen to be active and ensure Committee member participation.
- Would like to see a special section established for OCLC users.
- Library/media aides should have some affiliation with N.C.L.A.
- Consider a Committee on Research in Librarianship.
- All sections should be required to hold workshops.
- NCLA, in cooperation with the State Library, should be doing more in the field of continuing education for librarians.
- More workshops for College & University Sections.
- Suggest that the sub-groups, sections, etc., be encouraged to meet for this purpose with representation from all types of libraries.
- Consider cooperation between all types of libraries, and suggest a committee for this purpose with representation from all types of libraries.
- Establish a committee on "Networking and Inter-Library Cooperation".
- Promote State-Wide Circulation System.
- NCLA should set-up a clearing house of library jobs in the State.
- Provide for smokers and non-smokers in general sessions.

In studying these suggestions, thinking on our conference theme "The Future: Planning for Library Service" and considering the opportunities afforded us by the Governor's pre-White House Conference and the White House Conference itself I hope that during the next biennium NCLA will be able to:

- Formulate concrete plans for improvement of library services in North Carolina
- Translate these plans into legislative action.
- Achieve greater involvement of all NCLA members in the activities of the Association.

I am looking forward to the next two years as we work together.

The Adult Learning Information Center — An Information And Referral Center For Post Secondary Education

by Rosemary M. Jones

Counselor-Coordinator, Adult Learning Information Center, Wake County Public Schools

In February, 1975, Cooperating Raleigh Colleges, a consortium of four senior colleges and two junior colleges in Wake County, and the Wake Information Center of the Wake County Public Libraries submitted a proposal to establish an Information and Referral Center to serve as a collector and disseminator of information concerning all postsecondary education programs within the community. As a means of extending post secondary education to a broader public, the idea for such a center developed from that public's need to have available comprehensive information about all adult learning opportunities. The distribution of this information required a neutral setting where professional counseling was available.

Through a grant from the Fund for the Improvement of Post Secondary Education, the proposed center, the Adult Learning Information Center, is now a reality. The Center began operation serving citizens on August 6, 1975 in the Olivia Raney Library in downtown Raleigh, North Carolina. Within the library, the Center occupies an area adjacent to the Wake Information Center, a service point of the library where the public comes to register to vote and to obtain information concerning community services, maps, bus schedules, etc.

Because the purposes, mission and many of the details of the concept were developed in the proposal, the first major task to be accomplished following the receipt of the grant was the hiring of staff and the opening of the Center itself. After advertising the positions and extensive interviewing, Mrs. Rosemary Jones joined the Center as counselor/coordinator and led in opening the Center for operation in August. Mrs. Jones holds a professional degree in guidance and counseling and has extensive experience in educational, financial aid and vocational counseling. In September, 1975, a library assistant and a secretary were secured to complete the staffing arrangement. Supplementing the staff is Mrs. Carol Reilly, Wake Information Center Librarian, a person with wide knowledge of and contacts with community agencies and organizations as well as experience as a reference librarian.

From the start of the Center concept formulation, many persons were involved. With the opening of the Center, an advisory committee composed of those persons who plan and present programs was initiated. It has met regularly, studied the Center operation and provided valuable suggestions for its program.

A long-term objective of the Center calls for the advisory committee to plan jointly in the area of adult learning programs. The Center has not as yet moved to that point; however, various elements of the post secondary education community which have had no consistent previous contact or communication in the past have been brought together for discussion and interchange of information. These include the traditional higher education institutions, a technical institute, two proprietary schools, various community agencies which offer education programs, and a representative of the business and industrial community. As these persons come to know one another and develop a working relationship, hopefully they will address themselves to community post secondary education needs.

Extensive publicity efforts have included newspaper articles, television programs and spot announcements, radio interviews and announcements, speeches and numerous visits to individuals, groups, and agencies providing services and information to adults. As a part of these efforts, the creation of a Center image has been an objective. A distinctive logo was created and projected through the media and in print.

As outlined in the original proposal, the immediate objective of the Center is to provide services to citizens of Wake County in three areas: complete, accurate, and understandable information about learning opportunities; referral to specific agencies and individuals providing the needed services; and, when needed or desired, the opportunity to explore interests and alternatives through the counseling service.

A main task of the Adult Learning Information Center staff appeared to be the acquisition of specific information concerning educational opportunities in the local area and the updating of school catalogs and other reference materials. Institutions and agencies offering programs have been contacted and have agreed to provide information on a continuing basis. Thus far, seventy two such agencies and institutions have been identified as providing educational programs in Wake County. These materials have been indexed and organized for easy retrieval, and center staff and reference librarians instructed in their use.

Information concerning local educational opportunities ranging from graduate degree programs to special interest and hobby courses has been collected and organized into chart form for use by clients consulting the Center for assistance. In addition, information has been compiled in booklet form with additional explanatory material for distribution to and use by individuals working with agencies attempting to provide information and counseling services to adults. The "Guide to Educational Opportunities in Wake County" has been distributed to the counseling centers at the colleges and vocational schools, continuing education and career placement department at the colleges, Veterans' Administration Office, Employment Security Commission, Vocational Rehabilitation Center, Education Office of the AFL-CIO, Evening Optional High School Programs, personnel officers and education officers in business and industry, high school guidance departments, and branch libraries, to name a few. The response to the "Guide" has been immediate and very favorable. Additionally, materials concerning special programs for adults such as external degree programs, College Level Entrance Examination Program, correspondence and independent study courses, high school completion programs, and materials concerning careers and test preparation have been collected. Financial aid information and applications are also available through the Center.

The Adult Learning Information Center has sought to augment but not to duplicate materials already in use in the central library. The Reference Department provides valuable services to the public through the Job Information Service, ready reference materials, test preparation booklets and vertical file materials.

During the period between August 6, 1975, and January 31, 1976, the Center had approximately 1256 contacts: 682 individuals sought the services of the Center by telephone, walk in or appointment; 574 received information through groups to whom a representative of the Center spoke; and an additional 95 were contacted by the Center to serve as referral and resource people. The number of clients consulting the Center increased markedly during the first two weeks in January. During that period 138 people contacted the Center by telephone, walk in, or appointment, representing a 178% increase over the previous months.

The objectives of the Center as enumerated above include the dissemination of information to as wide a public as possible: high school dropouts, minorities, women, senior citizens, and

veterans as well as adults interested in traditional college degree programs. In the first six months of operation, individuals in all these categories sought and received services.

Tabulation of data concerning the first 680 clients of the Center reveals a marked diversity in interest, educational level, age race and sex. Approximately 59% were female, 34% black, (the racial composition of the county is 22% black), 70% within the 20 to 40 age range, with 12% from 40 to 50 and 3%, 65 years of age or older. Educational level ranged from completion of the fifth grade to a Ph.D. Degree.

Clients requested information upon a wide range of subjects. The subjects of their inquiries are listed below in rank order upon the basis of frequency of requests:

1. Vocational Training Program
2. Undergraduate & Graduate Degree
3. Special Interest — Enrichment
4. High School Completion
5. Financial Aid
6. Refresher Courses
7. Career Exploration
8. Job Information
9. Correspondence Courses
10. Licensing Requirements
11. CLEP
12. External Degrees
13. Test Preparation

In addition to providing information and counseling services, the Center makes referrals to specific individuals and agencies providing services. Referrals were made to approximately 40 agencies offering learning programs. Individuals were referred to admissions officers, college counselors, financial aid officers, Vocational Rehabilitation, the Veterans Administration, Social Services, vocational training centers, arts & crafts centers and the learning laboratory of the local technical institute.

In the first few months of operation, the Adult Learning Information Center has received recognition as a community service agency by organizations and agencies within and outside the community. With increasing frequency, individuals from agencies and institutions providing services to adults consult the Center or make referrals to the Center for educational information. This group includes Social Services, Employment Security Commission, Vocational Rehabilitation, counseling centers, civic clubs, and continuing education departments of local colleges. The counselor/coordinator of the Adult Learning Information Center has been asked to serve on the Reading Task Force, the Refugee Resettlement Committee and the Education Committee of the Women's Equity Action League. She has been invited to attend meetings of such organizations as Goals for Raleigh/Wake County, Senior Citizens' groups, Public School

Guidance Personnel In-Service training meetings, Pre-Release and Aftercare workshops for the Department of Corrections, and meetings of the Parents of Headstart Children as a resource person. The Center has been contacted by such diverse agencies as the Education Department of IBM Corporation, the Raleigh-Wake Personnel Association and Wake opportunities (Anti-Poverty Agency) for information.

The collection and interpretation of data was deemed of great importance in evaluating the Center's effectiveness, not only in identifying clientele served, but also in assessing unmet needs in the community for future planning. For this reason, the systematic collection of data began within a few days after the opening of the Center. Information is collected concerning each client serviced. Careful records are kept concerning programs and courses which are requested and are not offered in Wake County or within commuting distance of the county. As yet, the numbers in the various categories are small, but would seem to represent a random sample of needs, which, as the numbers grow, will be considered by agencies and institutions in planning programs for adults.

One way of evaluating the Center's efforts instituted by the staff was to solicit responses from the clients themselves as to the quality of service they received, the appropriateness of the referrals, whether or not the client acted upon the information he received, and the outcome of the action. In this regard, a follow-up procedure was begun in the first few months of operation which included a referral card to be returned to the Center by the person to whom the client was referred and a follow-up questionnaire actually administered to clients by telephone within two months of the original contact.

In the first six months of operation, two clients have entered graduate programs in Library Science and Management Science; another five have entered degree programs in Early Childhood Education, Accounting and Business Administration and are receiving financial aid; one is taking two courses for renewal of her teacher's certificate and is receiving assistance through Vocational Rehabilitation; at least three are taking courses as special students in a college or university; one of these is an officer in a local union and is enrolled in a labor relations course; and one woman is exploring careers through taking a Career Planning Seminar for Women at the local women's college. Several individuals are reviewing in preparation for parts of the College Level Examination Program (CLEP) and for a proficiency test in accounting for advanced placement at a business college. Approximately eleven have enrolled in vocational or technical programs. Four are upgrading their skills by taking courses in refresher typing, bookkeeping, and an L.P.N. upgrading program. One man is taking courses to assist him in setting up his own business.

Clients are enrolled in a variety of special interest-enrichment courses such as sewing, classical guitar, conversational Spanish, painting, ceramics, gymnastics and English as a Foreign Language. At least five clients are enrolled in a Learning Laboratory program preparing for the High School Equivalency Examination. Two women have already passed the GFD and have been awarded H.S. Equivalency Certificates.

During the spring of this year, three major projects are planned. The first, an Open House at the Center's location in the library, is jointly planned with Wake Information Center, which is expanding its services and staff. The second is a "Post-Secondary Opportunities Day for Adults"

to be held the latter part of March in the library. The Advisory Board for the Adult Learning Information Center has agreed to assist in the project by providing personnel and displays. During the course of the afternoon, repeated presentations will be given with general information about admissions, financial aid, counseling and testing services. The third project will be a Hobby-Enrichment Courses Opportunities Day in May. At that time the agencies and centers putting on these types of courses will be asked to come to the library with displays and literature about their offerings. One major activity of the coming year is to involve members of the Advisory Board in smaller working groups aimed at making recommendations in the areas of assessing needs, publicizing programs jointly, and ways of facilitating the adult's return to an educational program.

Wake County is indeed an educational center with many and varied programs. From the number of individuals and groups consulting the Center, it may be inferred that the Center as a central source of information has brought some order and meaning to this educational maze and has opened avenues to learning not previously known to many adults in the community.

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I Know A Book

by Diana D. Young

Public Library Consultant on Children's Services, Division of State Library

The Chinese invented both gunpowder and paper — which is the more powerful? A natural assumption would be gunpowder — not so. For paper made books readily available to the masses and in so doing gave us easy access to ideas, thought, and the power to change the world.¹

How then do we use this legacy? Do we indiscriminately crush our children with a jumble of materials so that they cannot discriminate between that which is good, bad, or mediocre? As a child grows, so does his curiosity. With a firm foundation on which to build, the child might stretch his understanding, imagination, curiosity, and human compassion to heights never before achieved.

