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The Campus Information Office: A Valuable Service to Academic Libraries

By Nancy Shires, Reference and Cataloging Librarian, ECU

The alliance between the college library and the campus information office is a natural one but "seldom seems to be made," says one public relations writer. [1] "People on campus just don't seem to know what all we do," says the director of one news bureau. [2] Academic librarians who are trying with less time and money to get more information to patrons and funders need to consider these two statements seriously. Whether a college or university is small or large, public or private, it has an information office. This office provides what is probably the most convenient and economical means for a library to distribute all that information which can be called "publicity." most academic librarians probably are not taking full advantage of their campus information offices.

What the Information Office Is

The information office has different names on different campuses. In North Carolina, for example, academic librarians will encounter the Office of Information Services at Meredith College, the News Bureau at East Carolina University, Communications at Davidson College, News Service at Duke University, Public Affairs at Louisburg College, Information and Publications at UNC.-Charlotte, and Public Relations at Richmond Technical College. Whatever the name, the basic purpose of the office is to distribute news about the institution and all its parts and people to the campus community and to the public. The office is usually part of the administrative structure of the institution and is usually obligated to serve campus constituents, like the library, at no cost.

Information offices vary widely in size, organization, and authority. A one-man office may have complete authority over all campus publications, including the sole power to purchase paper and select printers (Meredith College). A larger organization may have several information offices, serving different parts of the university (North Carolina State University).

In general, librarians can expect that the information office receives news information every day and prepares this as news releases for distribution to campus and off-campus media. The office maintains lists, updated regularly, of the people who would be interested in a particular release—trustees, business editors in a tri-state area, the local dailies, people who ask to be on a list, and so on. A photographer takes pictures to accompany some of the releases and to illustrate some campus publications. For important news or for specialized news the office director calls or writes an editor, producer, or reporter personally. It is the director's job to know these people and their interests. This personal contact may become even more important now that news offices are becoming computerized on systems that are not compatible. Newspaper correspondents and television reporters may visit the information office frequently, seeking information or ideas for stories. Finally, the information office may publish a newsletter for faculty, staff, and administration, stressing what is happening on campus.

Many offices maintain files: faculty biographies and areas of expertise, alumni biographies and addresses, statistics about the campus, story ideas, public speakers, freelance writers, or others. Some subscribe to a clipping service and forward copies of articles which have appeared in newspapers to the people concerned. And usually the director can advise anyone who needs help in conducting a publicity campaign: how and when to make announcements, how to interest an editor, what to do if an editor does not respond, or what to wear before a television camera.

In general, information offices can offer very limited assistance with graphics. Although most offices do provide photographic services, even these services may be hired from another part of campus (North Carolina State University) or from the community (Nash Technical Institute). Other units on campus can assist with graphics better than the information office can: the print shop (North Carolina State University), a club of commercial art students (East Carolina University), or even the library itself (at Richmond Technical College the library's audio-visual technician helps).

Very few information offices do the actual printing of materials. Occasionally an office, such as the one at Richmond Technical College, has an offset press and will print brochures developed with the library's help. In such cases, the director may be familiar with clip-art books and other inexpensive ways to illustrate publicity materials.

The staff members of the information office are professionals in their fields, newspaper journalism, broadcast journalism, or public relations. They are trained to "think of requests which the media can't refuse" [3] at a time when news technology is changing and news space, in print or on the air, is growing tighter. For instance, the fact that the library acquired a Kurzweil machine might attract little interest, but the story of how this machine helped a blind student finish a college degree might be read widely.

The staff can make connections between people who otherwise would not know of each other. The director might suggest to a television crew which has come to cover a seminar on computers, "By the way, you ought to see how you can look up things in the library now." And the director may be able to obtain better choices of brochure designers and printers and better rates from both because the office does a large quantity of regular business with them.

Special Services

Information offices sometimes offer unique services which their counterparts on other campuses cannot afford or are not interested in. The personnel and situation do make a difference. Librarians will find it worthwhile to investigate these special services. At UNC-Chapel Hill, for example, the News Bureau publishes "Dateline Chapel Hill," a column of news items which goes regularly to certain newspapers. At North Carolina State University, the Information Service gives the library bound volumes of each year's news releases and faculty journals (campus newsletter). At East Carolina University, the News Bureau operates a telephone information line giving the day's campus activities, including library hours, to callers. Recently a staff member videotaped a segment on the library for a series of campus information spots which the football coach used on his television show. At Wilkes Community College, the Director of Public Information produces a weekly radio show carried by six

local stations. And at Nash Technical Institute, the Public Relations Office writes the library handbook with information furnished by the library.

Working with the Information Office

Librarians should take the initiative in getting acquainted with the activities and abilities of the information office. One of the most useful things a library can do after making this acquaintance is to assign a contact person on the library staff to work with the information office. Responsibility and routines assure a better flow of information from the library, and the information office knows whom to contact for further information, fillers, a check on facts, or hints of coming events. Next, the library should submit possible news items. Because information offices have small staffs, all must rely heavily on the people involved to send them the facts. A serious problem which information offices face is getting information in time to do it justice. Even routine news faces deadlines (Thursday noon for the Sunday paper, for example), and events like professional workshops may require considerable advance planning. Finally, some offices issue forms for various types of news. Others prefer a telephone call or personal visit. Whatever the case, "come prepared," as one director pleads. The contact person should have all the necessary dates, names, goals, telephone numbers, and other facts.

Types of News to Submit

Information offices generally cannot use internal policies, memos, Committee minutes, daily statistics, or highly personal items such as a staff Member's participation in a church choir. Librarians should ask themselves "what is really newsworthy" and then give the information office the opportunity to consider the item. Newsworthy items fall into the following categories:

- **Professional activities, honors, achievements.** Participation in a meeting, election to an office, articles.
- **Staff appointments, internal changes, retirements.** Recently an information office was able to emphasize a library service in describing a retiree's contributions.
- **New programs, facilities, services, or changes in any of these.** For instance, the availability of a Kurzweil reading machine in a new room for handicapped students.
- **General biographical information on library staff members.** A good time to obtain this is upon hiring, but do not forget to update files. Include photos if possible.
- **How does the library help students, the public, or the institutional image?** For example, a university library, community college library, and a public library in one city cooperated to offer certain services to all school children in the county.
- **Calendar items.** Regular hours, special holiday or exam hours, senior art shows in lobby, receptions to be held in library.
- **Special displays or loans.** A national traveling display of pages from early books, seashells to be donated to museum, work of artist-in-residence.

- **Donations or activities of Friends of the Library.** For example, a Friends group celebrated acquisition of the millionth volume with a dinner and speaker.
- **Grants and results.** What grants has the library received, where were the results published?
- **Seminars, lectures, workshops, meetings.** Sponsored by library, attended by staff, or held in library.
- **Anything unique, unusual, or just plain interesting.** For example, a library may have an outstanding collection of materials on genealogy or law.
- **Background information.** The library's annual report or newsletter, or names of staff members who are good speakers or experts on various topics, for example.

Conclusion

There are obvious advantages to working with the campus information office. The people reached by the office often are the very people whom the library needs to reach: faculty in far-flung departments, budget-minded state legislators, and members of the immediate community. The news with which the office deals includes items like special library hours, a new bibliographic instruction program, the appointment of a librarian, a booksale, or a professional seminar sponsored by the library. Much or all of the actual work of producing and distributing the library news can be done by the information office. In some cases the library simply needs to inform the office of its activities and interests so that the library can be included in the appropriate files and services. The informal connections the library can make through the information office may be as valuable as any.

References

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2. Interview with William Shires, News Bureau, East Carolina University, Greenville, North Carolina, 21 May 1980.
3. Emilie Mulholland and Philip Schaeffer, "Making the Metropolitan Media," in *Making Your News Service More Effective*, ed. Joel S. Berger (n.p.: Council for Advancement and Support of Education, 1977), p. 28.

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North Carolina Book Publishers

By William Z. Schenck, Head of Acquisitions, Wilson Library, UNC-CH; and Catherine Myers Bennington, formerly of the North Carolina Collection, Wilson Library, UNC-CH

Think of North Carolina and publishing is probably one of the final images to come to mind. However, as this survey indicates, there is a flourishing publishing business in the state. This list of North Carolina publishers was compiled both to benefit librarians and to help publicize book publishers in the state. The information was gathered in 1980 directly from each publisher through a questionnaire. Journal and newspaper publishers were included only if they also published monographs.

Publishing in North Carolina is often an individualistic undertaking. While four presses published more than twenty titles, thirty-six publishers issued less than six titles in 1980, and only eleven published more than ten titles. Many of the smaller publishers operate out of their own homes.

Three publishers started in the 1920's (Duke, 1921; UNC, 1922; N. C. Division of Archives and History, 1924) but the majority of publishers are new. Two-thirds of the publishers were founded after 1969; forty-five percent of all North Carolina publishing firms are less than six years old.

While some specialize in North Caroliniana, others are subject oriented. Areas of publication are listed as they were supplied by the publishers.

The information on the following chart, compiled in 1980, is listed as follows: name, address, phone, date organized, specialties, and titles published in 1980.

Acorn Press. 1010 Wyldwood Drive, Durham, NC 27704. Telephone: 919-471-3842. Organized: 1980. Specialties: General. Titles published in 1980: 1.
Aerial Photography Services. 2300 Dunavant Street, Charlotte, NC 28203. Telephone: 704-333-5143. Organized: 1960. Specialties: Pictorial Books. Titles published in 1980: 3.
Appalachian Consortium Press. 202 Appalachian Street, Boone, NC 28607. Telephone: 704-262-2064. Organized: 1973. Specialties: Books and recordings on the Appalachian Region; most of the books are non-fiction. Titles published in 1980: 2.
Avera Press. Route 2, Box 28A, Wendell, NC 27591. Telephone: 919-365-6963. Organized: 1977. Specialties: Southern History, Civil War. Titles published in 1980: 7.

Bakke Press. Route 3, 119-A, Hillsborough, NC 27278. Telephone: 919-929-2086. Organized: 1974. Specialties: Poetry. Titles published in 1980: 0.

Barnyard Press. Route 6, Box 102, Shelby, NC 28150. Telephone: 704-487-1469. Organized: 1974. Specialties: Children's Books and Needlework Publications. Titles published in 1980: 1.

Briarpatch Press. Box 2482, Davidson, NC 28036. Telephone: 704-892-7644. Organized: 1974. Specialties: Local writers, poetry, regional (& local) history. Titles published in 1980: 5.

Camberleigh & Hall Publishers. Box 18914, North Hills Station, Raleigh, NC 27619. Organized: 1979. Specialties: 20th Century American History. Titles published in 1980: 1.

Campbell University Press. Campbell University, Box 116, Buies Creek, NC 27506. Telephone: 919-893-4111. Organized: 1980. Titles published in 1980: 1.

Carcosa. P.O. Box 1064, Chapel Hill, NC 27514. Telephone: 919-929-2974. Organized: 1972. Specialties: Science-fiction/fantasy. Titles published in 1980: 1.

Carolina Academic Press. P.O. Box 8795, Durham, NC 27707. Telephone: 919-688-5155. Organized: 1973. Specialties: Asia, Politics. Titles published in 1980: 22.

Carolina Biological Supply Company. 2700 York Road, Burlington, NC 27215. Telephone: 919-584-0381. Organized: 1975. Specialties: High School and College Text, Filmstrips, Audiovisuals, and Supplementary materials in the Biological Science. Titles published in 1980: 25.

The Carolina Wren Press, Inc. 300 Barclay Road, Chapel Hill, NC 27514. Telephone: 919-967-8666. Organized: 1976. Specialties: Poetry, plays, and fiction primarily by N. C. writers. Women and black writers prominent. Titles published in 1980: 5.

Celo Press. Route 80, Burnsville, NC 28714. Telephone: 704-675-5393. Organized: 1963. Specialties: Death Education. Titles published in 1980: 2.

Classical Publication. P.O. Box 13294, Greensboro, NC 27405. Organized: 1977. Specialties: Scholarly works, fiction, non-fiction art, history. Titles published in 1980: 7.