With such a serious undertaking before all librarians and parents, where and when should we begin? Certainly our environment prior to birth is a starting place. For, if we are born into a reading, thinking family, our chance for mental growth is easier. We are curious about why Mommy, Daddy, sister and brother want to read. We eventually will try to imitate this pleasurable experience. We have a chance at good ideas. We will imitate what is around us. If we own a book, we are lucky. But if, when very young, we begin an active interest in and pursuit of the library, we are the most fortunate of all, for we have entered into this storehouse of ideas. The fate of the world could rest on what we as children find there. Thus the librarian is responsible for making available those materials which give a child a chance to grow. "The average child reads, outside of school books, perhaps a book a week . . . For the eight years between ages six and 14, that makes a total of about 400 books."² The 1973 *Children's Books in Print* listed 41,000 titles to choose from:

Of this number, two and one half percent are excellent, thirty-five percent are perceptible sludge and dross, and the rest are in-between, that is, mediocre . . . If the

number of mediocre children's books extant is 62½ percent of 41,000 or 27,000, and if the child reads 400 books overall, he has a very good chance of having spent his childhood in reading nothing but mediocre books.³

Must then all of a child's future idea growth depend on the mediocre? Do we want mediocre scientists, doctors, or authors? I think not, but if we persist in not caring about what we give to children that is what we should expect, for

It's the mediocre that drags us all down to a common denominator; common is fine but does it have to be the lowest? It's mediocrity that deprives us of judgment; it's mediocrity that closes our minds to new ideas; it's mediocrity that particularly deprives us of a sense of humor.⁴

Let's give our children a chance. Let them have a foundation on which to build. Then, let them build on this foundation as they choose. That is, give them the widest library experience — wide knowledge, a wide range of opinions — then let them grow at their own rate. Let us not give them a steady diet of any one kind of literature. As adults, we enjoy a wide range of materials. Why not our children? They like fiction, nonfiction, classics, folklore, fantasy, and award books. A steady diet of any one might cause their foundation to be weakened, their growth to be stunted or malformed. Many librarians are caught up in the award book trap. As adults, we do not read only those books that are awarded the Pulitzer prize. Then why, as librarians and teachers, must we require as the sole criterion of excellence the Newberry and Caldecott award books. They are excellence. That was the initial reason for their creation — to promote excellence. Only let's not stop there. We must not forget the many honor books, notable books, and other quality children's books available. If we use these books as a part of our children's foundation, they can use them as a springboard into the world of ideas.

"The difference between literature for children and literature for adults lies in choice of subject rather than in the depth of feeling or the quality of writing."⁵ Therefore, as we choose criterion of excellence for ourselves, let us do no less for our future, our heritage, and the minds of children. I am not so naive as to think that books matched to the wrong child at the wrong time will lead the child to develop ideas. "The child himself must have the last say about the choice."⁶ If a child has built his reading background on a solid foundation, it will make little difference if he reads Nancy Drew or comic books, for he will not remain with them exclusively. His interest will drive him to explore art, science, and good fiction. He will want quality books like *Wilt Chamberlain* (by Ken Rudeen, New York: T.Y. Crowell, 1970) and *M. C. Higgins, The Great* (by Virginia Hamilton, New York: Macmillan, 1974). For Wilt and M.C. are alive. These characters have that special ability to transcend the stereotypes and staid situations found in the Hardy boys. Because a child has difficulty with reading does not mean his ability to think or his desire for ideas is less than the quick reader. It means we must try harder to give the slower reader the best available; he hasn't time for nor the energy to cope with poor quality materials.

Supply the child with worthwhile, entertaining reading; share it with him, and he will gain *insight* into his own behavior, his social relationship, and his responsibilities. He will grow in *reverence for life*, in enthusiasm for knowledge, and in sensitivity to beauty and goodness. And he will keep his *zest for life* and the gift of laughter.⁷

It is, therefore, our duty as librarians to make available ideas in a form that will be willingly received by children. To leave out the stereotypes of racism, sexism, or the staid male/female role. It is our obligation to provide excellence for the poor reader as well as for the quick:

The true librarian should be for freedom, for searching, for trying to find new and better answers to important questions, rather than relying on answers that have been given in the past. . . The library's function in this is to do whatever it can to make the wealth of fine books, so-called good literature, available, even if there are a few four-letter words, or pictures of nudes included in the package.⁸

And the true children's librarian in selecting books reads himself. He knows what is in the book. When a young patron says, "Can you help me find a good book to read?", he can truly say, "I know a book — a book just for you." Thereby hopefully and happily matching the right child with the right book at the right time.

Footnotes

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2. Sheila Egoff, "If That Don't Do No Good, That Won't Do No Harm: The Uses and Dangers of Mediocrity in Children's Reading," in *Issues in Children's Book Selection: School Library Journal/Library Journal Anthology*, with an introduction by Lillian Gerhardt. (New York: R. R. Bowker Co., 1973), p.4.
3. *Ibid*, p. 4.
4. *Ibid*, pp. 9-10.
5. Edna Johnson, Evelyn R. Sickels, and Frances Clarke Sayers, *Anthology of Children's Literature*, 4th ed. (Boston: Houghton Mifflin Co., 1970), p. xxxii.
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Materials Selection

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General Aids — Media

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Zornow, Edith and Ruth Goldstein. *Movies for Kids: A Guide for Parents and Teachers on The Entertainment for Children 9 to 13*. Avon, 1973. pap. \$1.65.

Reviewing Journals

Booklist. Published twice monthly September through July, once in August by the American Library Association. \$20.00/year.

Bulletin of the Center For Children's Books. Published monthly except in August by the University of Chicago Press. \$8.00/year.

Horn Book. Published bi-monthly by Horn Book, Inc. \$10.50/year.

Kirkus Reviews "Juvenile Supplement." Published bi-monthly by *Kirkus Reviews*. Apply for cost.
Previews. Published monthly by Bowker. \$5.00/year.

Publisher's Weekly. Published weekly by Bowker.

Science Books. Published quarterly by the American Association for the Advancement of Science. \$6.50/year.

School Library Journal. Published monthly September through May by Bowker. \$10.80/year.

Wilson Library Bulletin. Published monthly except in July. \$11.00/year.

Special Areas

ALA/AASL/CSD/YASD. *Girl Scout Publications and Audiovisuals for School and Public Libraries*, 1976. Order from Girl Scouts of the USA, 830 Third Avenue, New York, New York 10032.

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High Interest — Low Vocabulary

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Freedom of Expression

The Acorn Growth. Newsletter published 3 times a year. \$1.00. Order from Rita Kort, 48 Sunset Avenue, Venice, California 90291.

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Little Miss Muffet Hangs in There. 1973. Published by Minnesota Library Association, Children and Young People's Section, c/o North Country Library, 319 15th Avenue SE, Minneapolis, Minnesota 55455.

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Implications of Affirmative Action in Recruitment, Employment and Termination of Personnel

by John J. Miniter

Texas Woman's University, Denton, Texas

The principle of affirmative action first appeared in Executive Order 10925 of March 6, 1961, which also provided for the establishment of the President's Committee on Equal Employment Opportunity. The principle of affirmative action arose because of the realization that — without implementation — existing federal legislation¹ prohibiting discriminatory practices in employment would not eliminate the current inequalities. Thereupon, in Title VII of the Civil Rights Act of 1964, Congress provided legal enforcement for equal opportunity as it once again reaffirmed affirmative action.

Because the Civil Rights Act of 1964 governed only private industry, Executive Orders 11246 and 11375 were promulgated in 1965 and 1967 to cover not only federal employees but also employees of federal government contractors, including city, county and state governments as well as educational institutions.

In the context of discrimination in employment, affirmative action is easily confused with equal employment opportunity. It is therefore pertinent to differentiate these two significantly contrasting concepts:

(1) Equal Employment Opportunity has been defined by the Southwest Federal Regional Council as

An employment environment whereby all employees and employment applicants are judged on individual merit without regard to race, color, national origin, religion, sex, age, physical disability, or political affiliation.²

In Executive Order 11246, the idea of equal employment opportunity is stated somewhat differently: "The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin."³

(2) The Commission on Civil Rights defines affirmative action as

Steps taken to remedy the grossly disparate staffing and recruitment patterns that are the present consequence of past discrimination and to prevent the occurrence of employment discrimination in the future.⁴

Executive Order 11246 elaborates this definition when it states

The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, or national origin.⁵

Affirmative action demands considerably more effort of an organization than does equal employment opportunity (EEO). Affirmative action requires employers to undertake a careful analysis of past employment practices, to make a demographic analysis of the work force of the city, county or Standard Metropolitan Statistical Area, and an analysis of present employees in light of the demographic analysis. Furthermore, it requires that each employer "make an extra effort to hire and promote those in the protected classes with the implied provision that the most important 'qualification' is membership in the protected classes."⁶

Libraries and librarians are affected by the provisions of laws relating to affirmative action in various degrees depending on the type of library and the political character of the parent organization. Title VII of the Civil Rights Act of 1964 influences (a) federal, state, and local governments together with their sub-units, (b) institutions of higher education (with few exceptions), and (c) all employers with fifteen or more employees. Executive Order 1246 and its amending Executive Order 11375 affect federal government contractors including cities, counties, school systems, and higher education. The Equal Pay Act of 1963 governs not only employees of state and local governments, but also employees in most schools and in commerce and industry; the Age Discrimination in Employment Act of 1967 governs employees in federal, state and local governments as well as commerce and industry. It is readily apparent, therefore, that most librarians in the United States are covered by one or more laws or executive orders concerning affirmative action in employment.⁷ The exceptions to this are private schools that do not accept federal money, certain religious institutions, or places of employment having fifteen or fewer, or, in the case of the Age Discrimination Act, twenty or fewer employees.

The several laws and the executive orders relating to equal opportunity employment are administered by a bewildering array of federal agencies, offices, or commissions. This bureaucracy not only contributes to the consternation with which employers view the laws but also fuels the active criticism of the federal government's actions to end discrimination in employment.

The General Accounting Office recently criticized the Equal Employment Opportunity Commission:

The extent of underutilization of minorities and women in the better paying jobs and overutilization of minorities and women in the lower-paying jobs . . . compared with their total participation rates, actually worsened during this 8-year period [i.e. 1966-1974].⁸

Because of the alleged laxity of federal agencies, the U. S. Commission on Civil Rights has proposed that Congress enact legislation

Consolidating all Federal equal employment responsibility in a new agency, the National Employment Rights Board with broad administrative as well as litigative authority to eliminate discriminatory employment practices in the United States.⁹

Most organizations including states, cities, colleges, and universities are required to formulate and file an affirmative-action plan and to update this plan each year. Certain smaller organizations will be required only to prepare an affirmative-action plan and retain it. The affirmative-action plan, comprehensive in that it will cover all elements of personnel policy and management, should consist of the following elements:

- A. A statement of the goals or objectives of the program set forth in qualitative as well as in quantitative terms.
- B. Discrete measures that the organization will take to achieve the objectives.
- C. Assignment of responsibility within the organization to an affirmative-action officer. (This person should be a strong, results-oriented individual.)

D. A timetable and target dates for the achievement of the objectives of the action plan.

E. An evaluation procedure.¹⁰

The question of the timetable and target dates is especially fragile and unpredictable now because organizations, including libraries, are very limited in the number of new individuals they may hire.

Guidelines provided to organizations for affirmative action are both precise and detailed. What set of guidelines an organization follows depends on the law or executive order to which the organization is required to provide considerable amounts of data including data relative to the composition of the current work force, applicant data by sex and race, equal employment opportunity grievances and their resolution, test reliability and validity studies, affirmative action program goals and program analysis. The library as a unit of the parent organization will be responsible for compiling records relative to recruitment sources and advertising, interviews, candidates selected or rejected for employment, promotion, transfer or termination.

In the process of recruitment, affirmative action will influence the librarian to choose media which will communicate the library's recruitment message to a wide audience. Advertisements will be submitted to those newspapers or radio stations that are subscribed to by minorities in addition to those ordinarily used.¹¹ These advertisements should be in the language of the targeted minority. Both commercial and social agency minority employment organizations will help the library reach the people it is attempting to interest. Librarians could also consult pastors of minority churches, minority organizations including chambers of commerce and social work agencies — all of these could assist in locating the minority worker. These procedures should result in a larger pool of minority applicants. Naturally, the library still has the right to hire the most qualified applicants, provided always that the stated job qualifications are appropriate.

Affirmative action also mandates that job qualifications and the methods utilized to qualify candidates for a job be valid for that job. In addition, the U. S. Supreme Court decision in the landmark *Griggs vs Duke Power Company* case (1971) required that in certain instances a stated qualification of a high school diploma be demonstrated to be a valid prerequisite for the job.¹² Thus, *Griggs vs Duke Power Company* has significant meaning for supervising librarians who have established the master's degree in library science as a prerequisite for a given position. Assuredly, we may anticipate that in the future a hiring librarian will be called upon to demonstrate the validity of the requirement for an MLS in the job situation.

Griggs vs Duke Power Company has revealed that certain heretofore widely respected aptitude tests contained significant percentages of culturally biased items. While few libraries regularly employ aptitude tests, those that do should be aware of the impact of that Supreme Court decision.

The U. S. Civil Service Commission guidelines suggest that organizations insure that all qualifying requirements be job related, that any affirmative-action plan include provision for entry level or trainee positions, and that upward mobility opportunities and programs be announced to employees.¹³ Therefore, when size of institution permits, the librarian will structure new jobs at the trainee, or assistant level, to provide opportunities for employees to experience growth. Libraries will also provide career ladder opportunities to employees who may not possess the

requisite educational credentials currently considered the *sine qua non* for many positions within the library.

While employment and placement processes will experience appreciable revision in the library, it is reasonable to project that considerable change will be made by supervising librarians in their performance appraisal function. Court decisions including those in the Allen vs City of Mobile, Brito vs Zia Company and Wade vs Mississippi Cooperative Extension Service have demonstrated the invalidity of many methods of performance appraisal.¹⁴

In addition to the above cited decisions, guidelines exist which direct organizations to review and monitor performance appraisal programs to assure objectivity of the program.¹⁵ Therefore librarians will direct substantial effort toward validating performance appraisal methods currently employed in libraries.

Librarians who employ methods of performance appraisal depending on graphic rating scales subject to supervisor's bias or methods which evaluate an employee's "personal qualities" should learn that in certain cases these and other techniques have been judged not only prejudicial but also invalid as measures. Librarians are advised to investigate performance appraisal methods which tend to obviate subjective evaluation by supervisors. Among such methods are peer, group or forced choice evaluation, behavioral expectancy rating scales and management by objectives.

Grievance procedures, which have been identified primarily with union-management relations, will soon constitute a chapter in the library's personnel manual since affirmative action guidelines encourage the development of these procedures. The grievance procedures, which should incorporate referral to an impartial individual or body if needed, ordinarily will be communicated to each employee of the library in both oral and written messages.

Finally, in terminating personnel, affirmative action guidelines suggest that exit interviews be conducted. An alternative to the interview is the use of post-termination questionnaires. The interviews or questionnaires are meant to determine if real or imagined discrimination was a factor in the employee's termination. In view of the Age Discrimination in Employment Act and other legislation, it is incumbent upon the employer to accumulate sufficient documentation of the unsatisfactory worker's performance. Documentation of an employee's performance is always advisable in selection, promotion, transfer and performance evaluation, but the need for documentation takes on a special significance when a supervisor terminates an employee.

Governmental agencies, including the U. S. Commission on Civil Rights and various federal courts, are concerned about terminations of minority employees from another viewpoint.¹⁶ The Commission on Civil Rights is deeply disturbed by the impact the present recession is having on women and minorities who only recently found gainful employment, aided no doubt by the affirmative action drive in the United States. Many of these individuals are now being laid off before an organization's more veteran employees are terminated.

Forceful arguments can be offered in support of claims that these women and minorities who had their civil rights abridged for so long should not be terminated now. Such actions, moreover, might emasculate the whole affirmative action program. While the Supreme Court has not ruled

on this question to this date, it is quite possible that the Court will do so. The decision could affect people recently terminated from libraries.

To summarize briefly affirmative action and its companion principle equal employment opportunity will both change and strengthen personnel management functions as practiced by librarians. Functions that are certain to change are recruitment, selection, placement, promotion and performance appraisal. The greatest influence upon libraries may come about through establishing equivalent qualifications for positions and constructing career ladders to assist individuals in their upward career movement.

Footnotes

1. Such legislation includes the Civil Rights Act of 1866 and the Civil Rights Act of 1870.
2. Southwest Interagency Regional Council. *Uniform Interagency Guidelines for EEO Affirmative Action Plans*. June, 1975. Forward.
3. Executive Order 11246. Section 202.
4. U. S. Commission on Civil Rights. *Statement on Affirmative Action for Equal Employment Opportunities*, February, 1973, p. 16.
5. Executive Order 11246. Section 202.
6. James Higgins. "A Manager's Guide to the Equal Employment Opportunity Laws." *PERSONNEL JOURNAL*, Vol. 55, (Aug., 1976), p. 410.
7. Other federal laws designed to remove discriminative employment practices include the Age Discrimination in Employment Act of 1967, the Rehabilitation Act amendments of 1974, and Executive Order 11758. The last two are concerned with the employment of the mentally and physically handicapped.
8. U. S. General Accounting Office. *The Equal Employment Opportunity Commission Has Made Limited Progress in Eliminating Employment Discrimination*. U. S. Government Printing Office, 1976, p. 39.
9. U. S. Commission on Civil Rights. *The Federal Civil Rights Enforcement Effort — 1974. Vol. V. To Eliminate Employment Discrimination*. U. S. Government Printing Office, 1976. p. 649. The Commission on Civil Rights was joined in 1977 in urging a move to a single "rights" agency by President Carter and a staff report of the U.S. House of Representatives Subcommittee on Equal Opportunities.
10. U. S. Civil Service Commission. *Guidelines for the Development of an Affirmative Action Plan*. U. S. Government Printing Office, 1975.
11. Phillip Ash. *Meeting Civil Rights Requirements in Your Selection Programs*. International Personnel Management Association, 1974.
12. Hugh S. Wilson. "A Second Look at Griggs vs Duke Power Company: Ruminations on Job Testing, Discrimination, and the Role of the Federal Courts," *VIRGINIA LAW REVIEW*, Vol. 58, #5 (1972), pp. 844-874.
13. U. S. Civil Service Commission. *Guidelines for the Development of an Affirmative Action Plan*. U. S. Government Printing Office, 1975, p. 18.

14. William H. Holley and Hubert S. Field. "Performance Appraisal and the Law," *LOWER LAW JOURNAL*, Vol. 26 (July, 1975), p. 427.
15. U. S. Civil Service Commission. *Guidelines for the Development of an Affirmative Action Plan*. U. S. Government Printing Office, 1975. p. 32.
16. U. S. Commission on Civil Rights, *Last Hired, First Fired: Layoffs and Civil Rights*. U. S. Government Printing Office, 1977.

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A North Carolina State Documents Depository System: An Update

by Robert F. Gaines

University of North Carolina at Greensboro

A recent perusal of the "Documents on Documents Collection" maintained by the Texas Legislative Reference Library (formerly at the Council of State Governments Library) showed that there are thirty-two states which either have a full fledged state government publications depository system or operate in such a way that there is at least an informal depository system¹. Four other states appear to be working upon a state documents depository system of some type, and fourteen states apparently have no such system at all, nor is there any evidence of planning. The "Documents on Documents Collection" was updated in 1976, although not all states appear to have participated in that update. It is possible, therefore, that the above-stated figures are in slight error, as some states which have been working toward depositories may have completed their organization, while several of the total "have nots" might have begun to plan for such systems. The state of North Carolina, for instance, would have to be placed in the "have not" column based upon the information in the current "Documents on Documents Collection" (since updated by this author), even though all members of the NCLA Documents Section are aware that we are now working toward a state depository system, albeit, not too successfully at present.

North Carolina General Statute 147-50 appears to mandate the free distribution of North Carolina state publications to any library designated by this code section (17 libraries are so designated), but the practical application of 147-50 has been irregular at best, and even the 17 designated libraries must either request each document separately or try to have their units

placed upon any mailing lists which might be applicable. Even the appropriate request does not always work, however, as an occasional agency will flatly refuse to distribute their publications free. In 1972 and 1973 the North Carolina Attorney General's office was asked to rule upon the legality of a state agency charging one of the designated libraries for documents produced at state expense. The two resulting opinions (42 NCAG 94 and 43 NCAG 93) essentially agreed that designated libraries were entitled to receive the documents in question free upon request. Yet despite this clearly stated support, several state agencies continued to require payment for their publications.

Perhaps even more vexing than the problem of free distribution is the weakness of bibliographic control. Until North Carolina state publications appear in the checklist produced by the State Library (a bi-monthly publication) or in the Library of Congress checklist for state documents, librarians in North Carolina have no way of knowing what has been produced, and their requests might, therefore, come too late to find the documents in stock. Once acquired, the document may be classed by the special North Carolina state classification scheme and housed in a separate collection, if desirable, but such organization will provide very poor access without more traditional cataloging techniques due to the weakness of the state-produced checklist as an access tool. The checklist does, at least, provide the classification for each document listed, and a copy of *Classification Scheme for North Carolina State Publications*² can be used for those documents not found in the list.

Taken all together, the situation in North Carolina with respect to the organization and distribution of state publications does not begin to resemble an effective depository system. For those who desire to know more about the North Carolina situation, Grey Cole's article, "North Carolina Needs an Improved Depository System for State Documents" (Vol. XXXI, issue no. 4, 1973, of *North Carolina Libraries*) will provide further information.

During the 1973-75 biennium an "Ad Hoc Committee on State Documents Depository" was formed by the North Carolina Library Association and charged with the task of determining the need for a state documents depository system in North Carolina. The committee carried out a survey of 216 libraries in the state in order to determine the level of interest in a depository system and the willingness of those libraries surveyed to actually become state documents depositories. College, university, and public libraries were the main components of the survey. Of the 124 questionnaires returned, 30 indicated a willingness to become partial or complete depositories of North Carolina state publications, that 30 including 8 university, 5 four year college, 9 two year college, and 8 public libraries. Actually, the total of 30 affirmative replies must be considered a very conservative figure due to the rather limited response of college and university libraries within the state. It is the opinion of at least one member of the ad hoc committee that many of the librarians surveyed did not fully understand what was being asked of them and probably, therefore, overestimated the responsibilities and underestimated the advantages of depository status for state publications.³

Whatever the exact figures with respect to depository support, strong support and interest in a state documents depository system is obviously extant in North Carolina, and the ad hoc committee concluded that further study was definitely warranted. The committee therefore recommended that the NCLA and the State Library jointly request that a "Legislative Study

Commission" be created in order to conduct a comprehensive investigation and report its findings and recommendations, the end result, hopefully, being legislation for a state documents depository system for North Carolina.

During the first three months of 1977 several meetings were held in which the officers of the Documents Librarians Section of the NCLA, plus the State Librarian and the chairman of the NCLA Government Relations Committee, attempted to determine the appropriate makeup and goals of the proposed study commission, and legislation was framed which was roughly similar to a state documents study commission act from the state of South Dakota (the commission established by the South Dakota act did its work well enough that a depository system was established in South Dakota) except for the membership of the study commission⁴. On June 9th this state documents study commission bill (now designated House Bill 1434) was referred to the Appropriations Committee of the House of Representatives of North Carolina, but ultimately was reported "unfavorably" on the very last day of the legislative session, June 30th, 1977. The assumption is that the crush of unfinished business late in the session kept the committee from ever giving the bill serious consideration, although several members of the committee reported earlier that there would be no problems with respect to passage. These expressions of good will and support were the fundamental reason why no concerted effort was made by the NCLA Documents Section membership to influence passage of the study commission bill, although the Chairman and Vice Chairman of the section and the NCLA Government Relations Committee Chairman all attempted to garner support among particular legislators.

This legislative failure will now cause a possible two year delay in the creation of a formal, state-supported study commission, due to the fact that no bill which has not already passed one house of the legislature will be considered during the interim, 1978 session of the legislature, the earliest possible date for future consideration now being the beginning of the next full session, January of 1979. It is possible, though not likely, that a state documents study commission could be created and funded by another organization, such as the NCLA or even the Documents Librarians Section of the NCLA, but such a commission could not be nearly as well supported as a state-mandated group, nor would it have equivalent "clout" in developing the necessary information, nor would its report and recommendations carry as much weight.

The success which is being, and has been, attained in other states will continue to serve as both impetus and inspiration to documents librarians in North Carolina. The NCLA and its Documents Librarians Section will persist in the struggle for an efficient state documents depository system in North Carolina with high hopes of early success.

Footnotes

1. The "Documents on Documents Collection" is an excellent, current source of information concerning the actions of individual states in the development of state documents depository systems. The collection is available on interlibrary loan from the Legislative Reference Library, P.O. Box 12488, Cap Sta, Austin, Texas 78711.
2. *Classification Scheme for North Carolina State Publications* (As Applied to the Documents Collection at the North Carolina Department of Cultural Resources, Division of the State Library) by M. Sangster Parrott and updated by Suzanne S. Levy, Oct., 1975.

3. A brief summary of the report of the Ad Hoc Committee on State Documents Depository of the NCLA was published in the Fall 1975 issue of *The Docket*, the newsletter of the Documents Section of the NCLA.
4. The report of the South Dakota Interim Public Documents Study Commission and the appropriate sections of the South Dakota code applying to the documents depository library system in that state are available in the South Dakota section of the "Documents on Documents Collection" mentioned above.

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Watch Out for Alligators on the Library Shelf

by Jane Carroll McRae

Northwestern Regional Library

There is a new kind of non-book material on the shelves of the libraries in the Northwestern Regional System with headquarters in Elkin, on the edge of the Blue Ridge Mountains of North Carolina.

At first glance these shelves look strangely like those of a toy shop, for they are filled with dolls and tinker toys, puzzles and building blocks, counting games and tools — all educational equipment.

This is the library's answer to the problem of the children who are left out of all kindergarten, Head Start and Day Care programs. In a project funded by the U.S. Office of Education's Higher Education Act, Title II-B, for Library Research and Demonstration, the library is seeking to find a way to fill the educational gap for these "left out" children, who constitute nearly a third of all eligible pre-school children.

North Carolina has a major reading problem, so serious that the governor of the state found it expedient to call for a state conference to try to tackle the problem. A major point of discussion in this conference was the difference made in a home where there is reading material and some knowledge of how to help the child at home.

Co-ordinator of the project is Mrs. Barbara East, graduate of Winston-Salem State University in the field of Early Childhood Education. Her co-worker is Mrs. Linda Mathis Brown, holder of a teacher's certificate in Kindergarten through Grade Three from Meredith College. Together with six other staff members they form a teaching pool to go to the parents and baby sitters to train them in giving their children a learning background in the home.