Documentary Publications. Route 12, Box 480, Salisbury, NC 28144. Telephone: 704-637-0398. Organized: 1970. Specialties: Scholarly area studies, political science and history. Titles published in 1980: 8.

Duke University Press. P.O. Box 6697, College Station, Durham, NC 27708. Telephone: 919-684-2173. Organized: 1921. Specialties: Scholarly books & journals. Titles published in 1980: 20.

East Woods Press. 820 East Boulevard, Charlotte, NC 28203. Telephone: 704-334-0897. Organized: 1977. Specialties: Outdoor books, travel guidebooks, cookbooks. Titles published in 1980: 10.

Everest Publishing Co. 2686 Century Station, Raleigh, NC 27602. Telephone: 919-787-8009. Organized: 1977. Specialties: Self-help books. Titles published in 1980: 0.

Fleetwood Publications. Route 1, Box 127 B, Todd, NC 28684. Telephone: 919-877-4695. Organized: 1980. Titles published in 1980: 1.

Gallopade Publishing Group. 1208 Fairway Terrace, Rocky Mount, NC 27801. Telephone: 919-446-1712. Organized: 1979. Specialties: Juvenile regional titles, juvenile mysteries, how-to books, civic image books, corporate publications. Titles published in 1980: 3.

Ginseng Press. Route 2, Box 1105, Franklin, NC 28734. Telephone: 704-369-9735. Organized: 1978. Specialties: How-to books. Titles published in 1980: 1.

Hexagon Company. 474 Windsor Road, Asheville, NC 28804. Telephone: 704-253-8463. Organized: 1972. Specialties: Regional Books of Western North Carolina and North Georgia. Titles published in 1980: 3.

Hinshaw Music, Inc. 400 West Franklin Street, P.O. Box 470, Chapel Hill, NC 27514. Telephone: 919-929-0337. Organized: 1975. Specialties: Music. Titles published in 1980: 100.

The Hurricane Company. P.O. Box 426, Jacksonville, NC 28540. Telephone: 919-353-4201. Organized: 1977. Specialties: Fiction, Poetry. Titles published in 1980: 0.

The Jackpine Press. 1878 Meadowbrook Drive, Winston-Salem, NC 27104. Telephone: 919-725-8828. Organized: 1975. Specialties: Poetry. Titles published in 1980: 1.

The Jargon Society. Highlands, NC 28741. Distributed by GNOMON Distribution, P.O. Box 106, Frankfort, KY 40602; telephone 502-223-1858. Organized: 1951. Specialties: Poetry, photography, Festschrifts. Titles published in 1980: 4.

John F. Blair, Publisher. 1406 Plaza Drive, Winston-Salem, NC 27103. Telephone: 919-768-1374. Organized: 1954. Specialties: General. Titles published in 1980: 6.

Johnson Publishing Company of North Carolina. P.O. Box 217, Murfreesboro, NC 27855. Telephone: 919-398-3664. Organized: 1963. Specialties: North Carolina and southern history and folklore. Titles published in 1980: 3.

Lollipop Power, Inc. P.O. Box 1171, Chapel Hill, NC 27514. Telephone: 919-929-4857. Organized: 1970. Specialties: Non-sexist, non-racist, children's books. Titles published in 1980: 0.

Lorien House. P.O. Box 1112, Black Mountain, NC 28711. Telephone: 704-669-9992. Organized: 1969. Specialties: Solar Energy, Poetry. Titles published in 1980: 3.

Lumbee Publishing Company. P.O. Box 1075, Pembroke, NC 28372. Telephone: 919-521-2826. Organized: 1973. Specialties: Lumbee Indians. Titles published in 1980: 0.

Manhattan, Ltd. Publishers. P.O. Box 18601, Raleigh, NC 27619. Telephone: 919-833-2121. Organized: 1976. Specialties: Christian literature. Titles published in 1980: 3.

McFarland & Co., Publishers. Box 611, Jefferson, NC 28640. Telephone: 919-246-4460. Organized: 1979. Specialties: General reference & scholarly monographs. Titles published in 1980: 14.

McGrath Publishing Co. Box 9001, Wilmington, NC 28402. Telephone: 919-763-3757. Organized: 1967. Specialties: Roman Catholic Books. Titles published in 1980: 12.

Meadowcreek Publications. P.O. Box 384, Concord, NC 28025. Telephone: 704-786-8855. Organized: 1977. Titles published in 1980: 0.

Media, Incorporated. 402 Edwardia Drive, Greensboro, NC 27409. Telephone: 919-855-6880. Organized: 1975. Specialties: General. Titles published in 1980: 0.

Megabild Press. P.O. Box 341, Walkertown, NC 27051. Telephone: 919-595-2368. Organized: 1977. Specialties: Children's books. Titles published in 1980: 0.

Meridional Publications. Route 2, Box 28A, Wake Forest, NC 27587. Telephone: 919-556-2940. Organized: 1977. Specialties: School multimedia programs, Elementary and Junior High Trade. Titles published in 1980: 3.

Metascience Foundation, Inc. P.O. Box 747, Franklin, NC 28734. Telephone: 704-524-5103. Organized: 1979. Specialties: Metaphysical and Occult topics. Titles published in 1980: 2.

N. C. Division of Archives and History. 109 East Jones Street, Raleigh, NC 27611. Telephone: 919-733-7442. Organized: 1924. Specialties: North Carolina History. Titles published in 1980: 10.
Press for Privacy. 195 Crepe Myrtle Circle, Winston-Salem, NC 27106. Telephone: 919-723-3928. Organized: 1976. Specialties: Poetry. Titles published in 1980: 1.
Puddingstone Press. P.O. Box 67, Banner Elk, NC 28604. Telephone: 704-898-4655. Organized: 1969. Specialties: Western North Carolina. Titles published in 1980: 2.
Red Clay Books. 6366 Sharon Hills Road, Charlotte, NC 28210. Telephone: 704-552-1211. Organized: 1963. Specialties: Poetry, Short Stories, Essays. Titles published in 1980: 4.
St. Andrews Press. St. Andrews Presbyterian College, Laurinburg, NC 28352. Telephone: 919-276-3652, extension 218. Organized: 1972. Specialties: Poetry. Titles published in 1980: 4.
Sir Walter Press. P.O. Box 2021, Durham, NC 27702. Telephone: 919-286-0521. Organized: 1976. Specialties: Regional and Local History, Gift Books. Titles published in 1980: 1.
Sparks Press. 900 W. Morgan Street, P.O. Box 26747, Raleigh, NC 27611. Telephone: 919-834-8283. Organized: 1954. Specialties: Landscape, Plants. Titles published in 1980: 6.
TarPar Ltd. P.O. Box 3, Kernersville, NC 27284. Telephone: 919-993-2037. Organized: 1974. Specialties: Cookbooks. Titles published in 1980: 0.
Unicorn Press, Inc. P.O. Box 3307, Greensboro, NC 27402. Organized: 1966. Titles published in 1980: 12.
The University of North Carolina Press. P.O. Box 2288, Chapel Hill, NC 27514. Telephone: 919-966-3561. Organized: 1922. Specialties: American history, Southern studies, regional studies, French, Latin American & European history, armed forces & society studies, classics, religion, political science. Titles published in 1980: 68.
Webb-Newcomb Company, Inc. 308 N.E. Vance Street, Wilson, NC 27893. Telephone: 919-291-7231. Organized: 1975. Specialties: Children's, Religious, Adult, Poetry, Motivational Books. Titles published in 1980: 5.

Carolina Libraries Interface: NCLA/SCLA Joint Conference

October 7–9, 1981, Charlotte Civic Center, Charlotte, North Carolina

In the pages which follow are some of the speeches delivered and reports from several groups concerning activities at the historic NCLA/SCLA joint conference at Charlotte October 7-9, 1981. Each of the speeches, with the exception of Richard Meyer's, was recorded, transcribed, and edited for this edition of *North Carolina Libraries*. Mr. Meyer furnished a manuscript. We have made every effort to maintain the oral quality of the speeches so that as you read them you will be able to recall the experience of hearing them. If you were not present at the conference, we hope that you will enjoy this record.

Tom Wicker, Associate Editor, *New York Times*, was gracious to come to Charlotte on less than forty-eight hours notice since Charles Kuralt was unable to keep his engagement with the Association because of the death of President ElSadat of Egypt. Biographical data on Leon Martel and John Henry Faulk may be found in *North Carolina Libraries*, Spring 1981, pp. 64-65. Kate Rand Lloyd is editor of

Working Woman, and she spoke to the overflowing meeting sponsored by the Roundtable on the Status of Women in Librarianship. Emily Boyce, ECU, along with Gerald Hodges and Judith Davie, spoke to the North Carolina Association of School Librarians. Hodges and Davie elected to edit their remarks for possible later publication. Richard Meyer, Associate Director, Clemson University Library, spoke to the meeting of the College and University Sections.

Arial Stephens reports that there were 1,275 delegates to the conference, 970 from North Carolina. Ninety-five paying exhibitors occupied 116 booths, plus 5 Association exhibitors.

North Carolina Libraries appreciates the opportunity to share this record of the joint conference with its readership.

[Photograph: NCLA/SCLA presidents, 1979–83: H. William O'Shea, Mertys Bell, William Summers, and Gerda Belknap.]

[Photograph: Joint Conference Committee, left to right: Mary Frances Crymes, Mertys Bell, Dennis Bruce, H. William O'Shea, William Summers, Leland Park, Shirley Tarlton, Fred Marble, Arial Stephens, and Gerda Belknap.]

Four Variables for American Politics

By Tom Wicker, Associate Editor, New York Times

Address at the NCLA/SCLA Joint Conference, Charlotte, October 7–9, 1981. Recorded, transcribed, and edited for this issue.

[Photograph: Speaker portrait accompanying Tom Wicker's address.]

Ever since last November when Ronald Reagan was elected by rather an enormous electoral College landslide, a debate has proceeded among political analysts and writers, I think among many voters, and particularly among people who might be affected by federal budgetary considerations. A debate has proceeded as to whether the election of Ronald Reagan signals a long term change to the right in American politics as we see in retrospect that the election of Franklin Roosevelt in 1932 signaled a long term trend to the left. The question is, has that long term trend been arrested? After all Ronald Reagan carried all but six states in this country and had one of the largest electoral totals ever recorded. It was also an unusual landslide in that it was not the re-election of a President, but the election of a new president and a change of parties. Landslides of that kind are not so common in American politics. On the other hand he only got 51% of the vote in a three way race. Since only 52% of the American electorate voted last November it is perfectly possible to argue that Ronald Reagan was elected by only 26% of the American electorate. When you combine the totals of President Carter and of John Anderson, the popular vote margin by which Mr. Reagan was elected was only in the vicinity of 3%. So that raises questions about the true nature of his election. There are those who believe that the election of 1980 was an overwhelming rejection of the Democratic Party and particularly of President Carter, but not so much therefore a long term shift to the right. Possibly the

best evidence for that election having been a severe rejection of President Carter was the fact that as a Southerner he lost only one of the old Confederate states. My view is whether or not a long term and significant change in the very nature of American Politics has taken place is yet up in the air, and is much more nearly to be decided by the performance of the Reagan administration in office than by the mere fact that the President was elected. My view is that the future of American politics in that sense depends on a number of variables which are yet to be settled. I would say, however, that the evidence is beginning to shift slightly against the idea that we have indeed undergone a long term change. I would like to look with you this morning at those variables that I think are going to be very important in determining the longer range future, let us say for the sake of argument, the future of American politics for the rest of this century.

Reagan Economic Program

The first of those variables quite clearly seems to me to be the question of the Reagan economic program. There is a paradox between the success that he had legislatively in establishing that economic program and the fact that so far he does not seem to have won great support in the Public, in the financial markets, nor has it had the effect that he said it might. There is no question, however, about the tremendous legislative success. I would think that it is the most sweeping legislative success that we have seen since 1965, in the early Great Society legislation. Despite the fact that the House is still controlled by Democrats, he was able to put into place a tax bill shaped to his supply side economic theories, and a tax cut of 25% over three years weighted to the high brackets. Moreover, President Reagan and his supporters touted this. economic program as being the answer to our problems. The President, himself, said that it was a program that “will achieve all the essential aims of recovery.” He said further that it was “an economic recovery program that is the only answer we have left.” He has made very specific pledges for what his economic program will accomplish. It will achieve, if his pledges are redeemed, a 4.5 percent annual growth rate after 1982. Bear in mind that the growth rate now is at about 1 percent annually and dropping. He has Predicted that inflation will drop to 8.3 percent in 1982, a prediction that now appears quite likely to come true, and that it will drop to 5.5 percent in 1984, cutting in half what it was when he came into office, a prediction that seems a good deal less likely to come true.

Now in this economic program there is a built-in contradiction according to the economists, even those who support the program. The first is that in order to contain inflation and bring it down, the President is relying upon the Federal Reserve System to maintain a highly restrictive money policy, visible to most of us in the high interest rates that we have to pay if we borrow any money. At the same time, we have the massive tax cut that I have mentioned to you. A tax cut is designed to spur economic growth and tight money is designed to restrain economic growth. So there is a built-in contradiction. Apparently the supply side economists, if I understand their approach, contend that because of the budget cuts it is possible to stimulate the economy while maintaining tight money without bringing on a new round of inflation. That does not seem to have happened so far. If there was going to be a massive economic boom, one would think that signs of its approach would not necessarily have waited until October the Ist when the tax cut went into effect, but would have been

visible about August the Ist when the tax cuts were passed by Congress. Businessmen make their plans on what will happen not necessarily waiting until it does happen. So the signs of that economic boom are not yet apparent.

One of the problems is that by the end of 1984 after the budget cuts, after the tax cuts, and after the military build up, there will be a gap somewhere on the order of one hundred billion dollars between revenues and expenditures — a one hundred billion dollar deficit at the end of 1984 when he promised a balanced budget, unless something else is done. Now what else can be done? We know, it stands to reason, that Congress having passed a tax cut is not going to rescind it. It doesn't work that way in politics, and the President is standing on his tax cut. He shows no signs so far of cutting back on military spending, although Congress may impose some relatively minor cuts in the military budget. Now what is left to do?

After this year, after the 35 billion dollar budget cuts already voted by Congress and after the further 13 billion dollar budget cuts that the President is seeking now, that's 48 billion dollars of budget cuts. I think the administration will seek in fiscal 1982, 1983, and 1984, 74 to 100 billion dollars further over and above what has already been made. Now whether or not that will be sufficient to balance the budget, whether or not that will be a program that the American people will sustain, whether or not in the course of those questions being answered we see an economic recovery, whether or not inflation comes down, whether or not unemployment, which is now rising, also comes down seems to me to be the single most important set of questions raised by the Reagan administration. Until those questions are answered, I don't believe it is possible to say that we have turned conservative in this country, that we have abandoned the New Deal, that we have even abandoned the Great Society. It seems to me that the actual practical workings of those Programs are going to mean a great deal more to the American people than the promises that had been made. In reaching those budget cuts, I think a study of the federal budget would show that there is no way that those cuts can be made unless very deep cuts are made into the safety net programs that the President has promised would be untouched.

Social Consequences of Economic Action

The second variable that I think we should consider is what I would describe as the social consequences of all this economic action. Because, whether that Program works or not, we are going to have it. The budget cuts of last year went into effect last week. There is no question that there will be some further budget cuts. Whether they are as much as the president wants, we don't know. There will be further budget cuts next year; there will be the military build up. We are going to have those things. So, what are going to be the social consequences of this economic action? What is the effect of cutting a million people from the roles of food stamp recipients, of cutting back CETA jobs, of cutting Medicare, of cutting children's lunch and nutrition programs, almost across the board with very few exceptions? Some of these cuts are brutal indeed, In New York City, for example, where I live, we have lost 177 million dollars for CETA jobs. That is 13,500 authorized job slots in New York City alone. The city out of its hard strapped finances is going to try to provide 70 million dollars to

replace that, but that still means that we are 107 million dollars down, annually, and we would only save about 4,500 job slots at best. 9,000 jobs gone. I don't think you can take 9,000 people off a payroll in New York City without having some kind of social consequences.

What that social consequence might be, one almost hesitates to predict. It seems to me safe to suggest that there will be rising crime rate; there will be a rise in drug addiction; there will be a rise in prostitution; there will be a rise in the prison population. All of those things are predictable from that kind of an increase in unemployment, not to mention the unemployment that we are Qoing to get from general economic conditions. A University of Chicago study in ten states of six of the programs that had been hit hardest by the Reagan budget cuts, has shown that the greatest impact of those programs will be not so much on the designated poor as on the working poor. For example, consider the mother who works, but who receives some aid to Families of Dependent Children money. In most states the new rules are going to make it unproductive for her to work. She will do better to drop out of her job and take full scale Aid for Families of Dependent Children. There happens to be about 7.2 million children, at this point, on Aid to Families of Dependent Children. Now aside from what this will do to the adults, what is the point and what will be the Consequences not just in the short term but in the long term of teaching 7.2 million children that it is better, that it pays you more, to stay home and take welfare than to go out and work? This seems to me to be a policy that cannot have anything other than sharp social consequences.

Now a second area in which we are already seeing social consequences of the economic policy is in the Federal Reserve monetary policy to keep money tight and interest rates high. That means that it is very difficult to borrow money. This is just not some neutral device; it's full of human consequences. It means that small businesses fail at a much higher rate because they can't borrow money. It means that automobiles are more difficult to buy, so the whole automobile industry is in difficulty. The housing industry, as we know everywhere, is in difficulty. A young, Working couple today around their mid-twenties, would have to be earning well above $50,000 a year from both of their earnings to even think about being able to buy a house in most communities. At that, they probably would only be able to think about it and not really do it. High interest rates are a brake on economic growth generally. But, more than that, they are a brake on anybody who has to borrow money for cash flow problems, who has to borrow money in order to buy a house. They cause rising prices, and wages will in almost every case fail to keep up. So there are great human consequences to the high interest rate policy which is the only reliance that this administration and the Federal Reserve have for holding down inflation.

Now the consequences here, both in national economic recovery and the direct effect on human beings, is a very high price to pay. The price is so high that already the Reagan administration is beginning to back away from it. Secretary of the Treasury Regan, if not President Reagan, is complaining out loud that the Fed is keeping money too tight, and that they should relax their grip on the supply of money, so that the economy can grow a little bit. Just relax it a little so that it can grow just a little, he says. But, if that is the case, then the administration's anti -inflation Program will be endangered if the Fed heeds Secretary Regan and does loosen up on the money Supply.

I said that one didn't want to predict precisely some of the other social consequences of this economic action. I mentioned crime rate, drug 'addiction, prostitution, etc., and with the greatest of hesitation I will also have to point out that in the 1960s in this country and in Britain this summer there was a reaction in the streets to very much the kind of economic conditions and the kind of economic actions I think may attain in this country next year. That's a prediction you don't want to Make for fear it will become self-fulfilling. I certainly think that it is one of the things that the Administration had better keep a very wary eye on next year. How ironic it will be if the Administration in its economic policy should cause urban disruptions and should then respond with a policy of very tough law enforcement and one might even suggest urban repression.- whatever the consequences of these social actions are, I think it is bound to add to a rising sense f hopelessness and despair that is evident in the ghettos of the great cities of this country and which can only bode ill for the future of the country. So the economic program itself and the social Consequences of economic action are two of the variables that I think are very important to our Political future.

Social Issues

Another area in which it is just now beginning to be important is the whole area of what the Republican conservatives refer to as the social issues. For example, the House has just voted this Week on the Voting Rights Act. I was covering the White House under President Johnson when the Voting Rights Act was passed. In more than twenty years of covering politics at the federal level, I regard that as the single most successful act of public policy that I have ever seen! You can measure it perhaps by just a very few statistics. In 1964, before that Act was passed in 1965, there Were no Black elected officials in eleven Southern states. By 1968, only three years after the act Was passed, there were 156, and by 1980, there were 1,813 Black elected officials in those same eleven Southern states. In the United States generally it has not been a problem confined to Southern states. I live in Manhattan and Manhattan is covered by Section 5 of the Voting Rights Act. Just this Fall the Democratic Primary for the City of Manhattan was not held for city councilmen because we had run afoul of the Voting Rights Act. The redistricting following the 1980 Census was disallowed for having been discriminatory. So this is a national problem. But, in 1965 in the entire United States, there were 300 elected Black Officials. By 1980, fifteen years later, there were 4,912. It is very rare, I think, that one can find statistical evidence that is so clear for the efficacy of any such act of public policy as that.

The House has passed the Voting Rights Act, more or less intact. Now the main challenge comes: it will go to the Senate where the Republicans are in control, and the bill will be under the non-too-tender mercies of a senior senator from South Carolina, Honorable Strom Thurmond, chairman of the Judiciary Committee, who indeed in the 1970s has made the singular discovery that a large part of the population of this country is Black, but who seems still to feel that the Voting Rights Act is discriminatory against Southern states. I don't know why that should be thought when I live in Manhattan, certainly not a Southern State, and it applies to me and my jurisdiction just as much as it does to any citizen in South Carolina. The Voting Rights Act is an example of what I mean by the social issues. If President Reagan, who has not yet given his full views but who is traditionally an opponent of the Voting Rights Act, allows himself to be dragged into opposition to that act, then it is clearly a

loss for him Politically in one sense. If, on the other hand, he supports the radical conservatives of his Party in trying to repeal or alter that act, that is clearly a loss for him in another sense. It is one of those issues on which a President cannot win.

Another one of the social issues that is of great importance is what I regard as the radical effort in about twenty-six court stripping bills. Court stripping bills are bills that would strip the Supreme Court of its jurisdiction in certain areas. The twenty-six bills are concentrated in several areas. One has to do with school busing for purposes of racial desegregation. One has to do with prayer in the schools. One has to do with abortion. One is a single bill that would strip the civil Supreme Court of jurisdiction in the event Congress passes a Draft Act applying to men only, so that no one could bring a suit and say that was discriminatory against women. These court stripping bills are a self-evident attempt to bypass the Constitutional procedure for amending the constitution. You can amend the Constitution now by one of two routes: two-thirds vote of each house of Congress and three-quarters vote of the states. That is very difficult to achieve, as those who support the Equal Rights Amendment know. The other route is by constitutional convention, which we have never had in this country. The court stripping bills would in effect amend the constitution by majority vote of Congress. For example, take the question of school busing. If the Supreme Court is deprived of jurisdiction in cases that have to do with school busing, then it cannot even go back and enforce the orders that had to do with school busing, that it may have supported in the past. Those cities and counties of states that have gone ahead in good faith with busing and made it work as best it could would find that nobody else had to do it. Indeed, they didn't even have to enforce what might have taken them ten or more years to develop. So it is a back door method of amending the constitution,

Again, aside from the substance of the issues involved, the whole process is controversial. One of those bills, of course, having to do with abortion is sponsored by Jesse Helms of North Carolina. I would cite also the Family Protection Act, which we haven't heard very much about, but it should be of particular interest to this group. The Family Protection Act is a favorite of the farthest conservatives of the Republican Party. Despite the pledges of the President that he is going to get the government off our backs, some one has said everywhere except in the bedroom. The Family Protection Act would provide for example that parents must be notified when an unmarried minor receives a contraceptive device or abortion related services from a federally funded organization. You may think that that is a good thing. Parents should be notified. But this is Federal legislation requiring that parents should be notified. If that is getting the government off the backs of families and individual citizens, it is very hard for me to see how. The Family Protection Act would restrict the Federal Government from Preempting or interfering in any way with state statutes pertaining to child abuse or to spouse abuse. In other words, beating up your wife or beating up your children is going to become strictly a state matter, if this act is passed, and the civil rights protections of the Federal Government simply would not exist any further from that. The Legal Services Corporation would be prohibited from providing any funds for litigation involving divorce. In other words just as abortion, divorce would be made impossible for the poor. You and I could go out and buy one, but the poor will not. Now exactly what the distinction is, why Poor people be forced to remain married while the rest of us can make our own arrangements, is difficult to understand. But of particular interest to this

organization, the Family Protection Act Would provide a cause of action for parents, if an educational institution receiving federal funds, Prohibits parents from reviewing textbooks. You could sue if they did that. This is another of interest to women, I think. It would prevent Federal funds from being used to promote educational materials that denigrate the role of women as it has been historically understood. So I cite that again and not so much because I expect you to be for or against it, either way, but because these things are of obvious, tremendous controversial proportion. They go very deeply to what we feel and how we live. They are not like tax bills; they are not economic matters; they go to the way to look at lives, ourselves, our family; they are of enormous controversy, and the way President Reagan negotiates and politics his way through these controversies, I think, will have a great deal to do with how he is ultimately seen and how the conservative efforts backed by his administration are going to be seen.