"Parents always have been the first teachers of children," says Mrs. East, "and a major part of their learning takes place long before they enter school."

Over the four-county region served by the project, it is not unusual to see a father seated with a doll on his lap, trying to master the technique of teaching his son how to tie his sturdy high top shoes. There are mothers playing all sorts of games with matching up colors. There are baby sitters working with piles of buttons of every shape and size to sort out.

"All of this is the background for learning to read," says Mrs. East, "for even learning to bounce a ball has much to do with the co-ordination required for writing and for handling books."

When team members go into a home, they do a demonstration learning session with the child, putting great emphasis on story telling and experiences with books, even for the very youngest. The use of a piece of educational equipment is taught, so the parent or sitter may continue the sessions with the child until the next visit of the teachers.

"I had no idea my child could learn all these things," said one amazed tobacco farmer, who at first had tried to turn the workers away because he thought his son was too young.

For group activity the library sends a van to round up the children and bring them to the library for a Story Hour. Though many parents are non-users of the public library, they are showing response to the joy of their children when they bring home the books of their choice.

For children who cannot be reached for Round Ups or special sessions, the bookmobiles deliver education materials and give a brief demonstration of the use to the parents and sitters on the routes. These demonstrations are followed up with a brief visit each month by the teachers with the project.

Getting all of these activities going required a number of workshops. First there was the problem of training librarians in dealing with the influx of pre-school children into the libraries. Invited to these workshops were also staff members from Head Start, Day Care and Kindergarten Programs.

Then there were workshops for parents and baby sitters, getting them together in groups to help them with what is expected of a child who enters school, what skills can reasonably be learned in the home.

Planned for the future are workshops in oral communication, first for the project staff and librarians, then later for the parents.

"Learning to communicate with a child is top priority in any home and in any program," says Mrs. East.

Craftsmen, who abound in the mountains of North Carolina, are entering into the spirit of the project. There is Dennis Martin, who was able to make wooden trucks, beads for stringing, and wooden puzzles two inches thick so they stand up and make a toy. These "home grown" toys are considerably cheaper and sturdier than anything that can be bought on the market.

In order to make sure that the children are actually learning as well as having fun, a testing group has been set up by Miss Marian Ricks, chairman of the Early Childhood Library Specialist

Program at North Carolina Central University. The first testing indicated definite progress on the part of the children, giving the parents and sitters a sense of accomplishment for their efforts.

For skeptical librarians who feared that the project would take the emphasis away from books, there is the increased circulation of books for pre-school children and a definite increase in adult users from among the parents and sitters involved.

For the librarians who major in good housekeeping and fear the housing of anything as unwieldy as plastic elephants and alligator puppets, there is the fact of having very few toys damaged and the surprisingly neat shelves where this unorthodox material is stored.

As for the bookmobile librarians who have taken the time to train parents in the use of the materials, there are remarks like, "Why, this has changed my whole outlook about bookmobile work. The toy run brightens my whole week."

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New North Carolina Books

by William C. Burris

Professor of Political Science, Guilford College

JOHN MILTON COOPER, JR. *Walter Hines Page: The Southerner As American, 1855-1918.* (Chapel Hill: The University of North Carolina Press, 1977). \$15.95

This is a study of the career of Walter Hines Page. It is a successful biography; the research is vast and meticulous and the analysis is fair and sound.

Page saw his mission in life to be that of an emissary from the post Civil War South to the rest of the nation and, in his last years, as a spokesman for Great Britain to the United States during the First World War. Page's outstanding qualities appear to have been great energy and (with some significant exceptions) the capacity to attract the admiration and loyalty of those with whom he dealt, whether in the world of education, journalism, or in public life as the American Ambassador to the Court of St. James.

In addition to its portrait of Page, the book is important because of the picture it provides of life in North Carolina in the last decades of the nineteenth century. It is also valuable because of its description of American journalism during the same period. Students of the Wilson Administration will find much of value here: glimpses of that great and complicated president, the oblique Colonel House, and other public figures, all admirably treated.

Some minor criticism can be made of Cooper's style; there is some repetition, and his use of the "elegant variation" is distracting. Page is often referred to as "Walt", "Page", "Walter Hines Page", "The Tar Heel", "The North Carolinian", and "The Ambassador". I would have preferred "Page" for once and for all.

One last criticism seems to be in order. Cooper makes no reference to Colin Simpson's study of the sinking of the *Lusitania*. Simpson shows that the ship's naval escort was deliberately withdrawn shortly before the attack by the German submarine. This certainly explains why, hours before that event, both Sir Edward Grey and King George V, in separate conversations, raised the question with Page as to what America might do if the *Lusitania* were to be sunk. What appears in Cooper's account as coincidence assumes a much darker color in Simpson's book, a deliberate attempt on the part of the British to bring America into the war.

All university and college libraries should add this book to their collections. Public libraries that maintain collections in American diplomatic history should also order it.

Henry G. Hood, Jr.

MARILYN GOMBOSI. *A Day Of Solemn Thanksgiving: Moravian Music For The Fourth Of July, 1783, in Salem, North Carolina.* (Chapel Hill: The University of North Carolina Press, 1977). \$14.95.

Marilyn Gombosi, Assistant Director of the Moravian Music Foundation, is involved in the collecting, editing and preserving of music in the archives of Old Salem, a restored eighteenth century village now a part of the city of Winston-Salem, North Carolina. In this book she presents, with full realization of parts for instruments, the music believed to have been used in services on July 4, 1783 celebrating the end of the Revolutionary War. The author explains in a most interesting way how Friedrich Peter worked out the complete musical program, drawing on remembrances from 1763 Peace Festival that celebrated the end of the Seven Years War. She describes the presumed reasoning of Peter in adapting existing music and parts to a prescribed

order of service (by order of the state), and presents the replication in beautiful music autography by Helen M. Jenner.

This work can be considered a rare book collection in one volume. The "solemn, sober stile" of the music is truly stayed on harmony that imparts "Gladness, Charity, and Benevolence." Surely these musical collections will later appear in octavo form and will include reprints of Gombosi's discussion of the musical traditions of the Moravian Church. The author's musical "restoration" adheres to sound principles of research. It should be ordered by any North Carolina library that serves those who have an interest in the musical and cultural life of the eighteenth century.

Rosemarie Cooper

CURTIS CARROLL DAVIS. *Revolution's Godchild: The Birth, Death and Regeneration of the Society of the Cincinnati in North Carolina.* (Chapel Hill: The University of North Carolina Press, 1976), \$20.00

Very few people in North Carolina have heard of the Society of Cincinnati. And those who have heard the name most likely know little or nothing about the organization. This book (a limited edition of 1000 copies) is a history of this very old group of Americans. The Society was organized in the spring of 1783 on the banks of the Hudson River in New York. Its membership was restricted to officers of the thirteen Continental Lines that fought in the American Revolution. Its present membership consist of descendents of officers who fought in this conflict. The organization took its name from the Roman dictator, Lucius Quinctius Cincinnatus, who supposedly left his farm to defend Rome from agressors.

The North Carolina Society of the Cincinnati was organized in Hillsborough on October 25, 1783. This book traces the life of the North Carolina chapter from its founding, through its lean years, to its status today. It concentrates on the membership over the years — who they were, what they believed, what they accomplished in private and public affairs, and what they stand for today. According to Davis the Society is conservative, martial, nationalistic, artistocratic, elitist, and always patriotic. In short, it is a group of leaders, gentlemen who stand ready to promote and protect the tried and true values of American life. In his concluding assessment of the meaning of the Society Davis seems unnecessarily snippy toward those groups that question the motives of such organizations.

The book is carefully researched and well written. It is a worthwhile reference work for college and university libraries.

WILLIAM JOHNSTON HOGAN. *Huntington, Silversmiths 1763-1885.* (Durham: Sir Walter Press, 1977), \$10.00.

ELLEN J. CRAIG-SCOTT. *Life On The Eno.* (Durham: Sir Walter Press, 1977).

These two books are the first offerings of a new publishing house in Durham, the Sir Walter Press. The first volume is an account of a family of silversmiths, the Huntingtons, that came to America from England in 1663. Members of this family practiced their craft in Connecticut, North Carolina and Alabama. The focus here is on the period when the family lived and worked in Hillsborough. The weight of this book is toward family history and genealogy rather than the art and business of the silversmith. Though there is some discussion of the craft and numerous

illustrations of silver spoons, these seem incidental to the family story. It is worth mentioning that the metal cornerstone plaque of *Old East*, the oldest building on the campus of the University at Chapel Hill, is the work of this family.

The second book, a limited edition, is a volume of ten short stories set in Hillsborough. They are quiet little stories of romantic love written in the style of an earlier day. Readers who are jaded by the realism of "total exposure fiction" will smirk at the simplicity of these stories. They are rather old-fashioned, but they have certain charm. The book will be of interest to those who enjoy reading about life in and around Hillsborough.

ELIZABETH H. RAGAN. *The Lineage Of The Amos Ragan Family.* (Greensboro: The Quaker Collecton Of Guilford College, 1976).

Genealogy is a vital part of history. Yet family histories are rarely read except by family members or an occasional biographer or social historian. Most such studies are not really meant to be read; they are reference books. This volume is an exception to the rule; you can read it with some pleasure and profit. Though the focus is on the Ragan family, it contains much information about other North Carolina families in Guilford, Davidson and Rowan counties. It will be of value to anyone interested in the history of Quaker families in the central section of the state. The manuscript was edited by Herbert Poole.

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North Carolina Library Education News

Appalachian State University

Department of Educational Media

The Department of Educational Media held a workshop on "Mainstreaming: Its Impact on the School Media Center." Participants in the conference were supervisors in administrative positions in both media and special education. Mini-sessions included media services and special students (learning disabled; emotionally disturbed; gifted) and production of instructional materials. This conference precedes a two-week workshop in the ASU summer session devoted to the same subject and open to all library/media and special education personnel. For future information write to: Mrs. Ila Justice, Educational Media Department, ASU, Boone, NC 28608.

Dr. William A. Bake continues to remain at ASU as a Practitioner-in-Residence teaching a course in color photography. His book *The Blue Ridge* (Viking, \$15.95) has received critical

acclaim and has been excerpted in *Eastern Airlines Review* and *The Washingtonian* magazines. In April, *Backpacker* magazine featured Bake's photography of the Great Smoky Mountains.

Dr. Alice Naylor has directed a project which will assist the Division of Educational Media in the development of its annual Advisory List of Educational Media. Local public librarians, school librarians, and ASU faculty and students will review new books. An initial meeting was held by Vergie Cox and Lou Rosser. Books for review will be housed in the Department of Educational Media.

A meeting of local representatives to provide feedback on the changes in ASU's undergraduate and graduate program was attended by Amy Bondurant, Media Consultant with the Northwest Regional Media Center; Elsie Brumback, Director, Division of Educational Media, State Department of Public Instruction; Robert Hartzog, Principal, Mt. Pleasant School (Wilkes County); Nancy Moss, Librarian, North Gaston Senior High School; Mary Tolbert Padgett, Media Supervisor, Caldwell County Schools; Kenneth Roberts, Principal, Hibriten High School (Caldwell County) and Dr. Nate Shope, Professor of Administration, Supervision and Higher Education at Appalachian State University. Prior to the meeting participants had been mailed a copy of the proposed curriculum changes within the department and they came with questions, suggestions, criticisms and comments.

Susan Plate was appointed as Chairman of the sub-committee of the University Learning Resources Committee to plan and carry out an on-going evaluation of Learning Resources. This sub-committee grew out of the questionnaire concerning the new building that was devised last year.

The International Language Arts Festival was held at Appalachian during National Library Week. Leo and Diane Dillon, Jane Yolen, Robert Burch and Gail Haley were featured speakers participating in the Festival. This festival has grown from a Departmental and individual college program to include the entire ASU campus including, among many, the History and Foreign Language Departments.

The Mainly Media Club, under the direction of Susan Plate, sponsored a faculty-student get together to allow students and faculty to get to know one another better. The get-together was coordinated by Mrs. Melony Winkleman.

The club also assisted in the development of the Mainstreaming Conference and the International Language Arts Festival.

During the February meeting, Rebecca Keeter from the New River Mental Health Center spoke to the group about a cataloging project in Newland. This project, along with plans for a get-together for the May 1978 graduates are presently under discussion.

Summer Offerings

A workshop in the *Writing and Illustrating of Children's Books* will be conducted July 3 — July 14 by Uri Shulevitz. For information about the workshop, registration, costs, etc., contact: Beulah Campbell, Elementary Education Department, ASU, Boone, NC 28608.

Dorothy Broderick, author of *Library Service to Children* (R.R. Bowker, 1978), will be teaching a course entitled *Libraries and Censorship* during the week of June 19 to 23. The course may be

taken for credit or noncredit. For information regarding registration, costs, etc., contact: Dr. Alice Naylor, Educational Media Department, ASU, Boone, NC 28608.

Dr. Joleen Bock, director of the program in Community College Learning Resource Centers announces that the following courses and workshops will be offered: June 19 — July 14 EM5100 Organization and Administration of Two-Year College Learning Resource Program (3 units) and EM5530 Collection Development for Two-Year Colleges (3 units); July 17-21 Instructional Development (for (classroom teachers and LRC personnel new to this field); July 24-28 LRC: Personnel Management; July 31 — August 4 Organization of Learning Laboratories; August 7-11 Planning Learning Environments.

For further information direct inquiries to Dr. Joleen Bock at the Educational Media Department.

Mr. Joseph Murphy will be teaching *Film Animation Techniques* jointly with Marilyn Smith, a graphic arts teacher. The course will involve making animated films in the Super-8 format. All styles of animation will be covered: eg., puppets, clay, cut-outs, drawings. No art or film background is required. Direct inquiries to: Mr. Joseph Murphy at the Educational Media Department.

A course/workshop in *Storytelling* will be taught by Dr. Alice Naylor, formerly a storyteller on a weekly television program in Wisconsin. Selection criteria, delivery techniques and props will be discussed. Each student will be able to tell three stories at the end of the course.

Graduate courses of general interest that are being offered are Reading, Viewing and Listening Guidance, Educational Applications of TV and Film, Television in Instruction, Production and Care of Audio-Visual Materials, Critical Analysis of Contemporary Children's Literature, Use and Care of Machines and Equipment, Organization and Administration of an Audiovisual Program, Advanced Photography, and an Educational Media Seminar.

East Carolina University

Department of Library Science — Summer Offerings

First Session (May 22-June 27, 1978)

Course number	Course title
LibS 5004	Selection of Media
LibS 6008	Reading Guidance for Adults
LibS 6488	Research Methods in Library Science
LibS 6502	Independent Study
SEED 3272	Introduction to Audiovisual Instruction
SEED 6435	Instructional Development in Educational Communications

Short Term (June 14-June 27, 1978)

Course number	Course title
LibS 6300	Seminar in Library Administration — Community Colleges

Second Session (June 28-August 3, 1978)

Course number	Course title
LibS 5003	Organization of Media
LibS 5005	Library Administration & Management
LibS 5006	Library & Society
LibS 6004	Reference in the Humanities
LibS 6006	Automation of Library Processes
LibS 6500	Independent Study
LibS 6501	Special Reference Problems
SEED 3272	Introduction to Audiovisual Instruction

University of North Carolina at Greensboro

Library Science/Educational Technology Division

Mary Frances K. Johnson, Professor, has been appointed Chair of the Library Science/Educational Technology Division, School of Education, The University of North Carolina at Greensboro. Announcement of the appointment was made February 20 by Dr. David H. Reilly, Dean. Mrs. Johnson will succeed Theodore C. Hines in this post, enabling Dr. Hines, Division Chair since 1975, to devote full time to teaching and research activities and to further development of the information science program. As with other administrative appointments in the School of Education, the appointment is effective March 1, 1978.

Mrs. Johnson, who chaired the library education program unit at UNC-G from its reactivation in 1962 through June 1975, will combine teaching and administrative duties.

Revised Course Offerings, Summer Session, 1978

First Term: May 23-June 29, 1978

Course number	Course title
LST 547	Introduction to Instructional Media
LST 608	Independent Study
LST 640	Organizing Library Collections
LST 645	Intro. to Media Center Automation and Information Science
LST 655	The Public Library

Three Week Course: June 12-June 29

Course number	Course title
LST 562	Design and Production of Audiovisual Materials

Second Term: July 5-August 11, 1978

Course number	Course title
LST 547	Introduction to Instructional Media
LST 554	Materials for Adolescents
LST 556	Materials for Children
LST 557	Reference Sources and Methods
LST 608	Independent Study
LST 614	Public Documents
LST 615	Building Media Collections
LST 650	Administration of Library/Media Collections
LST 653	The School Media Program

North Carolina Central University

School of Library Science

The School's move back into the James E. Shepard Library has been completed and everyone is enjoying the attractive and conveniently located facilities.

Robert M. Ballard accepted a Fulbright Lectureship for 1977/78 and he is on leave from the School. He is a Professor in the School of Librarianship at the University of Zambia. The Council on Library Resources renews its grant with \$41,957 and P. Grady Morein continues to direct the Academic Library Development Project while teaching in the School. Desretta McAllister was granted leave for a second year to continue her doctoral studies at the University of Pittsburgh. Virginia Purefoy, a 1977 NCCU/SLS graduate, was employed as full-time Assistant Librarian. Visiting Lecturers to replace faculty members on leave are Lee Finks, Catherine Leonardi, Susan MacDonald, and Joe Rees.

Guest lecturers for 1977/78 were Brenda R. Swanson, Assistant Head, Selection/Acquisition Section, National Library of Medicine; J. Lee Greene, Author and Assistant Professor, UNC/CH; Judith Cannan, Deputy Chief Instructor, Library of Congress; Karyn Follis Cheatham, Author; Seymour W. James, Chief, General Reference Section, Dag Hammarskold Library, United Nations.

Two career Seminars were held, one during each semester. Margaret Myers, Director, ALA Office for Library Personnel Resources, was featured in November; four employers and four recent NCCU graduates were presented in March. Employers invited were Yvonne Fonvielle, NCCU Law Librarian; Joseph Jerz, Assistant Librarian, UNC/CH; Myrtle McNeill, Durham City Supervisor of School Libraries; and George Viele, Director, Greensboro Public Library.

Alumni Day was held on October 1 in the School's quarters in the Shepard Library. Alumni who returned as speakers were Virginia C. Dickerson, Assistant Director, Detroit Public Library; Mabel I. Nimmo, Librarian, Soldan High School, St. Louis, Mo.; and Ida L.S. Gardner, Education Librarian, Southern University, Baton Rouge, La. Mrs. Maggie L. Loftin, a school librarian from Efland, N.C. was elected President of the Association for 1977-1979.

Beta Xi Chapter of Beta Phi Mu met for an initiation and the election of its first officers on September 30. Theresa Byrd, Reference Librarian, J. Sargent Reynolds Community College, Richmond, Va. was elected President.

A workshop on Zero-Base Budgeting was co-sponsored with the Durham County Library Association and directed by Ben Speller in February.

The 73 workshop participants included all types of librarians from all geographical locations within the state and several computer and information professionals from the Research Triangle Park.

The workshop's speakers were Jack Voigt, Assistant Director of the Institute of Government and Thomas J. Galvin, Dean of the School of Library and Information Sciences at the University of Pittsburgh. George E. Bowie, III, Assistant Director of Institutional Research at Elizabeth City State University, used a Hewlett/Packard 2000 Access System via a Lear Siegler CRT terminal located in the SLS to demonstrate how the computer could be used to rank decision packages that are an important component of the ZBB process. Grady Morein developed case-studies for the workshop and led group sessions which were simulations of implementation of the ZBB process in libraries. Annette L. Phinazee led a brief evaluation session.

Three workshops for parents were conducted in the Early Learning Center by Miriam Ricks in November, March, and April. She also sponsored an Early Childhood Materials and Methods Workshop for students from Eastern North Carolina Opportunities Industrialization Center, Roper, N.C.

Six fellowships totaling \$37,200 were received from the U.S. Office of Education. Recipients are Carolyn Burns (Florida A. & M. University), Robin Hawkins (S.C. State College), Eleanor Hunter (N.C. A&T State University), Phyllis Ledbetter (NCCU), Jannie Morris (Benedict College), and Janice Scott (S.C. State College). Barbara B. Nichols (NCCU) received a Medical Library Association Award and India D. Powell (St. Paul's College) received a grant from the Council of Higher Education for Virginia.

Students have participated in several field experiences. JoAnn Yarborough joined two students from Atlanta and Catholic Universities in an internship program at the U.S. Department of Labor Library. Two Public Library Administration classes have studied the community analyses and visited the libraries of Greenville and of Rockingham County, then developed recommendations pertaining to concerns that were identified. Other students had practicum experience in the Durham City Schools, the Durham County Library and the Perkins Library at Duke University. Student volunteers worked with the Orange County Prison Unit in its efforts to upgrade library services for its inmates. Students in the Early Childhood Library Specialist program participated in a Bedtime Story Hour in the Early Learning Center in November.

Karen Thompson, a 1977 graduate who is Director of Learning Resources at Piedmont Technical Institute, won the 1978 Research Award for her paper on the development of community college libraries in North Carolina.

Report of the Workshop On the Integrated Core Curriculum

by Mary Lynn Wilson

School of Library Science, UNC-Chapel Hill

A Workshop on the Integrated Core Curriculum was held March 6-8, 1977, at the University of North Carolina, Chapel Hill. It was co-hosted by the library schools of the University of South Carolina, Drexel University, and the University of North Carolina at Chapel Hill. Seventy-one library educators from forty schools were in attendance.

The workshop began with a dinner on Sunday evening, where Dr. Lester Asheim of UNC-CH gave the keynote address. In his remarks, Dr. Asheim pointed out the controversy over the "core" curriculum — *i.e.*, whether or not there is in fact a core of knowledge central to all librarianship. He reminded those present that "what we do is important only if why we do it is important."

Monday morning, a general session was held, during which representatives of the three host schools explained how the integrated core curriculum was presented at their respective institutions.

During the afternoon, the impact workshops were begun, with participants and session leaders rotating to different groups, affording everyone the opportunity to attend each program. The impact workshops dealt with the implications of an integrated core curriculum on students, faculty, administration, and the overall curriculum. Interaction among participants, leaders, and UNC students who sat in on the workshops was encouraged, and questions were answered with frankness and candor.

An Information Exchange Fair was held in the UNC Library Science Library on Monday evening. The host schools set up demonstrations of the material and equipment they used in their programs.

The impact workshops continued on Tuesday morning. The workshop was concluded Tuesday afternoon with a luncheon and a closing address by Dr. Guy Garrison of Drexel University. Informally entitling his presentation "Whither the Core?" Dr. Garrison pointed out some of the problems of core curricula, especially integrated programs, stating that "a core curriculum of any kind should be truly central to a diversifying profession." Dr. Garrison also reminded his audience that librarianship must be willing to embrace related new fields of study, or be prepared to face stagnation or perhaps even obsolescence.

Leaders and participants in the workshop were asked to respond to a questionnaire, prepared for a master's paper at UNC-CH, to get their responses to the workshop itself and to the integrated core curriculum as a teaching method.

Both leaders and participants agreed that, on the whole, the workshop was a success. There was no overwhelming consensus among participants as to what they perceived the workshop's goals to be, but 81% of them said they thought it succeeded in what it set out to do. The same percentage said that their personal expectations for the workshop had been fulfilled. Of the leaders' responses, 79% said their personal expectations were fulfilled, while 93% responded positively to goal fulfillment. Several suggestions were made on how the workshop could have been improved, ranging from smaller groups to more time to more student participation.

The integrated core curriculum concept, however, did not receive such universal enthusiasm. When asked if an integrated core curriculum might be considered for their school, 32% of the participants said yes, 16% maybe, and 45% said no. When asked why not, tradition, faculty resistance, financial considerations, and the presence of part-time students in the program were some of the reasons given.

Results of the survey showed that some library educators are dissatisfied with the programs as they now stand, but they are not convinced that an integrated core curriculum is the solution. Several respondents voiced doubt that, based upon what they heard, the integrated core was really so integrated after all. The survey indicated that those educators who attended the workshop tend to look upon the integrated core curriculum as an experiment still.

Tapes of the three general sessions of the workshop are available. The package of five tapes includes the following: 1) Professor Lester Asheim's opening address; 2) Presentations from the three host schools; and 3) Dean Guy Garrison's closing luncheon address. The cost is \$15.00, and checks should be made payable to the University of North Carolina. Orders should be addressed to Fred W. Roper, Assistant Dean, School of Library Science 026-A, University of North Carolina, Chapel Hill, N.C. 27514.

Minutes of the North Carolina Library Association

Minutes of the Executive Board, October 5, 1977

The Executive Board of the North Carolina Library Association held a dinner meeting at 7:30 on October 5, 1977 in the Regency Room of the Winston-Salem Hyatt House. Present were the 1975-1977 board members, incoming board members and the 1977 Biennial Conference Committee. Annette Phinazee, President, presided.

Dr. Phinazee welcomed all those present and opened the meeting with current correspondence. She read a letter received from Past President Paul Ballance, who sent his regrets in regard to his attendance at the 1977 Conference. Dr. Phinazee announced the attendance of several out of state guests at the Conference.

The meeting was then turned over to reports from the Treasurer, Editor of *North Carolina Libraries*, SELA Representative, ALA representative, and Section Chairpersons.

Treasurer, Richard T. Barker stated that his 3rd Quarter Report would be sent out after the conference.

North Carolina Libraries Editor, Herbert Poole, announced that Pauline B. Cheek had won the Ray Moore Memorial Fund award for Best Author for her article that appeared in Vol. 34 No. 3 of *North Carolina Libraries*.

SELA representative, I.T. Littleton reported that even though North Carolina had more members than any other state, recruitment was still needed to solve the organization's financial problems. He announced that an award for the most outstanding author in the Southeast will be given at the New Orleans meeting next year.