Efficacy of Government by Salesmanship and Media

Finally, I would say there is another variable, Another variable that I think is very important is to what extent will government by salesmanship and media really work. Let me explain what I Mean. In elective politics, particularly at the national level, politics has become media politics rather than party politics. Now it seems logical to suggest, and indeed we see the evidence for it, that we have media politics if people are getting elected by media, by television. They are. Then they are going to try and govern by television because that is the instrument that they understand. I think that President Reagan is showing his skill in that medium. His ability to appeal and mobilize Public support translates itself into political pressures. He is showing that a fundamental tool of his Presidency is the media and his ability to appeal to the people. Now how far can you go with that? I think there are two fundamental questions that are not answered. But the first of those questions is: Can media appeals stirring up vast public support which then translates itself into political Pressure, substitute for the give and take of representative politics and legislative bodies? Can they Substitute for the give and take between interest groups that has always been the hallmark of American politics? Can it substitute really for that more traditional kind of politics which, with Whatever failures has served us well over two centuries? The second question I think about government by salesmanship and media is how often can you go to that well? How often can President Reagan appear on national television and tell us that his program is the only program that will work and the only answer that we have left? How often will we believe that kind of appeal? How often can that public support upon which he is so dependent be mobilized in that fashion?

What the Future Holds for Libraries and Librarians

By Leon Martel

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[Photograph: Speaker portrait accompanying Leon Martel's address.]

Some of you may have noticed a couple of years ago in December of '79, the *Saturday Review* published a list of two centuries of embarrassing predictions with a very fetching title, “It will Never Fly, Orville.” Well, I think by way of introduction a couple of these are worth noting.

Robert Fulton was trying to present his new invention to Emperor Napoleon, and Napoleon said to him, “What Sir? You would make a ship sail against the wind and currents by lighting a bonfire under her decks. I pray you excuse me. I have no time to listen to such nonsense.” And so Napoleon lost the chance to have a steam engine.

Admiral Lahey, in another war, he is later the Chief of staff to Harry Truman, gave his evaluation of the atomic bomb. He said, “This is the biggest damned fool thing we have ever done. The bomb will never go off and I speak as an expert in explosives.” so much for expertise.

My favorite though is that of George Templeton strong, back in 1865 the year some of you would probably rather forget. But anyway, George Templeton strong said this about New York City: “By the year 1900 Brooklyn undoubtedly will be the city and Manhattan will be the suburb. Brooklyn has room to spread; Manhattan has not. The New Yorker uptown on 35th Street already finds it a tedious and annoying job to commute to his business downtown and home again, Can you imagine him fighting his way all the way up to the pig farm on 100th Street, forty years hence.” Well, I live on 110th Street. So I am a little sensitive to that, and I must say it is just as crowded up there as it is down on 35th Street, and we haven’t moved to Brooklyn yet.

Well, I think this last forecast probably led to the inclusion of the following statute in the legal code of the State of New York: “Persons pretending to forecast the future shall be considered disorderly, under subdivision 3, section 901, of the Criminal Code and liable to a fine of $250.00 and/or six months in prison.” Well, Bill has assured me that there are no such statutes in the State of North Carolina, so I will go ahead with my forecast and projections about libraries and librarians in the future. We do have to take the risk; we do have to make forecasts about the future.

There was an automobile industry executive, I think, who said it rather neatly once, really quite simply, but I think quite truthfully. He said we should all be concerned about the future because we will have to spend the rest of our lives there. More specifically, in order to make any plans about the future, we need to have some notion of what it will be like. Unless we have an image of the future, planning for it simply cannot be done. But it has been increasingly difficult, especially of late, to create a credible image for the future. It has been very difficult to make any kind of assumptions with some confidence that they might be accurate. It seems that today, and certainly in the foreseeable future, the trend is one of instability and uncertainty. We face today very rapid technological change. We certainly face sudden political upheavals. We only have to look back to the events a few days ago in Cairo to illustrate that. We face changing social behavior, even within generations now. Certainly we all know a very uncertain economic environment. So it is very hard to decide what to do today, let alone to plan for tomorrow. Yet I think much can be known about the future. I think that we can discover things that are useful to us, that enable us to do the kind of planning that we have to do to get the future that we want, and I think the key to discovering knowledge about the future is to take along-term perspective, not to focus on present trends for present trends always change.

There is a new study of the future that was issued last year over the signature of the then President Carter. It was one of those big government studies; it was designed to take a year and it ended up, of course, taking three years to finish, and it is very big. It is about the size of a Manhattan telephone directory, and it begins with these four words: “If present trends continue.” At that point throw it away. The whole study is worthless. Because if there is anything that history teaches us, it is that present trends never continue, they may get better; they may get worse; they don’t continue. So we have to take a longer look. We have to take a long-term perspective. We have to see the change that is in fact occurring. That longer look, I think, can tell us a lot about human behavior. It can tell us a lot about trends, about their direction, about their magnitude, and about their rate of change. Understanding these trends in human behavior will enable us to make better judgments about what is happening today and also better assumptions about what is likely to happen tomorrow.

I would like first to talk about some major trends in human behavior and human activity that can help us understand what the future will be like. Second, I would like to explain what the implication of these trends are for the future of libraries and librarians. Then, third, I would like briefly to conclude with a few suggestions that sort of fall out of this analysis, this view of the future.

Trends in Human Behavior and Activity

Let me begin with several trends in human behavior and human activity, trends that I think can tell us a great deal about what the future will be like. The first of these trends was developed in some length in the book, The Next 200 Years. This first trend is a great worldwide transition that We are in the midst of now, a transition from a pre-industrial era that ended about two hundred Years ago, through an era of industrialization we are in now, to a post-industrial era that may Commence perhaps about two hundred years from now. Hence the title of the book we wrote — The Next 200 Years.

In most of the advanced nations, the pre-industrial era ended at the time that we shifted from Using animate energy to using inanimate energy and of course producing a great increase in the amount of energy available to us, enough to run factories and manufacture things. About two hundred years from now this industrial transition will be completed, and we will move into the postindustrial era. The main characteristic of this big transition is occurring is the nature of the economic activity that takes place in each nation as it passes through the transition.

When a nation is in its pre-industrial stage, its principal economic activities are the activities that we call extractive, like agriculture or mining or fishing. They generate little growth. The hation’s growth is rather stagnant. Then as the nation enters the period of industrialization, it becomes more and more involved in manufacturing, in fabricating things, in building things, and its growth rises very rapidly. But as the nation becomes more industrial and more advanced, the first Symptoms of the post-industrial era begin to develop, and those symptoms are an increase in Service sector activities in trade, in finance, in communications, in education, in health, in entertainment, in leisure activities, in government, and, of course your activities, in the knowledge activities and librarianship. There will still be manufacturing, of course, by the time we reach the Post-industrial era. We handle all our manufacturing just as we handle our agriculture today, with a small percentage of the people, and it

will occupy a small percentage of our Gross National Product. This is the main characteristic of this great transition from pre-industrial which is largely agricultural through the industrial era which is largely manufacturing to post-industrial which is largely service sector in its activities. _ Now this is a very important transition, because, when a nation passes successfully through it, it gains a great deal. Its economic growth increases very rapidly and that means that the per Capita income of its citizens incré and they live longer. They live healthier lives; their standard of living improves; affluence and prosperity are shared by more people; and, in effect an individual's life changes from one devoted to satisfying needs to one that increasingly can turn its attention to trying to satisfy wants. We move from needs to wants.

Population changes too. In the beginning death rates and birth rates are brought steadily down because of better food distribution, better health care, disease control and so forth. Then as Prosperity continues, people realize that they don't have to have large families to take care of them in their old age because children survive childhood diseases better, because there are various programs to take care of their post-working years. So we have smaller families, and the birth rate falls. As the birth rate falls, the population and growth rate slows down, making the Society more efficient.

The product mix changes and occupations change with it too. There are more labor saving devices, more sophisticated equipment. The blue collar population grows relatively smaller; the white collar and service occupations grow relatively larger. Perhaps most important attitudes and priorities change. There is a greater interest in enjoying what one has and less of a strong desire to achieve. There is a greater interest in having satisfactions now rather than Postponing them as our parents did and as our grandparents before them. There is a greater interest in leisure, in leisure activities, and there is also greater concern about preserving and protecting what one has. Hence, a tremendous interest in health and comfort and safety.

Now today the world as a whole, if you aggregate all the nations, is about half way through this great transition, and each nation is somewhere along the transition. Some, the poorer nations, the less developed, are further back. Others, the most advanced nations, are further along. The United States, the most advanced of the world’s nations, is well along that transition, well past the mid-point, really a super-industrial nation on its way to being post-industrial.

Only two percent of our labor force are on the farm, and yet it produces enough to feed not only this nation but for export as well. Over sixty percent of our labor force are in service industries, and that number is rapidly growing while the number in manufacturing is staying steady, or in the last couple of years beginning to fall slightly. The annual population growth rate of United States is below one percent, and it is falling. That means we will hit a zero rate, probably shortly after the turn of the century. That will result in a more or less stable United States Population in about fifty years, probably at a range of around 175 million. We are more affluent than we have ever been before. Our median income may have periods, as it is right now, where it goes down, but steadily over the years that median income has gone up, and it will continue to rise. The average American family today has 100 thousand dollars in assets, whether it be real estate or savings accounts, or stocks, or

automobiles or trailers, or whatever. That is more than twenty times what the average American family had fifty years ago. Most have enough for their needs. Perhaps most important those needs like food, cost relatively less each year. There is more to spend. There is more disposable income, more to satisfy the wants. This is the first and perhaps most important long term trend in human activity that can tell us about the future, and it really means a fundamental change in the structure of society and the way society operates.

Increase and Application of Knowledge

Now there is a second trend that we can also note, and that trend is the continuous increase of knowledge, of discovery, of invention, and the application of knowledge and discovery in technology. Because we had the growth of industrialization we had a surplus of funds, a surplus of time, a surplus of resources that we could devote to research and development. This has meant a tremendous impetus to learning and to the increase of knowledge: knowledge about the world, knowledge about ourselves, and the application of that knowledge in technology. It seems to be the nature of discovery and invention that each piece of knowledge, each discovery spawns not one, but two, three, or several new inventions, discoveries and knowledge. This is a rapidly accumulating process growing explosively, virtually exponentially. It surges for a time in basic research, then there is the consolidation, the application of findings and new technology and new products. Then another surge, but always larger, always more knowledge, invention, discovery, technology. We can see this in a number of fields today. Perhaps you can see it best when you stand back and take that long-term view: (1) Medicine: holistic diagnosis which attempts to look at the entire patient, even to discover what has happened to a particular part of the patient's body, or a particular illness the patient may have; (2) Genetic engineering: awesome implications for altering heredity as well as the possibility of aiding some diseases; (3) Micro-surgery: transplants with artificial organs which can be reproduced, which don't wear out, and which are cheaper; (4) Agriculture: new crop strains, nontill farming, the beginning of specialized environments for growing foods such as hydroponics or even manufactured food; (5) Energy: shifting from an era of non-renewable energy resources to renewable eternal sources.

We can anticipate that within the lifetimes of some of us, certainly in the early years of the next century, eternal resources will be coming available. I suspect that there will be a time when future historians will look back with barely concealed amusement at our concern about an energy crisis in the 70s and the 80s. They will really wonder what the shouting was all about. Because that problem is a transitory problem, a problem on its way to solution.