ALA Representative, Florence Blakely, reported on the success of the ALA Detroit Conference held in June and announced that the controversial film, "The Speaker," shown at the conference would be shown Friday at 4:00 at the Intellectual Freedom Committee's meeting. She informed those present of an ALA Caucus which will discuss needs of the ALA and possible reorganization of that association. Ms. Blakely introduced Norma Royal as the new ALA Representative to NCLA.

Each section Chairperson gave a brief report for their section. Kay Taylor, Chairperson of the Children's Services Section, reported on the success of that section's Pre-Conference Workshop.

Discussion was held on the recommendation of the development committee to switch the years the Biennial Conference is held so as to meet just before the State Legislature is in session. Bill Roberts reported on the inability of the Hyatt House to accommodate the conference if it were to be held in Winston-Salem in 1978. Richard Barker moved to have the Biennial Conference in Charlotte in 1979 and talk about having it in 1980 then. The motion was seconded and passed. It was reported that the Association would have use of the Charlotte Civic Center and that hotels in Charlotte had been booked.

Annette Phinazee announced that the New Dues Structure Proposal would be presented at the Fourth General Session on Friday. Bill Roberts stated that the new dues will still be low in comparison to those of other State Associations and that it would now be possible to allocate more money to sections for their projects. He added that financial support is necessary for a strong Association.

A representative of the exhibitors at the conference stated that the North Carolina conference was a favorite of the exhibitors because of the attendance in the exhibit area and because it meets in alternate years to the SELA.

Bill Roberts then introduced three chairpersons of the Conference Committee. They were Jerry Thrasher, head of Conference Registration; Stanley Bustetter, head of Conference Publicity; and Nancy Doyle, Conference Amenities Chairperson.

The Board then turned its attention to new business. Dr. Phinazee stated that there was a vacant slot on the Public Librarian Certification Commission and that it would be necessary to nominate a person to serve on that Commission. Leonard Johnson nominated Sangster Parrot, Bill Roberts nominated Louise Boone, and David Jensen nominated Kay Murray. It was then moved, seconded and passed that the nominations be closed. A hand vote was taken on whether to have a ballot or a hand vote. The hand vote was decided upon. The voting went as follows: Sangster Parrott, 3; Louise Boone, 9; Kay Murray, 4. Louise Boone will be nominated to serve on the Commission.

A Resolution from the North Carolina State Coordinating Committee of the International Women's Year was presented to the Board. This resolution was for the supporting of a National Resource Library. The Board gave general support for the idea but there was a nebulous understanding of the proposal. The Board hopes that the Resolution will be clarified and submitted to the 1978-1979 Executive Board for their endorsement.

Dr. Phinazee stated that the State Council for Social Legislation had asked for a donation from the Association. They submitted that \$50-\$100 would be appreciated. The Board took no action on this proposal.

Bill Roberts informed the Board of a motion made at the ALA Conference in Detroit not to admit to the 1978 Conference those states which had not ratified the Equal Rights Amendment. He moved that a letter of resentment be sent to ALA stating that the Board feels that this action was premature. This motion was discussed, seconded, and passed.

As there was no further business, the meeting was adjourned.

Respectfully submitted,
Kathleen S. Wheeless
Exec. Secretary

General Session, Saturday, October 8, 1977

The 4th General Session of the 1977 Biennial Conference met on October 8, 1977 in Benton Convention Center, Winston-Salem. Dr. Annette Phinazee, President, presided.

Leonard Johnson, President-Elect, introduced the speaker, Carol Henderson. Ms. Henderson is the Assistant Director of the ALA Washington Office. The topic of her talk was "Outlook From Capitol Hill".

The Minutes from the September 11, 1976 meeting of the Executive Board were presented and adopted.

As there was no old business for discussion, the membership turned its attention to new business. Elizabeth Copeland, Chairperson of the Finance Committee, read a resolution to amend Article III under the Bylaws of the Association Constitution. If passed, this amendment would change Article III to read:

ARTICLE III. MEMBERSHIP

1. Dues shall be collected on a biennial basis as follows:
 - A. Individual members

Category of individual member	Biennial dues
Trustees and non-salaried librarians	\$10.00
Librarians making up to \$12,000	15.00
Librarians making \$12,000. — \$20,000	20.00
Librarians making over \$20,000	30.00

2. The Association shall allot to the Sections 25% of the biennial dues of individuals and institutional members according to the Section chosen by the members when the dues are paid. Each member is entitled to the choice of one Section, and becomes a member of that Section upon stating the choice.
3. Association members may be members of additional Sections by paying dues of \$4.00 biennially for each Section to the Association and designating the Sections.

A motion was made and seconded to adopt the amendment. As there was no discussion a hand vote was taken and the amendment was passed.

Chairperson of the Resolution Committee, Evelyn Pope, read a resolution from her committee stating that the 1977 Biennial Conference had met and had been constructive. It further resolved that the Association should express its appreciation to groups and individuals contributing to the conference. The motion was made and seconded to adopt this resolution. No discussion followed. The resolution passed unanimously.

A President's Report was then presented by Annette Phinazee. Her report covered the two years she served as President. In it she reminded the assembly of changes made in the Association and of goals reached and unreachd. As there was no other business, Dr. Phinazee passed the gavel on to Mr. Leonard Johnson. There was a standing ovation for Dr. Phinazee.

Mr. Johnson accepted the gavel and reminded the assembly that the 1979 Biennial Conference would be held in Charlotte, October 17, at the Radison Civic Center. He also reminded the new Executive Board of their 12:00 luncheon meeting. He then adjourned the 1977 NCLA Conference.

Respectfully submitted,
Kathleen S. Wheelless
Exec. Secretary

Minutes of the Executive Board, October 8, 1977

The Executive Board of the North Carolina Library Association held a luncheon meeting at 12:00 on October 8, 1977 in the Granville Room of the Winston-Salem Hyatt House. Present were: Leonard Johnson, William O'Shea, Alice B. Coleman, Artemis Kares, Richard Barker, Louise Boone, Fred Roper, Norma Royal, Herbert Poole, Cordelia Inks, Elvin Stroud, Arial Stephens, Rosalind Campbell, Jean Porter, Betsy Detty, Bill Roberts, Carlton Sears, Christopher Baar-Lindsay, Jane Snyder, Kathleen Wheelless, and I.T. Littleton. Leonard Johnson, President, presided.

The meeting opened with discussion about several aspects of the NCLA committees. Concern was shown over the lack of a link between the Executive Board and the individual committees. The feasibility of having committee representatives attend Board meetings was discussed. There was also concern over the lack of continuity on the committees. The possibility of having the previous committee chairperson act on the committee as an advisor was discussed.

Richard Barker reported that he would supply the Section Chairpersons with a list of current members of their sections by the end of November. Mr. Barker also reminded the Board of the services offered by the association's Executive Secretary, Kathleen Wheelless.

The possibility of the committees meeting at the Spring Workshop was discussed. Leonard Johnson asked that the Constitution Committee review the Constitution to see that there are no conflicts with the ALA Constitution or with the Association Handbook. If a revision is necessary, the Executive Secretary will distribute the revised Constitution to the Section Chairpersons.

It was agreed upon that the next meeting of the Executive Board be held in early December in Greensboro at 1:00 or at 1:30. This meeting will pull together the Committee and the Section

Chairpersons. Leonard Johnson reported that it would be at this meeting that he would delegate the goals and objectives of the several committees. He stated that the Executive Board should have a knowledge of the charges given to the committees as well as a knowledge of the Handbook so they could make suggestions for revisions.

Richard Barker gave a brief report on conference attendance. He stated that there were 960 persons registered for the conference. This count did not include the 150 Exhibitors and the attending Library School Students. Official Conference Registration was down this year due to the heavily attended Preconference Workshop and to low School Librarian's attendance. He reported that if a Section sponsors a speaker, the Section pays for that speaker out of Section funds. Mr. Barker added that the Board would hear requests for assistance in supporting the section.

Leonard Johnson aired his concern over the State Department of Public Instruction's new policy on leave for school libraries. The Board discussed how to best deal with this policy. It was decided that Mr. Johnson would send a letter of concern to the State Superintendent.

A question was raised as to what would be the air fare and general expenses for the trip to New Orleans for the SELA Conference there. I.T. Littleton said he would check on group plans offered and report on his findings at the December Board meeting.

As there was no further business, the meeting adjourned.

Respectfully submitted,
Kathleen S. Wheelless
Exec. Secretary

1977 Biennial Conference Report

Receipts

Item	Amount
Exhibits	\$10,185.00
Registration and Tickets	17,254.50
Total	\$27,439.50

Expenditures

Item	Amount
Rent on Convention Center	\$4,336.25
Conference Badges and Ribbons	190.26
Printing and Envelopes	340.98
Refunds	348.00
Reception	340.00
Speakers	1,656.17
Flowers	171.08
Meals	11,336.60

Item	Amount
Hyatt House — Rooms	88.81
Honorary Membership	191.96
Misc.	258.59
Total	\$19,258.70

Item	Amount
BALANCE	\$8,180.80

Registration

Registration type	Number
Pre-Registration	693
Registration at Conference	267
Total	960

Minutes of the Executive Board, December 9, 1977

The Executive Board of the North Carolina Library Association met at 1:00 p.m. on December 9 in the Administration Building of the Greensboro Public Schools. Present were Mr. Leonard Johnson, Mr. William O'Shea, Ms. Artemis Kares, Mr. Richard Barker, Dr. Annette Phinazee, Mrs. Norma Royal, Dr. I.T. Littleton, Mr. Herbert Poole, Ms. Kathleen Wheelless, Ms. Christopher Baar-Lindsay, Mr. Elvin Strowd, Ms. Jean Porter, Mr. Carlton Sears, Mrs. Elizabeth Detty, Mr. Ariel Stephens, Ms. Jane Snyder and Ms. Cordelia Inks.

Minutes were read and approved from the Executive Board meetings on October 5, and October 8. Minutes from the 4th General Session of the Biennial Conference were also read and approved.

Reports were heard from Mr. Richard Barker, Treasurer; Mr. Herb Poole, Editor of *North Carolina Libraries*; and from Section Chairpersons. Mr. Barker called attention to the First Financial Report of the 1977 Biennial Conference. He stated that less money was made this year due to the School Librarians' heavy attendance to the Children's Services Pre-Conference Workshop and the new professional meeting attendance ruling of the State Board of Education. Mr. Poole gave a brief history of *North Carolina Libraries*, the Association's Journal, for the benefit of all new Board members. Jean Porter, Chairperson of the Documents Section, reported that her Section is planning a Spring Workshop for mid-late April concerning U.S. Census Information. She stated that the workshop would probably last two days. It was established that it is not necessary to have approval from the Board for a workshop except if there is a request for funds. However, the Board should be notified of planned workshops that are of general interest and so that conflicts will not arise. Cordelia Inks, Chairperson of Resources & Technical Services Section, announced tentative plans for a Fall workshop for that Section.

Mr. Johnson turned the Board's attention to Old Business with a report on the Governor's pre-White House Conference on Libraries and Information Services, given by Ms. Alberta Smith from the State Library. Ms. Smith stated that the Conference would be cosponsored by NCLA and the State Library. The Conference will be held sometime in late October, 1978. There will be 200 official delegates to the Conference with two-thirds of the delegates non-librarians. Delegates will attend the Conference "all expenses paid" in order to insure a cross section representation at the Conference. NCLA Sections will be able to help by rewriting the federal legislation into lay-language. Forty-six of the sixty invitations to serve on the Conference Advisory Board have been accepted. Ms. Smith announced that the Advisory Board will meet on December 16, 1977 to make decisions on how delegates will be chosen and informed. She stated that NCLA can also help with suggestions for delegates. The broadest possible range of representation could be achieved if delegates were nominated by Sections. Each nomination should include the delegate's name, address, position, and reasons for being nominated. One of the goals for the Conference is to keep it fun as well as interesting. This will be achieved, said Ms. Smith, by keeping working sessions small and through the use of interesting exhibits.

A report on the State Council for Social Legislation was given by Dr. Annette Phinazee. Dr. Phinazee informed the Board that SCSL is a group of small organizations interested in social improvement and that it is primarily a lobbying organization. Each member organization is allowed four representatives, one of which is a member of the Study Committee which decides on issues to lobby for or against. Cora Paul Bomar represents NCLA on this Study Committee. The Board was asked to evaluate SCSL's relevancy to NCLA as it is time to renew NCLA's membership to that organization. Dr. Phinazee stated that the \$100 a year dues would probably be raised soon. The issue was discussed briefly. A motion was then made and seconded to continue NCLA's membership in the State Council for Social Legislation. A majority of the Board members voted to continue NCLA's membership.

Leonard Johnson reported that he had received a reply to his letter sent to Dr. Craig Phillips concerning clarification of school personnel attendance at professional meetings. The reply, from Gene Cosby, indicated that there had been many requests for this clarification. Someone on the Board suggested that a letter might be sent to each school superintendent, urging them to send librarians to professional meetings. It was also suggested that a representative from NCLA approach the superintendents at their state-wide conference.

Mr. Johnson again brought before the Board a resolution from the N.C. State Coordination Committee of the International Women's Year. The Board decided that clarification of this resolution was needed before any action could be taken. Betsy Detty offered to talk to Elizabeth Koontz for this clarification.

The Board turned its attention to New Business with an announcement that Legislative Day in Washington, D.C. would be held on Tuesday, April 4, 1978. It is on this day that librarians make a concerted effort to acquaint the nation's Legislators with library needs. Associations are being asked to contribute to finance a reception on Legislative Day. It was asked if the Governmental Relations Committee still had money in its account and if so, how much.

The Board discussed ways in which NCLA can participate in FOUNT (Friends of the University Network Television). It was decided that individual Section interaction would probably be most effective, with the Public and School Sections most likely to interact with FOUNT.

Mr. Johnson stated that a need had arisen for a position paper to be drawn up on the basic need for school librarians in every North Carolina public school.

Bill O'Shea prepared a resolution to be sent to the Fulcher Commission (appointed by N.C. Legislature). The resolution stated that NCLA would go on record as supporting the need for every Public School, no matter its size, to have a certified librarian as a part of the permanent staff and that the School Librarian be a basic part of the formula for school personnel. It was moved and seconded to make this resolution. This position paper will be referred to the Fulcher Commission before December 13.

Mr. Arial Stephens gave a brief report on arrangements being made for the 1979 Biennial Conference at the Radisson Plaza in Charlotte. He announced that Mary Frances Crymes will be the local arrangements chairperson. Bill O'Shea announced that he is considering "Sharing Liberty Resources Through Networking" as the theme for the conference. Arial Stephens added that community colleges are getting into networking as a solution to shrinking materials budgets.

Leonard Johnson gave a brief summary of suggestions from NCLA members for the next biennium. Concerning a suggestion that there is a need for the continued education of librarians, Annette Phinazee suggested that library schools be put to better use in continuing the education of librarians. There was a request for the formation of a new section or committee for SOLINET users. Cordelia Inks, Chairperson of Resources and Technical Services Section indicated that this Section could take care of this need.

The Board then made a review of present committees. There were several needed changes found where committees had been combined or discontinued. It was decided that the present list of committees was sufficient for the organization. Annette Phinazee stated that the Handbook Revision Committee needed to be formed as an ad hoc committee.

The Spring Workshop was then discussed. Leonard Johnson asked for suggestions for getting people active in committee meetings. It was suggested that the choice of responsible committee chairpersons would greatly increase participation as would holding the Spring Workshop in a central location. Mr. I.T. Littleton offered the D.H. Hill Library on the N.C. State University Campus in Raleigh as a meeting place. This idea was generally accepted by the Board. The first part of April was set as a tentative date for the workshop.

As there was no further business, the meeting was adjourned.

Respectfully submitted,
Mr. Leonard L. Johnson, President
Ms. Artemis C. Kares, Secretary

Treasurer's Report

January 1, 1977 — December 31, 1977

[Note on tables below: in the receipts and expenditures tables, indented lines are components of the line above them.]

Item	Amount
Balance January 1, 1977	\$324.50
Receipts:	
Dues	\$18,461.02
Association	\$11,485.80
Sections	6,975.22
School Librarians	\$3,943.54
Public Librarians	721.00
Trustees	143.00
College Librarians	592.00
Junior Members	117.00
Resources and Technical	273.00
Children's Services	511.95
Junior College	156.00
Documents	66.00
Reference and Adult	451.73
North Carolina Libraries	\$1,405.43
1977 Conference	27,439.50
Interest	688.75
Ray Moore Fund	100.00
Scholarship	75.00
Public Relations Committee	10.00
Spring Workshop	160.73
Transferred from Savings	2,411.25
Total Receipts	\$50,751.68
Receipts plus Balance	\$51,076.18
Less Expenditures (See List)	47,364.71
Balance December 31, 1977	\$3,711.47

Fund Balance as of December 31, 1977

Account	Amount
Checking Account	\$3,711.47

Account	Amount
General Fund Account	20,810.51
Scholarship Fund Account	32,512.16
Loan Fund Account	3,986.05
Ray Moore Fund Savings	1,524.44
NCASL Certificate of Deposit	2,000.00
Total Resources	\$,644.63

[Editorial note: the Total Resources figure is printed as "\$,644.63," apparently with a digit missing. The six listed amounts sum to \$64,544.63.]

Expenditures

January 1, 1977 — December 31, 1977

Item	Amount
Executive Office — Salary	\$2,739.00
Executive Office — Expenses	2,368.49
Telephone	\$502.82
Postage	1,176.14
Printing and Stationary	368.51
Computer Charges	157.53
Calculator	53.49
Penalty for Late Tax Return	110.00
President's Expenses	353.20
Treasurer's Bond	125.00
ALA Representative	329.12
1977 Conference	19,429.62
Sections	5,902.19
<i>North Carolina Libraries</i>	11,273.47
Governmental Relations Committee	701.49
Membership Committee	.65
Intellectual Freedom Committee	197.99
ALA Washington Office	100.00
Ray Moore Award	100.00
ALA Membership Dues	55.00
Index to <i>North Carolina Libraries</i>	620.88
State Council For Social Legislation Dues	100.00

Item	Amount
FOUNT, Inc. Dues	25.00
SELA Dues	25.00
Spring Workshop	310.00
NCLA Scholarships	1,600.00
Query-Long Scholarship	500.00
Audit of Treasurer's Books	200.00
Membership Refunds	26.00
Returned Checks	179.00
Transferred to Savings — General Fund	30.96
Miscellaneous	46.65
Total Expenditures	\$47,364.71

[Editorial note: the individual expenditure lines above sum to \$47,338.71, which is \$26.00 less than the printed total of \$47,364.71. Figures are transcribed as printed.]

North Carolina Library Association — Section Balance Sheet, December 31, 1977

Line	NCASL	PLS	TRUSTEES	R & T	COLLEGE
Bal. 1/1/77	\$1,493.50	\$905.82	\$769.23	\$464.11	\$1,578.64
Receipts	3,943.54	721.00	143.00	273.00	592.00
Total	\$5,437.04	\$1,626.82	\$912.23	\$737.11	\$2,170.64
Expenditures	2,251.10	1,093.33	270.02	106.00	219.50
Bal. 12/31/77	\$3,185.94	\$533.49	\$642.21	\$631.11	\$1,951.14

Line	JMRT	JR. COLLEGE	CHILD SCVS	DOC	REF & AD
Bal. 1/1/77	\$116.38	\$321.00	\$452.35	\$583.58	\$39.00
Receipts	117.00	156.00	511.95	66.00	451.73
Total	\$233.38	\$477.00	\$964.30	\$649.58	\$490.71
Expenditures	55.00	209.16	1,142.65	151.50	361.71
Bal. 12/31/77	\$178.38	\$267.84	-\$178.35	\$498.08	\$129.02

[Editorial note: for REF & AD, \$39.00 plus \$451.73 is \$490.73, not the printed \$490.71. Figures are transcribed as printed. Abbreviations as printed: NCASL, North Carolina Association of School Librarians; PLS, Public Library Section; R & T, Resources and Technical Services; JMRT, Junior Members Round Table; CHILD SCVS, Children's Services; DOC, Documents; REF & AD, Reference and Adult Services.]

North Carolina Libraries (Journal Account)

Item	Amount
Balance January 1, 1977	\$0.00
Receipts	1,405.43
Ads	\$875.00
Subscriptions	\$530.43
Total Balance and Receipts	1,405.43
Expenditures	11,273.47
Balance December 31, 1977	-\$9,868.04

General Fund

Statement of Cash Receipts and Disbursements For The Twelve-Months Ended December 31, 1977

Item	Amount
Balance on January 1, 1977	\$20,785.43
Receipts and Interest	
Transferred from checking	30.96
Interest	994.12
Disbursements	
Transferred to checking	1,000.00
Balance on December 31, 1977	20,810.51

Represented by:

Home Federal Savings and Loan Association
Savings Accounts #043932 1/1/77 — 1/25/77
Savings Certificate #232454 1/1/77 — 12/9/77
North Carolina National Bank
Certificate of Deposit #293526 \$10,000
Bank of North Carolina NA
Passbook Savings #1151538420

Second Fund Statement (Fund Title Not Printed)

[Editorial note: the original prints this statement with no fund title. Its ending balance of \$1,524.44 matches the "Ray Moore Fund Savings" line in the Fund Balance list.]

Statement of Cash Receipts and Disbursements For The Twelve-Months Ended December 31, 1977

Item	Amount
Balance on January 1, 1977	\$1,524.43
Receipts and Interest	100.01

Item	Amount
Disbursements	100.00
Balance on December 31, 1977	\$1,524.44

Represented by:

North Carolina National Bank
Certificate of Deposit #269229
Savings Account #237018221

McLendon Loan Fund

Statement of Cash Receipts and Disbursements For The Twelve-Months Ended December 31, 1977

Item	Amount
Balance on January 1, 1977	\$3,631.52
Receipts and Interest	354.53
Disbursements	—0—
Balance on December 31, 1977	\$3,986.05

Represented by:

Bank of North Carolina NA:
Certificate of Deposit 37-0128
Savings Account #1150763220

NCASL Savings

Statement of Cash Receipts and Disbursements For The Twelve-Months Ended December 31, 1977

Item	Amount
Balance on January 1, 1977	\$2,000.00
Receipts and Interest	120.00
Disbursements	120.00
Balance on December 31, 1977	\$2,000.00

Represented by:

Bank of North Carolina NA:
Savings Certificate #11-0470

Scholarship Fund

Statement of Cash Receipts and Disbursements For The Twelve-Months Ended December 31, 1977

Item	Amount
Balance on January 1, 1977	\$32,272.55
Receipts and Interest	2,339.61
Disbursements	2,100.00
Balance on December 31, 1977	\$32,512.16

Represented by:

Bank of North Carolina NA
Certificate of Deposit #37-0029
Certificate of Deposit #37-0120
Savings Account #1150926020

Library Roundup

The **GREENSBORO PUBLIC LIBRARY** has begun to develop an Oral History Tape Collection by recording a series of 60-minute color videotape interviews with persons who were participants in, or witnesses to, historical events and the development of Greensboro and Guilford County. To date, twelve videotapes, supplemented by four audio tapes, have been made. The Library is seeking a flexible program which would include people from all walks of life and with varied experiences.

Among persons interviewed have been State legislators Charles W. Phillips and Henry Frye; local historian Ethel Arnett; businessmen Benjamin Cone and Howard Holderness; educators Warmouth T. Gibbs and Lewis Dowdy of N.C. A&T State University; and former mayors Benjamin Cone and Carson Bain. The program also includes interviews with an 85-year old taxicab driver and a 98-year old former construction worker on the day-to-day development of Greensboro. Another feature of the program is interviews with prominent individuals who originated from North Carolina, such as Tom Wicker, Associate Editor of the *New York Times*. The central topics of the tapes are Education, Municipal Government, Economic Development, and Biography.

It is the intention of the Library to house these tapes in the North Carolina Collection in the Central Library on Greene Street. The transcripts, when available, will be housed in the Caldwell-Jones Room.

CUMBERLAND COUNTY PUBLIC LIBRARY:

A grant from the Library Services and Construction Act has permitted the Foreign Language Department to expand its multilingual resources. The Department has substantial holdings in the European and Asian languages — particularly strong are French, Italian, Spanish, German, Polish, Hungarian, Russian, Yiddish, Japanese, Korean and Vietnamese. The books are informational/recreational in nature. Approximately one quarter of the collection represents juvenile titles. The Collection's language learning recordings and cassette tapes span the globe. Recently the Department has processed international folk music, popular music, and literature

recordings. These materials are available to other libraries through Interlibrary Loan. For more information contact Deborah Iannitto, Foreign Language Librarian, 328 Gillespie Street, Fayetteville, North Carolina 28301. Telephone: 919-483-5022.