Perhaps nowhere is the explosion of technology seen more vividly than in the information sciences. Low-cost microprocessors, all those circuits on a very tiny chip, really mean a second computer revolution. Increasingly we are able to monitor, and control activities in our automobiles, in our homes, in our factories, and in our offices. In our schools we find the use of the computer is being taught at lower and lower grades. In fact computer literacy is going to be an adjunct to traditional literacy. It will really be the three Rs plus C for computer. At home the new technologies that have

been developed for transmitting signals, cable and satellite, and the new technologies for displaying them that are just coming in now herald a video generation. Perhaps the 40s was the radio generation, and the 50s the TV generation, and the 60s color TV, and maybe the 70s stereo, and the 80s will be the video generation. In our offices, in your libraries, the marriage of the computer and the typewriter hooked up with the telephone revolutionizes the whole process by which we store information, retrieve it, and exchange it. So this is another great trend in human activity, in human behavior, the relentlessly increasing advance of knowledge, discovery and its application.

Cyclical Nature of Human Decision and Activity

The third trend is a trend that is perhaps the least clearly understood. That trend is the cyclical nature of human decision and human activity. As individuals and as groups, we do set Goals, and we do become involved in activities in pursuit of those goals. These activities become habitual. They become familiar and comfortable. We are reluctant to change them. But eventually We do change as we achieve or fail to achieve our goals, and our actions create new problems and New goals. In other words, there is a continuous feedback mechanism in operation here that Causes us constantly to make adjustments, make corrections, compensate, to steer us in the direction we wish to go. The result of these actions and adjustments, whether they are done individually or done collectively, is that the record of human activity is not one of smooth trends. It is characterized by swings: by more, by less, by up, by down, by concentration, and by dispersion. Wars are followed by a return to the status quo, by periods of stability, by the creation of new institutions to prevent wars in the future. Economic booms are followed by recessions, and recessions are followed by booms. Rising prices in commodities are followed by decisions to use and to produce more. When these swings occur, they create problems for us because for the most part, we are still behaving in accordance with the old cycle. The change is jarring; the change is often painful, and always it requires adjustments. This third trend, I think, helps us understand Change and helps us understand how to adjust to it.

So here are three major trends then in human activity and human decision, clear, well established trends, trends that will continue in the future, and that can allow us to understand that future much better to give us a better sense of what is happening today and what will happen tomorrow.

Implications for Libraries

With these three major trends, then, of human behavior as sort of background, what can we learn from them about the future of libraries and librarians? The transitions that I Mentioned, the great trend of the transition from pre-industrial to industrial to post-industrial Yields a very, very important insight. During that phase of industrialization, the phase in the middle of the transition, the phase we are in now, the principal economic activity is manufacturing. Because of that, society is organized around energy. Energy is really the guiding, controlling force of Society during this period of industrialization. But, as society moves toward the post-industrial era, the principal activity becomes more and more the delivery of services; and, here society is Organized around something different. It is no longer organized principally around energy. It is Now organized principally around knowledge.

Knowledge becomes the guiding, controlling force society as it approaches and enters the post-industrial era. _ Librarianship may not be the world's oldest profession. understand another profession Claims that distinction, but perhaps we could make a case for the fact that it is the second oldest 'ause the evidence of the existence of libraries is very old, it shows us that as early as the time of u Assyrians, the ancient Egyptians, three or four millennia ago, there was evidence of libraries and people employed full time to put them together, to maintain them, and to distribute their information. As now, there was then, a group of what we could call knowledge professionals who Were in the service occupation of accumulating knowledge, of maintaining it, organizing it, and of distributing it. Now as society becomes more post-industrial and as knowledge becomes more Central to that society, this role of knowledge professionals will grow in importance, and of course, twill change. The basic functions will remain the same. They will still be acquiring and organizing id cataloging and circulating knowledge, but the process by which those functions are accomplished will change radically and rapidly. It is a simple economic fact that the costs of hardcopy publications are rising while the costs of electronic data storage are falling, in fact, really Plummeting. And, it is a simple physical fact that the speed and ease of finding and retrieving 'information is far greater with machines than it is manually. Already, we see current awareness information, news, stock quotations, weather, entertainment listings, and so forth, becoming more electronically stored and retrieved. Soon this will be true of most reference materials, particularly those that require updating like handbooks, atlases, encyclopedias, dictionaries. In fact we may be living, we are probably living, in the last generation of hardcopy reproduction of such materials. In the future publication directly into data bases will be cheaper, easier to update, and more readily retrievable. Now this does not mean the end of hardcopy publication. The hardcopy will frequently be the desired end product of an information search. That copy will be made so that we can have that record, a permanent record. And society with more leisure will continue to turn to knowledge and to poetry and to biography and to non-fiction, to all forms of literature as part of its pursuit of entertainment, enjoyment, self-fulfillment, and self-enlightenment. It will turn, too, to audio tapes, video tapes, and video discs, thus further enlarging the role of librarians in the post-industrial society,

But not only will the role of librarians become more important as the post-industrial society comes on, but that role will also be greatly enlarged. The pace and the breadth of industrialization causes us to think in terms of non-renewable materials. It causes us to think in terms of finite sources of things to suggest scarcities and the endings of certain materials, of shortfalls and shortages. Knowledge though is just the opposite. It is quite different. The problem with knowledge is not that we are running out of it, the problem is that we are accumulating more and more of it- Furthermore, we are not using enough. It doesn't disintegrate; it's rarely lost. Once we have it we have it for all time, for good or for bad. We can't uninvent the atomic bomb, for example. Usually, the more we have, the more we want; and having knowledge, of course, is the best way to get more. So the drive for knowledge is continuous and it is unending and so, too, is the need for the knowledge professionals to accumulate it, organize it, and distribute it. But the continuation of knowledge and the enlargement and broadening of the knowledge professionals in their role also raises a problem. We know that it is society as a whole that accumulates knowledge, but it is individuals who must have it

to be able to use it. So we have a problem, the problem is distribution. How do we handle that problem?

In a free market society the goods are supplied in relation to demand, and price is used as the market clearing mechanism. If one is making and selling clothes, the price that is charged is a function of the cost for materials, for labor, for rent, for utilities, and the margin of profit that one desires. But how do you set a price for information, for knowledge. It's unique; it's imperishable; it's abundant; it's expanding and often it's extremely valuable. Who pays the costs? I would suggest that there is perhaps no question today that poses greater difficulty than this for your field, for the knowledge professionals. Who pays the costs of knowledge, and for some insight in handling it?

I think we can turn to that third trend I mentioned, the cyclical nature of human decision and human activity. Fifty years ago we suffered the disease of the 30s, the disease of depression, 4 disease that was marked by falling prices and rising unemployment. The solution to the disease was a massive government effort to create jobs, to stimulate demand, to protect incomes, t0 protect homes, to protect property, all through a panoply of measures that we refer to now as the programs of the New Deal. These programs succeeded. They succeeded so well in fact that they were continuously enlarged and continuously expanded most dramatically through the Great Society programs of President Lyndon Johnson. But, success has had a price: the price of finally undermining the base for the financial support of these programs. And, success has contributed t0 a new disease: the disease of the 80s, the disease of inflation. The reaction has been a new cycle of activity represented of course by the American people deciding on a new administration with 2 new approach and a philosophy to reduce government involvement and government programs after their continuing increase, after their success really of now fifty years. It is in this context then, this cyclical change that is occurring, that we have to address the question who pays the cost for the accumulation, the preservation, the distribution of knowledge?

The ready answer in the current political mood is of course those who use it. But that answer is insufficient when we are talking about knowledge because we all use knowledge. In some caseS; the costs are unusually difficult to measure. Now certainly for specific services, access to data bases, online information systems, and so forth, prices can be set and paid, and they should be even though we are really not quite used to doing that yet. We have to think about that and act accordingly. But it is much harder to find support for the pool of personnel, for the equipment, for the resources from which these services are developed. For some of this, our governments, our federal and state and local governments, do have a role as they always have and should play that role. But we need more, we need something else.

I would suggest that we need new linkages and new lines of support between the users in all the professions and you, the knowledge professionals who are accumulating, organizing, and distributing that knowledge; new lines of support can be built. They can be built in a number of Ways, Let me suggest one, and that is through the professional associations: the professional associations of both groups, of the professionals who use your knowledge and of your field too. Through such linkages needs can be identified, plans can be made, and programs for support can be structured. The

alternatives to finding these other means, such as these linkages, are to leave the whole job to the government where it will be underfunded and where it will be, in some cases, turned over to personnel untrained for this work, or to leave it undone. To leave it is to forfeit the abundant future we can have.

Summing Up

Let me sum up now. Three major trends can help us understand the future. First, the great transition from pre- to post-industrial, the transition from widespread poverty to widespread affluence. This transition indicates fundamental changes in the structure ‘of society in the way it Operates. Second, the continuous rapid increase of knowledge, of discovery, of invention, and its application in technology; and third, the cyclical nature of human decision and human activity Which explains change and our reactions to it.

These trends profoundly affect the future of libraries and librarians. It is not an exaggeration, 1 think, to say that these trends imply nothing less than a revolution in your field because they are Tadically changing structures and procedures that in many cases have been unchanged for decades or even longer. They are changing them in a very, very short time. This is a service Profession in a coming post-industrial era when services will be the dominant economic activity of Society. The service that your profession provides is knowledge, which will be the central Controlling force of that society. It is an expanding profession, but that expansion rate is the vital question of how the service is to be financially supported. Answering that question requires Programs and procedures that are as new and different as the expansion that demands them.

Let me wind up now by offering to you three general suggestions to guide you as you face a challenging but obviously what could be a glorious future, at the center of the post-industrial Society as its principal agent in providing knowledge. These suggestions are meant to assist you in your professional lives and your personal lives as well.

The first suggestion is the importance of taking a long-term perspective. A long-term perspective sensitizes us to the most important wisdom we can have about the future, and the most important wisdom that we can have is that it will be different. It will not be a simple continuation, a simple extrapolation of what is happening today. A long-term perspective gives us a much better sense of what can be accomplished and what will be required to accomplish it. It enables us to understand the changing direction, magnitude and pace of human activity. A long-term perspective truly can make possible a future by design rather than by default.

Second, there is the necessity of learning to live with uncertainty and change. This is a profession as I suggested that went for many, many years without significant change in any of its basic Structures and procedures. It means recognizing that the tried and true ways of the past are not necessarily the best for the future. They may be, but not just because they are the ways of the past that worked then. It means realizing that new technologies are bringing processes and new Products, and they are doing so very rapidly. It means knowing that ups and downs in the business Cycle require more explicit planning, much more “what if” kind of planning in our professional lives and in our personal

lives. In the future those who succeed will not be those who seek to avoid change. Those who succeed will be those who make change their partner.

Finally, we need a new image of the future. Uncertainty, instability, are hard conditions to live With. They can be very depressing; they can contribute to the view that we are no longer in control Of our destinies, that others, that fate will determine our future, that there is nothing or very little that we can do. We need to expunge such attitudes; we need to expunge them with a new image, an image that stresses our capabilities which are considerable, not our limits which are just that, limited. We need an image that emphasizes what we can do, and not what others can do to us. Yet We find the pessimistic images of the doomsayers and the gloomsayers are still heard and taught across our lands. Ask your school children what they are learning in school, or look to the *Global 2000* report that I mentioned issued over the signature of the President last year. If unchecked, these pessimistic images could indeed become a self-fulfilling prophecy. But if a prophecy of gloom can be self-fulfilling, then so, too, can be a prophecy of hope.

Let me conclude on a note of hope because that is the note that my studies leave me with, and that is the note I want to leave you with. Let me conclude with a metaphor. It is a metaphor you may have heard because it is popular with the doomsayers and the gloomsayers. The metaphor goes like this: It depicts the five billion year physical history of the earth thus far as a twenty-four hour day. On that basis, it points out that human history has taken just the last five minutes of those twenty-four hours and recorded history just the last few seconds. Well the implication of the metaphor stated in this fashion is, of course, that midnight is near, that the day is almost over, and the earth too. I prefer to look at the metaphor differently. There is a general guess among physicists and geologists that the earth may last perhaps ten billion years more. If so, a third of the earth's history has passed. On the basis of that twenty-four hour day, it is now 8:00 a.m., the sun has just risen, the day has just begun, and it is time to go to work.

[Photograph: Peggy Sullivan, past-president of ALA, speaking about "Libraries and the Pursuit of Happiness."]

To Secure the Blessings of Liberty

By John Henry Faulk

Address at the NCLA/SCLA Joint Conference, Charlotte, October 7–9, 1981. Recorded, transcribed, and edited for this issue.

[Photograph: Speaker portrait accompanying John Henry Faulk's address.]

I would like to make it very clear that we shouldn't have to wait until a lawsuit can be filed. My whole thesis is that apathy and ignorance are a deadly enemy of the American people. The First Amendment Congress to which I belong took a poll last year. Mr. Gallup conducted it and found out that 85% of a cross section of this country could not identify the First Amendment. They didn't know whether the law was passed last year by Congress, whether it was part of our basic law, or what. This

is what we must address ourselves to because this can't be done by litigation. This can only be done in the hearts of the American people in the conviction that it is what we have to give to the world. Remember we became a beacon light of freedom to the rest of the world.

Some of you people sitting here don't even know where your great grandmas and grandpas came from. I don't know where all of mine came from certainly. I care very much what their great grandson does, and I feel he is very responsible for his actions, but my point is that we are an amalgam of the earth's population. This is terribly important to understand. We are not a country like France or England or Germany or Italy with hundreds and hundreds of years of common culture, common language, common institutions. We are a people bound together as Americans by one thing only and that is the principals and ideals upon which this society was founded. We are the only society on earth in which man coming here five years ago can become a full fledged citizen without any questions being asked about his national origins, and become an American, and call himself an American, and become a participating American on an equal footing with folks whose people came here three hundred years ago. In France you will always be an American in France. You will never be a Frenchman. In England you would never be described as an Englishman. You would be described as an American, a foreigner in England. In this country you are an American when you adhere, and I suggest that the only test of patriotism really, is when you adhere to those principles and ideals that were laid down and by which we have existed these last two hundred years. And so it's an understanding of those that is really our only protection. It is another thing to insist that action be taken against a library, a book be removed from a library. This is a dreadful, dreadful, breach of our American heritage and never treat it as anything else, The content of the book is not the thing at issue, and you must understand that. This is terribly important to understand about our societies. The attack on the book and the method of removing it is what is important. The Founding Fathers didn't say, well Congress shall make no law abridging freedom of press except when the press lies or the press fails, or the press distorts. Congress shall make no law under any circumstances abridging freedom of press. Only the people can correct that, just as only the people maintain their religious institutions, or can train those that Come after us in matters of conscience. The state can invoke no power to remove a book, or challenge those in our schools or libraries who are charged with the responsibility of selecting books. They can only dismantle the library association and take it over themselves, and that would be of course a dreadful day.

What I am trying to say is that these are absolutes, and every time in history and crises that we have meddled with them and allowed them to be distorted, we found out that we were fleeing from ghosts. There is not a crisis in our whole history that once we calm down and return to sanity we didn't say well great heavens, that wasn't necessary at all. Just reflect. People have been sent to Jail for what they believed in this country. They were jailed during the McCarthy period. We now realize that that was a terrible period, and there are those elements in the country today. You have to understand that the Founding Fathers believed we were capable of governing ourselves, that free people with complete access to all varieties of information on every subject could govern themselves best.

People who insist on censorship really don't trust their own judgment. They want to be told what to do, they want to tell others what to do. They think that they honor the flag by compelling their neighbor to salute it, whether it meets his conscience or not. And this, of course, is a fallacy- In this society what everyone believes remains a matter between him and his Maker, him and his conscience. This apathy and ignorance in our society allows the Moral Majority people to get a big hold in some sections of our society and to assert themselves. They are perfectly sincere people. Remember that. They just happen to be barking up the wrong tree in this land. This is what sets us apart from a totalitarian society. In a totalitarian society, there is no freedom of speech, there is no freedom of the press. It can't be tolerated. In a free self-governing democratic society, we can't exist without those basic freedoms. To say that we must curb those freedoms, to say that we must abandon those freedoms in order to preserve our republic is like saying that we must cut a man's heart out to lower his blood pressure.

[Photograph: Social Issues Resources Services, Inc., president Elliot Goldstein with Amanda Bible and Gene Lanier. The caption notes that Goldstein sponsored the NCLA Intellectual Freedom Award and Bible was its first recipient.]

The Working Woman: Leadership for the '80s

By Kate Rand Lloyd, Editor, Working Woman

Address at the NCLA/SCLA Joint Conference, Charlotte, October 7–9, 1981. Recorded, transcribed, and edited for this issue.

[Photograph: Speaker portrait accompanying Kate Rand Lloyd's address.]

I travel a great deal and I belong to a number of boards and committees because that is where I find out what is going on, what the concerns are, what women want, what men expect of women, and how we are all getting along together. Let me give you some background figures before we go rolling into questions that come to me from working women. questions I will tell you right now, have to do with salaries (you might have some interest in salaries), stress, job burnout, and changing careers. These are the four areas in which I get the most questions and the most concerns. Well, what happened to get us to that state? Just a few facts or statistics so that we are all coming from the same place: I am a mother, I have three grown kids, and I know that women who stay home and raise children and run households work. But when I say working women, I am using a Department of Labor definition: work full time or part time outside of the home for pay. In 1950, 17.3 million women worked outside the home. Ten years ago 31.5 million women worked outside the home, and right now 46 million women work, or, to be exact, 45,928,000 women are in the work force. This is obviously more than half of all the women in this country. What is happening to Women has never happened before in the history of any country. What we are participating in, we Who are the new majority, we women who work, is nothing less than a social revolution. It is a revolution that is unprecedented, and nobody quite knows what it means or where it is taking us. Five years ago Eli Ginzberg was Chairman of the National Commission for Manpower policy. (it is now the National

Commission for Employment policy: When 42% of the Labor force is Women, you have to look at little things like that title). Five years ago Eli Ginzberg said, the rush of Women into the labor force is “the single most outstanding phenomenon of our century.” The single most outstanding phenomenon of our century, and he was willing to stack it up against anything else going on, like the development of atomic energy, or the development of Communism in Europe. The rush of women into the labor force was the single most outstanding phenomenon of our century and, he added, we don’t know what it will mean, and won't until the 21st or the 22nd century. You, we, all of us, are riding on the cutting edge of a social revolution. And, of course, anything that happens to us happens to men and children as well. There is no way it cannot. So where is it all going to go? First, there will be more of us. We are not through. The Department of Labor has us up to 57 million women in the work force before this century is out. Dr. Ginzberg thinks that we may not stop moving into the labor force until 80% of women are in the labor force. At that point it will be just about the same percentages as men and we will be in very direct competition with each other. Dr. Janet Norwood, the first woman Commissioner of Labor statistics, said not too long ago, ‘Women are going to continue to move forward fast in the labor force.” How far, how fast, “will depend on how women feel about themselves.” I think that it is absolutely key how we feel about ourselves in the labor force. When I travel I hear a lot from women who are not yet comfortable with what has happened to them. People ask me what is going to happen in the future: O. K. Kate, where is it going to take us? Let me tell you right away, I am no expert. I am an expert on absolutely nothing except that I am an expert on not being an expert. I can say that because editors are that way. You are writing about

Microsurgery one day and needlepoint the next. I think I know absolutely only one thing about the is going to sit down and write a future, and it is this: About two centuries from now someone romantic, historical costume-drama novel about way back in 1981. You know, a real blockbuster, one of those novels that is so thick you have to have an intermission in it, and it is going to be in all your libraries, of course, because it will be a real classic. This novel is going to have a heroine, and we might as well call her Scarlett. That is a good name in the South, I think. And it is going to have a hero, and we might as well call him Rhett, because Rhett sounds good with Scarlett, At the very end of this novel, Scarlett has been offered a top executive job in another city. Rhett wants to stay with his law firm in Atlanta. So on the next page, Scarlett has her bags packed, and they are standing at the front door. Rhett is plucking at her sleeve and saying, “But darling, what about my socks? And how long do I thaw the chicken pot pie?” And Scarlett turns on her heel and says, “Frankly, my dear, I don’t give a damn.” so now you know just as much about the future as I do.

Salaries

One of the questions, as I said, that keeps coming up is salaries, pay scales. Equal pay for work of comparable value. O. K., where are we? The 1980 Census points out that right now the median salary for men is $17,000 plus change. For women it is $10,000 plus change, and that’s comparing men and women both of whom work full time. Ijust read in Time that men and women graduating with Masters of Business Administration degrees at the same time, with the same background and the same training are experiencing discrepancies in their Starting salaries from the word go. The salary

difference between a male MBA and a woman MBA is $9,334.00 a year. That is a little appalling! It isn't true, by the way, of some prestigious schools such as the Harvard Business School. Harvard women start at the same salary as men do. But, guess what? Within five years, a gap has opened and the men are making considerably more than the women, according to a study by Anne Harlan. You all know that statistically women earn fifty-nine cents on the dollar that a man earns.

This discrepancy isn't just rank discrimination. We need to be clear about what is happening and what we are contributing to our own low pay scales. Because we are contributing. You see, three-fifths of all the entrants into the labor force in the last ten years have been women. We have been rushing in by those thousands and millions, and that means that, frankly, we are beginners. We are still in the starting jobs. Of course, those pay less. There is another explanation that is 2 little sorrier, and that is that most of us are still rushing into the wrong fields of endeavor. This has 2 lot to do with the choices that we made in our schooling and in our careers, Now, I don't know whether librarians work in a female intensive field, but it begins to look like that.

I want to read you a quote that blows my mind every time I look at it. This is from the Vice President for Financial Affairs at Princeton University, a gentleman whom I have never met. But I was reading an interview with him in Forbes magazine, and at the very end of it, he said something terribly revealing. He was being modest; he was saying that the relative fiscal well-being of Princeton was really not attributable to him. Instead, he said, and I quote him.

"Actually, the smartest things Princeton has done from a budgeting standpoint since I have been here had nothing whatever to do with me. It was co-education . . . . Where we had excess capacity was in the humanities and the social sciences which are the areas that women are still disproportionately going to take. Co-education was a superbly timed financial bargain." I don't know about the counselling services of Princeton, but some place along the line a lot of women did not get very good career advice.

You see, at this point, women represent more than half, 51%, of all the students enrolled in colleges and universities in this country. It never happened before. Here we are 51% of all those enrolled in colleges and universities, and we are still chasing each other like lemmings into the wrong job fields. In fact, women, this huge mass of women, have been predominantly going into only 20 of 440 possible job classifications listed by the Census Occupational Classification System. And you know what those jobs are. Clerical, of course, is the largest one of them, with 13 million people, mostly women. Of course they include teaching, retail sales, health services, maybe they even include librarians. The truth of the matter is that we are bringing into effect the very simple law of supply and demand. In those 20 fields women are bargains in warm bodies.

How do you handle a question like equal pay for work of comparable value when you have a situation like the one I have just been describing where the laws of supply and demand are depressing women's salaries in female intensive fields? But they are not depressing salaries only in female intensive fields, that is what makes us concerned. It makes us concerned when those women MBAs start out at $10,000 a year less than a man does. What is going on out there? Eleanor Holmes Norton pointed out when she was the head of the EEOC, that in some states state librarians with advanced

degrees make less than state liquor store clerks. She went on to question whether the skills, training, and talents that a librarian, usually a woman, brings were not perhaps worth more than the skills a liquor store clerk, usually a man, brings. His skill is essentially making change. How do you handle this?