NCLA Public Library Section, 1977-79

Executive Board

Position	Name
Chairman	Arial Stephens
Past Chairman	Louise Boone
Chairman Elect	Martha Davis
Secretary	Phil Ritter
Director	Joan Spencer
Director	Ann Sanders

Committees

Audiovisual

Position	Name
Chairman	Carlton Sears
Vice Chairman	William Roberts
Members	Mary Jo Godwin Trish Gwynne Don White Mary Welker

Community Schools

Position	Name
Chairman	Dale Gaddis
Vice Chairman	Roy Day
Members	Karen Behm Ann Gehlen Mary Sue Morgan Duncan Smith Joy White Carol Reilly Nancy Wallace

Continuing Education

Position	Name
Chairman	Barbara Johnson
Vice Chairman	Nancy O'Neal Massey
Members	Joyce Leeker Carol Myers Lynn Segal

Development

Position	Name
Chairman	Nancy Fulbright
Vice Chairman	David Ferguson
Members	Bill Kirschner John Moorman Charles Pipes Ann Sanders

Genealogy

Position	Name
Chairman	Bill Bridgman
Vice Chairman	Robert Russell
Members	Lee Albright Genie Babylon Pat Rosenthal Ann Edvalson Jean Llewellyn

Information Resources

Position	Name
Chairman	Sue Darden
Vice Chairman	Becky Ballentine
Members	Nancy Brenner Susan Crocker Bill Snyder

Interlibrary Cooperation

Position	Name
Chairman	Elizabeth Copeland
Vice Chairman	Diana Tope
Members	Virginia Gibson David Larson

Personnel

Position	Name
Chairman	Patsy Hansel
Vice Chairman	Judith Sutton
Members	Margaret Blanchard Jay Chung Marion Johnson Kathy May

Public Relations

Position	Name
Chairman	Carol Reilly
Vice Chairman	Art Goetz
Members	Sherry Antonowicz Mary Hopper Doris Hurr Laura Schmidt Alberta Smith Jessica Travis

Standards

Position	Name
Chairman	John Pritchard
Vice Chairman	David Warren
Members	Amanda Bible Bill O'Shea

Statistics

Position	Name
Chairman	George Viele
Vice Chairman	Jerry Thrasher
Members	Sue Barcklay Marion Johnson Elizabeth Marshall Margaret Randall Barbara Walker Frances Reid

Young Adult

Position	Name
Chairman	Susan Kern
Vice Chairman	Robert Burgin
Members	June Bliss Valerie Knerr Nancy Wallace

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First Amendment Monkeyshines Sponsored By The Durham County Library Association

DCLA's fall program, entitled "A First Amendment Forum," centered on intellectual freedom issues as represented by the recent North Carolina anti-obscenity legislation and by the controversial ALA film *The Speaker*. The forum consisted of two panel discussions and was held on November 5th. Eric Smith, Vice President of DCLA planned the Program. Sessions were held at NCCU.

Ken Shearer (NCCU) chaired the first panel, which dealt with the potential threat to libraries posed by the latest attempts of the General Assembly to suppress pornographic materials in the state. Representative George Miller of Durham provided the general background on the bills approved last summer. The dilemmas involved in the control of obscenity were put into clear relief by the final two members of the panel, one a lawyer for the N.C. Association of Theater Owners and the other a lawyer for the Coalition for Decency. The difficulty of deciding whether total laissez-faire should exist or whether local communities should have the right to set standards of decency was discussed. Most of the librarians present seemed to feel that the legislation enacted in North Carolina is too restrictive.

The second session featured a showing of *The Speaker*, followed by a panel, moderated by Ben Speller (NCCU). Aaron Jermundson of the NCCU Communications Department gave an instructive critique of the film from a media specialist's point of view. Lester Asheim, Kenan Professor of Library Science at UNC, then examined *The Speaker* and the matter of "scientific racism" as an ultimate test of intellectual freedom. The comments were concluded by Dean Phinazee, who presented the Black Caucus' position that the full equality and humanity of

blacks is not an open question, as the film seems to imply, and that the American Library Association should not have sponsored the film.

Library Roundup (continued)

NORTH CAROLINA STATE UNIVERSITY: The recent election of ISABELLA CANNON as mayor of Raleigh has caused some stir in the library. Mayor Cannon had served D.H. Hill Library for fifteen years as a secretary to the Library Director. LILLIE CASTER attended the conference last November on "Management Issues in Automated Cataloging" held in Chicago and sponsored by the Associated Colleges of the Midwest. D.H. Hill Library has added MEDLINE to its list of data bases serving patrons through the Reference Department. WILLIAM C. HORNER, head of Library Systems, has announced that the library has purchased a PDP-11/34 minicomputer, to be used in circulation operations. Programs for the minicomputer circulation system, to operate on-line, are being written in-house and are expected to be completed by the spring of 1979. SANDRA DUNN and ROBERTA WALL have joined the Monographic Cataloging Department, having left the State Library. Mrs. Dunn has her library degree from Atlanta University, Mrs. Wall from Florida State University. The Office of Patents and Trademarks, U.S. Department of Commerce, has designated D.H. Hill Library a Patent Depository as of last October 7.

DUKE UNIVERSITY: The Duke University Library Staff Association's long-awaited publication of the DULSA cookbook has met with complete success. The 500-copy press run was sold out in two weeks. KENNETH BERGER, with a library degree and a master's in East Asian Studies from Florida State University, has joined the Perkins staff as reference librarian/manuscript cataloger. A display of Bibles and related biblical texts was mounted in the Perkins lobby recently. Sponsored by Good News — North Carolina, the exhibit included illuminated manuscripts, rare Bibles from the American Bible Society collection, and the recent translation *Good News*. The Library also mounted an exhibit recently in connection with a Duke symposium on "The Holocaust and Jewish-Christian Understanding: Dialogue with the Past."

UNC-CHAPEL HILL: A new finding aid for the Paul Green Papers has been completed after two years of work on the project under the direction of ELLEN NEAL, Technical Services Archivist. The aid, which includes a 354-page index to the correspondence in the Green collection, adds significantly to the value of the collection, which was acquired in 1975. Several papers delivered at a UNC-CH Librarians' Association colloquium last year have been published in the latest issue of *Library Acquisitions: Practice and Theory*. Papers by PAUL KODA, JOE HEWITT, MARGARET JOHNSON, PATRICK WREATH, and WILLIAM SCHENCK are included. CAROLYN WALLACE, Director of the Southern Historical Collection, spoke on "The Impact of the New Copyright Law on Repositories of Private Papers" at a meeting of the Society of Georgia Archivists in Atlanta last November 17.

PFEIFFER COLLEGE: After eleven years of service to the college, ELMINA HEARNE SURRATT retired last spring as Reference Librarian. She was succeeded by JULIA A. FOSTER.

UNC CHARLOTTE: An exhibit and celebration of the birthday of Carl Sandburg, American poet and social activist, was held in the Atkins Library last January 18. The event highlighted the receipt of a substantial amount of Sandburg material by the library, donated by Harry Golden, noted journalist and Sandburg friend and biographer.

THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO: ROGER MUDD, CBS News-correspondent and author, will speak at the annual Friends of the Library dinner next April 21. The work of Master Glass Engraver Wayland A. Cato III of Charlotte was recently displayed in the cases of Jackson Library.

THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL: DEBORAH CLINTON has been appointed German Language Cataloger at the University of North Carolina Library, effective October 17, 1977, replacing PATRICIA POLENZ, who resigned in August 1977. Ms. Clinton has had three years experience as Librarian at Brooks School in North Andover, Massachusetts.

JEANNE SAWYER has been appointed Science Cataloger at the University of North Carolina Library, effective January 10, 1978. Sawyer replaces David Gleim, who was promoted to Head of Monographic Cataloging. Ms. Sawyer has had a year's part-time experience as a Library Assistant at the Environmental Protection Agency while completing her MLS degree at UNC Library School.

LARRY ALFORD has been appointed Assistant Circulation Librarian at the University of North Carolina Library, effective February 2, 1978, replacing MARGARET ATKINS, who resigned in December 1977. Mr. Alford was appointed to this professional position upon receiving his MLS degree and after having served several years as a paraprofessional circulation assistant at the House Undergraduate Library.

LINDA ALLMAN has been appointed Reclassification Cataloger at the University of North Carolina Library, effective February 13, 1978. Ms. Allman comes to this newly established position in this Library from Jackson, Mississippi, where she has served as Head of Technical Services at the Mississippi Library Commission for the past two years.

GASTON COMMUNITY COLLEGE: An off campus facility has been added to the Learning Resources Center at GASTON COMMUNITY COLLEGE: The GARRISON CENTER is located in the recently acquired downtown campus of the college. Included in the new satellite center is a reading room for books and periodicals and an individual study area with a variety of audiovisual equipment and materials. An individualized instruction area is also included for use with programmed materials.

WILSON COUNTY TECHNICAL INSTITUTE: MR. GARY DEW has joined the staff at WILSON COUNTY TECHNICAL INSTITUTE as Media Coordinator.

SOUTHWESTERN TECHNICAL INSTITUTE: SOUTHWESTERN TECHNICAL INSTITUTE is also linked with the University of Kentucky by means of the ATS-6 satellite as part of the Appalachian Educational Satellite Program (AESP). The linkup officially took place Thursday, September 1, 1977.

Southwestern Technical Institute will coordinate programming for a group of schools called the North Carolina Cluster. This Cluster also includes Asheville-Buncombe Technical Institute,

Western Piedmont Community College, McDowell Technical Institute and Gainesville (GA) Junior College. Also Southwestern Technical Institute will maintain as an "Intensive Telecommunications Site." Southwestern Technical Institute will maintain resource libraries of back-up materials for all courses.

CLEVELAND COUNTY TECHNICAL INSTITUTE: MS. ALICE TIGNER, recently retired librarian at CLEVELAND COUNTY TECHNICAL INSTITUTE, died December 31, 1977. Ms. Tigner began Cleveland Technical Institute library in 1967 and served as librarian until her retirement in 1975.

SAMPSON TECHNICAL INSTITUTE: ZELMA THOMASSON has been named Director of Library services at SAMPSON TECHNICAL INSTITUTE after completion of the Master of Library Service Degree at East Carolina University. Mrs. Thomasson has been a member of the Library Staff for two years.

FAYETTEVILLE TECHNICAL INSTITUTE: DOROTHY WALKER has assumed the position of Circulation Technician at FAYETTEVILLE TECHNICAL INSTITUTE. Ms. Walker was formerly with the cataloging department at the University of North Carolina, Greensboro.

SURRY COMMUNITY COLLEGE: SURRY COMMUNITY COLLEGE has received a \$500,000 grant from the Appalachian Regional Commission for assistance in the construction of a new learning resources facility. The total building fund for the project is \$1 million.

THE TECHNICAL INSTITUTE OF ALAMANCE: EDGAR P. LYNCH, Director of Learning Resources at the TECHNICAL INSTITUTE OF ALAMANCE, has compiled the *LRA Union List of Serials*. Copies may be obtained for duplication cost of approximately \$5.00. Send requests to:

TECHNICAL INSTITUTE OF ALAMANCE
LEARNING RESOURCES CENTER
P.O. BOX 623
HAW RIVER, N.C. 27258

LENOIR COMMUNITY COLLEGE: Four one-week workshops will be offered this summer for library aides, clerks, or technicians at LENIOR COMMUNITY COLLEGE. Each workshop is designed for individuals who are working or have worked in libraries, but have not had formal library training. Each session carries three quarter hours credit which may be applied toward a degree.

The workshops to be offered are Introduction to Library Services (June 26-30), Library Circulation Procedures (July 10-14), Basic Reference Materials (July 24-28), and Acquisition Procedures (August 7-11). Each workshop will cost \$9.75 plus the textbook. For more information, contact JANE C. ARNETT, Head LMTA Curriculum, Lenoir Community College, P.O. Box 188, Kinston, NC 28501.

CENTRAL PIEDMONT COMMUNITY COLLEGE: CENTRAL PIEDMONT COMMUNITY COLLEGE has established a low band FM radio station for the blind and physically handicapped. The studio is located in the Learning Resources Building. The library staff assists

the station by selecting material for broadcasting. The Center also has a special area for blind and physically handicapped students with materials in braille and a talking book machine.

NORTH CAROLINA TELECOMMUNICATIONS PROJECTS: SHIRLEY [illegible character] MCLAUGHLIN, director of the Learning Resources Center at Asheville-Buncombe Technical Institute, DR. ROY COX, director of research and special studies in the School of Education and Psychology at Western Carolina University, and DR. OLIN WOOD, Vice-President at ASHEVILLE — BUNCOMBE TECHNICAL INSTITUTE, are jointly coordinating an instructional program being held at Asheville-Buncombe Technical Institute. Three courses entitled, "DESIGNING SUCCESS STRATEGIES," "DIAGNOSTIC AND PRESCRIPTIVE READING INSTRUCTION," and "TEACHING THE YOUNG HANDICAPPED CHILD: AN OVERVIEW," are transmitted from the University of Kentucky via the ATS-6 satellite which is part of the Appalachian Regional Commission educational satellite program. Each course carries three semester hours of credit.

SELA-SWLA Conference

The Southeastern Library Association and the Southwestern Library Association will meet in a joint conference, October 6-8, 1978, at the Hilton Hotel, New Orleans, Louisiana. Three thousand librarians from 16 states are expected to attend.

The theme of the conference is "New Orleans and All That Jazz". Approximately ten pre-conference workshops are being planned for October 4 and 5 by a task-force headed by Sandra Coleman, University of New Mexico Library, Albuquerque, New Mexico.

Hester B. Slocum, retired Assistant Director of the New Orleans Public Library, has been named Conference Local Arrangements Chairperson. Program planning is being handled by Sheppeard Hicks, Anniston, Alabama.

JOBLINE

DIAL (919) 733-6410 for a recorded telephone message of professional library openings in North Carolina.

DIAL (919) 733-2570 or write the editor of *Tar Heel Libraries* c/o State Library to submit listings. Listings will run automatically for two weeks unless specified otherwise. Please supply the following information:

Name of Library, Address, Job Title (Descriptive), Salary (or salary range), Date available/closing date for applications (if any). Telephone (include area code).

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