What they did in San Jose, California, was interesting. Are you all up on the San Jose case? That case of equal pay for work of comparable value was started by a librarian. A senior librarian in the municipal system noticed that there was something funny about the pay scales. The librarians were being paid less than the groundskeepers and the gardeners. In San Jose the mayor is a woman; seven of the council members are women; the entire school board was women: a Powerfully female city, and yet here were these sorry discrepancies. Well, an administrator wanted a survey done. So he got Hays Associates to document the management salaries and the librarian assembled a team of people to examine the non-management pay scales with the consultant from Hays Associates to help them make sure that everything meshed. They came up with discriminatory wage differences.

The thing that fascinates me is that no one disagreed. Every one agreed that the discrepancies existed, there was pay discrimination against the women. Even the people who didn't want to Correct it agreed. It was an open and shut case. Then something happened that worries me. It looked for a while as if a gentlewoman's agreement was going to be made. The Mayor, Janet Gray Hayes, said, Gee, they did a marvelous presentation. It was absolutely fascinating what they found out, and they were very compelling. But, of course, we don't have the money to correct it. She was expecting that these women would be good girls, and look at the facts that it was the taxpayers' dollar that was being spent. (Whose dollar is being spent on men's salaries, while we are at it?) The women — and men who were also being discriminated against in the female intensive jobs — decided to go on strike. They went out for nine days. So, guess what, they got 1.5 million dollars' worth of salary increases. What worries me, as I said before, is that they almost continued to get away with it. I think it is important that they expected women to be nice about it.

'Women are really beginning to see the handwriting on the walls. The Chronicle of Higher Education, for instance, surveyed career goals for freshman women and found those hoping to be teachers was down from 38% to 10%. At Working Woman magazine, we experience that, of all fields, teachers are trying hardest to get out. We do an article every year on how to change careers if you are a teacher because women are sO stuck there. So, freshman women hoping to be business owners or executives was up from nearly zilch to about 10%. That is a good sign, too. It is More realistic.

None the less, as I travel around the country, what I see on campuses and what I ask is, What is your worst problem here? It's not drugs, and it's not sex; it's nothing exciting like that. It's apathy. Assistant dean after assistant dean tells me, our problem is apathy. There is still an enormous number of young women in this country who think that Prince Charming is going to come and fix it all up. Prince isn't coming, or if Prince does come, his armor is going to get rusty. Or, I love this: Alexis Herman, when she was the head of the Women's Bureau of the Department of Labor said, "Prince Charming isn't coming, or if he does, it will probably be on a Honda and he will expect help with the payments." _ Smith College did a survey of their alumnae and discovered that in 1959 four graduates

went into teaching for every one who went into business. In 1979, one graduate went into teaching for every four that went into business. ‘And of course the movement of women into all of the graduate Schools, the percentage of women in engineering and even dentistry, is way up. That is exciting and interesting because even if a MBA degree doesn't get a woman as much as it gets a man, it Certainly gets her a lot more than automatically diving into one of the female intensive fields does. So there’s bad news and good news; it’s that old business of is the cup half full or is it half empty. is reminds me of a story credited to former Secretary of State Muskie. There is this Maine farmer, you see, and he is on his tractor going up and down his fields and along comes a big car Zooming down the road, screeches to a stop, backs up and out gets a gentleman in a Stetson hat. The guy in the Stetson walks over to the farmer and says, “Is this your farm?” and the Maine farmer says, “ayuh.” The guy in the Stetson says, “That's interesting, I am a farmer, too. Please tell me about your farm.” The Maine farmer says “Well, my farm goes from the fence over there to the trees back there to the creek over there and back to the road over here.” The guy in the Stetson Says “That is nice. Now let me tell you about my farm. I am from Texas, and on my farm you can Set in your car at dawn and you can drive all day long, and in the evening when the sun goes down, you still haven’t come to the end of my farm. Now what do you think of that?” The farmer thinks for a while and then he says “Ayuh, once I had a car like that too.” so bad news or good news, it’s all in the perception.

I have a terrible time trying to convince women that perhaps there are fields for them other than just the female intensive ones. This country is becoming a service industry country. According to the Department of Labor, by 1990 75% of all jobs will be in service professions, service industries. Those will be men’s jobs as well as women’s. We are down to seventeen percent of jobs being in manufacturing. Now, the only area in which women may not be able to perform as efficiently as men is in those jobs that take upper-arm strength, right? Service industry jobs don't take upper-arm strength at all. We are looking at a time not only of a movement towards service industry, but toward 1990 when forty percent of all the jobs in this country, according to IBM (which has a vested interest), will be in information processing. I don’t think I have to tell you about that because your libraries are moving into automation, too, and fast.

We are moving away, as a professor of business at the University of Chicago said, from muscle industries to mind industries. I know you all have wonderful careers going for you, but what I tell other women across the country is where the jobs are now, should you be unhappy with what you are doing. Computers are it. read in Wall Street Journal what, in view of this enormous boom in computers, is the single fastest growing job area in the United States: Servicing computers. You know the little devils do not always work when you kick them. So employment for data processing machine mechanics will increase between 148 and 173 percent. Following close behind — just so you know where the world is going — the next five categories of outlooks for percentage growth in employment from 1978 to 1990 are: fixing up those machines was number one, and after that came paralegal personnel. I don’t know how that sneaked in there because from there on we are right back to computers again: computer systems analysts followed by computer operators, followed by office machine and cash register servicers, followed by computer programmers. It is hard for me to convince women of this because for women these are not sexy jobs. They don’t sound sexy; they

don't feel sexy. For men a sexy job is one for a faster career ladder and a lot of bucks. Let's take my case for a moment; I am in journalism. I see an awful lot of young women who want to be in journalism. They were raised on Brenda Starr. They have delusions of Lois Lane. Well, journalism is becoming a female intensive field because it doesn't pay well, and when I talk to these young women I say, two doors down the hall from me is the advertising staff, all women, and every single one of them bought a new fur coat last winter. That's where, in my field, the money is. Women should re-decide what sexy is when it comes to jobs and go for the bucks.

Career Change

Another thing that women ask me about over and over again is changing their careers. They are not happy with their original decisions. If you picked a dud career, how do you get out of it? That's a big question. Any radical shift, I tell them, is going to take re-education and re-training. You can move to a lateral job; you can take the basket of skills that you already have and translate them perhaps into some parallel field. Again, to go back to journalism, I probably could have taken my fashion copywriting experience when first started and moved to a retail store or to an advertising agency. That skill would have been transferable at a lateral level, but it really would not have gotten me out of writing fashion copy. So what do you do when you do want to switch? It bothers me that so few women know how far the company that they work for will go to help them to change fields, or to improve their job within the same field. Men are getting their work seminars paid for all the time. Most corporations that I know and talk to do have tuition refund policies, some of them limited to courses that apply directly to the job. Some let you take anything — pottery 101 — so it distresses me that many women are not taking advantage of what is available to them.

I am encouraged to see many schools and universities coming down out of the clouds and looking at where the jobs and the careers of the future are going to be, especially the community colleges and the continuing education classes that are helping women and men to work on practical job tracks. But, you have to be careful, really careful about what courses you take. I was doing a radio show in Grand Rapids, Michigan. I was in New York doing this on the telephone with my talk-show hostess in Grand Rapids who had an open phone, and people could call in to her. We were talking about jobs and career changes. A woman called in and she said, "I am 50, I was in college and I dropped out when I was 19 to get married and have a family. Now my children have grown, and I must go to work, so I am back in college getting my degree." I said, "Wonderful. What are you studying?" "I am majoring in English and History." Well, we talked a little and after a while she said, "I think I'd better change my plan," and I said, "I think so, too." I have gone all over this country and I have asked groups like this, where is a 50-year-old woman with no work experience and a brand new BA in English and History going to find a job? No one has been able to tell me yet, and yet we know that the colleges need to fill tenured faculty's classrooms. If they can talk women into continuing to go into those wonderful areas of the social sciences and of the arts and humanities, they will. We have to be awfully sure that we don't let ourselves get pushed there unless we really want to.

It is important for all of us to remember that right now is a stinky time for women in the labor force, The cuts that have been made in the budget are going to impact hardest on women. Government itself is being cut and government is the biggest single employer of women. The arts are being cut; the humanities are being cut; the social services are being cut; all of the areas in which women excel are being cut. It looks pretty drab right now, but it doesn't look so drab a little further down this very decade. Peter Drucker, that great panjandrum of management, pointed out in 1980 “that the most important development in the next ten years, the area to which managers should devote particular attention is the imminent labor shortage in the developed countries. Young people will not be available for traditional jobs in manufacturing and services. Changing birth rates and life expectancy play an essential role in the equation.” it is the old baby boom that is doing it to us, as you know. By the end of this decade there will be six million fewer entrants into the labor force, male and female aged 18 to 24, than there were at the beginning of this decade. At the same time, as I told you, 51 percent of those enrolled in schools of higher learning are women. Where is the country at a time of declining productivity going to go to find people it needs to run this economy? It’s going to have to turn more and more to women, and if we are smart, we will make sure that we know that and that we negotiate from the new strength that we will have.

Now, I can really fantasize, and tell myself that the time may come when women will have fewer options than they do now. You know we still do have the options, most of us, to get our degree, get our fancy education and then say, I have decided I am going to go home and have babies and cookouts. Well I can fantasize that the time might come when we are told, “No, sorry, gang. This economy needs your participation, your skills, your education. You can’t go home and have those kids until you put ina couple years of work.” O. K. it is an off-the-wall fantasy, and mine alone, You won't find it anywhere else. But I don’t know that it is any more off-the-wall than Herman Kahn's.

Herman Kahn that great futurologist who has been the head of the Hudson Institute, says that by the end of this century fifty of the chief executive officers of Fortune 500 companies will be Women. How you like that for fantasy? He says so and that is a cheery sign. It’s very important, though, that we all remember that we don’t necessarily want to be chief executive officers. We Teally don’t all want to be the president of a university.

Twas listening to a panel talking about this kind of stuff, and the women in the audience were Setting up and asking questions about balanced lives: want to have a family, want to have a career, want to have an education, want to have power, want to have money, all in balance. Finally, George Ball, who is the chief executive of E. F. Hutton & Company, couldn't stand it any longer. He said to want to be a CEO, you have to be a freak. Later on, when we went to interview him, he changed “freak” to “eccentric.” But the point that he was making, is that you cannot have a balanced life, if you want to get to the very top. A lot of us don’t want to get to the very top.

The female intensive fields will still be needed, and I don’t want to try and talk any of you out of doing what you really love doing, even if it is in the female intensive area, but as we draw back from some of the areas which are underpaid and unattractive labor, they will start to become more attractive, There is a shortage of 250,000 secretaries in this country right now. People are Scratching

their head and saying, gee, maybe we should make being a secretary more attractive, Maybe we should open career paths, maybe we should make it possible for them to move on. And, we all know what is happening with nurses. Their salaries may not have gone up much, but they are being given free cars, free day care, many incentives. Here goes the old law of supply and demand working the other way around.

Burnout

Another area that I get asked about all the time as I told you at the beginning is burnout. What do you do if you have been sitting at the same dull job, knocking yourself dead forever, and you feel you are just burned out? Well burnout ranges all the way from boredom to disease and if it is disease you better go and find really good professional help. Most of you probably know about the Framingham Study. The Framingham Study done outside of Boston with groups of people in different kinds of work disclosed that working mothers who were clericals had a higher rate of heart disease than any other group studied. The only thing that any one could figure out was that the combined frustration of being stuck in their jobs, plus the stress of running households as well as doing a full time job was causing literal disease. Stress, save the biggest questions for the last, and the worst.

Stress

First of all let's get cheery about stress. Everybody has stress. If you didn't have stress, you would be dead. There is no way not to have stress except to be dead. There is good stress, and there is bad stress. Right now, however, we are talking about the social revolution that we are all a part of, and the truth of the matter is that women do have stress for some good solid reasons. I don't know if it helps you, but it helps me to be aware of what those reasons are. One of them is the absence of role models. We are out there doing things women have not done before, at least in many fields. We don't have the experience of our mothers having had the exact same job as we do, and we are running through what is for us new territory. That is stressful. Karen Burstein, a former New York State Senator said "We women are inventing ourselves everyday." That's stressful.

Also, we are experiencing new levels of ambition and competition. We didn't know we had ambition and competition for a long time. We didn't like the words. We didn't like "aggressive," "assertive" was bad enough. We are learning to face that we are ambitious and that we are in competition with each other, and that is hard. Have you heard the story about two campers, which has something to do with this? Two campers were out camping, and we will make them women campers. In the middle of the night one of the women woke up because she heard a noise, She looked outside the tent and there was a grizzly bear pawing through their knapsacks. She woke up her fellow camper and said, "We've got to get out of here. There is a bear in the food." The second camper instantly started putting on her running shoes. The first camper said. "You dodo, don't you know that it is impossible for a human being to outrun a grizzly bear?" And the second camper said "Yeah, yeah, I know that. I was just hoping maybe I could outrun you!" Very interesting to tell that story to a room full of men,

and then to tell it to a room full of women. From women I get a lot of groans and gasps. Men roar. We are facing the fact that we are competitive and have to acknowledge that to ourselves.

We have another reason for stress. And that is that we have no failure models. You know a failure model is just as important as a role model. It is wonderful to know that people can fail and survive, and yet most women aren't willing to be less than perfect. They want not to fail.

Another reason that we have stress is that we are working all the time with skeptical audiences, people who are waiting to see if we can handle what is next and what is out there. And, the last reason is that we work more hours than men do. That's stressful. We literally work more hours than men do because we still come home to run the lives of our households and our families. We don't like being superwomen, but there it is. The Urban Institute in its recent book, *The Subtle Revolution*, pointed out that men still contribute only 18 percent of the time necessary to run households and raise children. Mind you that figure is up from 14 percent, not because men are contributing more. The fact is that women are doing less. Women looked at the superwoman stuff, tried it on for size, and are rejecting it while dust mice frolic under the bed. But then you know no one was ever bitten by a dust mouse. For men, it is not easy. It is not easy to give up privilege after you have been taken care of all of your life. I mean that seriously. It is not easy to give up privilege, but I think men are as fair as anyone else and are willing to give up some privilege in return for tradeoffs. Well, are there tradeoffs? There certainly are. Men are beginning to recognize how women's liberation has liberated them.

In an interview in *Working Woman* the anthropologist, Lionel Tiger, said "Many women know that their jobs are part of their courtship apparatus." That's sort of like having good legs, I think. And Tiger continued, "The man has accepted the ethic that women should be as efficacious as men and therefore wants a woman who is talented, skilled, etc." The corollary to Tiger's remark is that the woman's ability to earn income for her own and her family's needs relieves the man of a burden that is about as old as the Industrial Revolution. That is the burden of ceaselessly day in and day out, year in and year out, earning the entire wherewithal for the family. One liberation for men is the option to change careers, even if it means a setback in salary. Other options are to g0 back for new training, new education; to refuse to relocate unless the move serves his family's convenience; to say no as more and more men are drawn to working conditions that offer inadequate personal rewards. That kind of men's lib can be very habit forming, and it is women who are offering it to men.

Speaking of needing more help from men. We need more help, too, with this business of pay parity. You all know that women earn 59 cents to the dollar a man earns. This, of course, reminds us of the Bible, (Leviticus, isn't it?) in which it turns out that a man is worth fifty shekels and a woman is worth thirty shekels. So, the proportion hasn't changed in 2,000 years. If it is going to change, we need to have men's help in changing it. We need to make it clear to men in dual income families — and that is two-thirds of all the families in this country now — that they, too, are suffering from the inequality of their wives' paychecks. After all, men are losing women's services at home, and they have agreed — the man and woman together have agreed — that they need the income she can bring in and so she,

too, is going out into the work force. How come men are willing for her to come back with only 59 cents of what she is worth? It is the whole family who suffers, including the men.

Here is a small very macabre side of our pay discrimination that I want to give you. This is from *The New York Times* in which Jane Brody was writing about the effects of transsexual operations on people who had decided to change gender — men who wanted to become women and women who wanted to become men — and she reported that "those who changed from female to male all earned more after surgery, while most of the male to female patients had to settle for a lower income after the change." I mean if we ever wanted to see how arbitrary some of this is, I think that is the ultimate proof.

Well, those are the questions that I am hearing and some of the things that I try to say back to the women of this country. Ultimately revolution itself is stressful. We are in a social revolution. It isn't going to go away. We are just going to have to ride it out. Women didn't cause the social revolution. We are the frontline troops, and we contributed to it, but we didn't cause it. Or, at least, we didn't cause it alone. Of course, the women's movement helped. So, too, did employers who saw a great fresh source of able, reliable and intelligent workers. So, too, did husbands and families who agreed the woman's power to earn would benefit them all. And so, too, did the economic forces that have acted on everyone of us in the last several years. As we all know 78 to 79 percent of all the women in the work force work out of plain old-fashioned necessity. This isn't all fun and games. In this revolution there is no turning back.

It was an historian who said, "The trouble is the future just isn't what it used to be." Well, it isn't, but whatever it is is going to be is whatever we help make it. I think it was Mark Twain who was talking about a man being ridden out of town on a rail. Being ridden out of town on a rail is hardly a comfortable thing to have happen and as I remember it what Mark Twain said was, "If it weren't for the honor of the thing, I'd really rather walk." Well, I wake up a lot of mornings and I think to myself if it weren't for the honor of the thing, I'd really rather walk, and I bet that you would too, Nonetheless, we are there on the frontline of this revolution. Whether it turns out to be good for all of us or bad for all of us is really to a very large extent up to us to decide. So let's continue to ride it out and hope that what happens next, happens with understanding, with commitment and with love.

Do It with S.T.Y.L.E.

By Emily Boyce, East Carolina University

Address at the NCLA/SCLA Joint Conference, Charlotte, October 7–9, 1981. Recorded, transcribed, and edited for this issue.

I will talk with you today about your involvement with the people with whom you work. I am certain that I will make some statements without citing proper references to research and I might even make certain assumptions that you will think are unrealistic! I hope that you leave this session with some new insights into how you relate to your colleagues. Not all of you are in a position to direct the

activities of a large staff and many of you do not directly manage people in the traditional sense. You are, however, all working directly with many people, interacting in order to achieve certain school objectives and media center program objectives. You manage the role of learning center director and achieve the degree of importance that the media learning center assumes or is granted in your school. As I see it, there is no one right way for your school or media center organization to be managed. Rather it depends on historical circumstances, the dual missions of the center and the school and, most importantly, the fit between management's assumptions about people and about the external environment. Whether we are consciously aware of it or not, we all make assumptions about what people are like, what motivates them, and how to deal with them.

The manager's assumptions not only will affect the form of organization to be utilized in fulfilling a task but also will determine his or her management strategy. The kinds of expectations that you have about people will be primarily an expression of your assumptions about them. Every manager makes assumptions about people. Whether we are aware of these assumptions or not, they operate as a theory in terms of how we decide to deal with superiors, peers, and subordinates. Our effectiveness as managers will depend on the degree to which these assumptions fit reality. Historically, the assumptions about people in organizations have largely reflected philosophical positions about the nature of man and have served as a justification for the particular type of organizational and political systems in vogue at the time.

I think that the kinds of assumptions you make as a manager about the nature of people will determine your managerial strategy and your concept of the psychological contact between the organization and the school and the people with whom you have contact. So if you want to go back and refer to your basic psychology, you will remember that man's motives fall into classes which have always been arranged in a hierarchy. Simple needs for survival, (that's safety and security); social needs; ego satisfaction; the need for autonomy and independence; and, self-actualization (the desire for self-fulfillment, coined by Kurt Goldstein). As the lower level needs are satisfied, they release some of the higher level motives. I believe all people with whom you have contact in a work situation needs self-actualization; that is, a sense of meaning and accomplishment in his or her work.

If you will consider the following assumptions as a base from which you could relate to people your style of management might be clarified. Man seeks to self-actualize on the job and is capable of doing so. This implies the exercise of a certain amount of autonomy and independence. People are also primarily self-motivated and self-controlled. Too many externally imposed incentives and controls are likely to threaten a person. There may be no inherent conflict between the need for self-actualization and for more effective organizational performance. If given the opportunity man will voluntarily integrate his own goals with that of the organization. How will these assumptions affect your managerial style? For one thing, you may worry less about being overly considerate to employees and more about how to make their work challenging or meaningful. The issue should not be whether an employee can fulfill his social needs; the issue is whether he can find meaning in his work which gives him a sense of pride, a sense of self-esteem. An awareness of man's needs, as I have just outlined, should help you in relating to your peers and to your supervisors. [1]

Therefore, as a manager, you may find yourself with the task of trying to determine what would challenge a particular worker. You definitely will be a catalyst rather than a controller in the traditional sense. You will be a delegator in the sense of giving your people just as much responsibility as they believe they can handle. If man is self-motivated, there are three basic needs which are particularly relevant: the need for achievement; the need for power; and the need for affiliation. Every person has a certain amount of these needs and the intensity of any given need will vary with the situation the person is in. Usually a person is likely to have some bias toward either achievement or power, or affiliation. [2]

Studies of different occupations have revealed that teachers tend to rate higher than average in their desire for power. Managers in industry are most concerned, as you may expect, with successful task accomplishment. Therefore, one of the most important implications which you might identify is that the successful manager must be a good diagnostician and must value a spirit of inquiry. If the abilities and the motives of people under you and around you are so variable, then you must also have the sensitivity and the diagnostic ability to be able to sense and appreciate the differences. Rather than regard the existence of differences as a painful truth to be wished away, you must learn to value differences and to value the diagnostic process which reveals differences. In summary, we need the personal flexibility and the range of skills necessary to vary our own behavior. If the needs and the motives of our subordinates are so different, surely they must be treated differently. [3]

Many managers appear to be reluctant to focus their attention on the behavior of subordinates and the causes of the behavior. Too often managers appear to concentrate solely on the effects of the behavior. Now, why do some managers tend to avoid responsibility for the behavior of subordinates? Accepting the responsibility of judging another individual is uncomfortable to some managers. The position of authority over others makes many managers extremely uncomfortable. Another thing is that one of the most powerful factors influencing an individual's behavior in the work setting is the behavior of his or her superiors. Changing the behavior of a subordinate, therefore, is often dependent upon: changing one’s own managerial behavior. [4]

There are enormous complexities involved in the behavior of people. All human behavior, as you know, is a fascinating blend of rational and irrational, conscious and unconscious. On the one hand, people are logical machines that perceive reality and make measured evaluations, sensible judgments. At the same time, we attempt to satisfy psychological needs and minimize anxiety through methods of which we are largely unaware. There is a constant pressure to avoid situations in which we feel anxious, threatened, or appear to be incompetent, foolish, or weak. We all try to manipulate the situations we are in to avoid uncomfortable postures. We steer toward situations in which we feel restricted, accepted, productive, and extremely safe. The unconscious behavioral stratagems that we employ to always remain comfortable have been labeled “defense mechanisms.” [5]

Logical, sensible goal-oriented behavior and unconscious defenses do not operate as two independent behavioral mechanisms. As we mature, defensive reactions become a part of us and are built into everything we do. Unfortunately, our tendency is to see our behavior as logical and rational

and therefore we have difficulty in distinguishing that part which is shaped by our need to minimize anxiety. We seem to be much more aware of the defensive behavior of other people. Though we may not diagnose it as such or we may not take time to understand what causes such behavior, we are all aware of the person who passes the buck, escapes responsibility, constantly underachieves, or the person with the ability who somehow always seems to be unable to explain the reasons for a particular decision. Many managers place a definite boundary around their own capacity for initiative and imagination and within that boundary they see themselves as doing all they possibly can, The tendency to blame others for inefficiency is often rather overwhelming. Initiating needed improvements, making changes, may not always be somebody else's job. [6]

Another popular defense mechanism is what is called, "perceptive distortion." we have a general tendency to try to differentiate between the good guys (with whom, of course, we identify) and the bad guys. The world appears clearer when it is divided into heroes and heroines, our team and your team. Our team, the idealized heroes, all lined up against the villains and in the shootout, our team always should win. It takes many forms: teachers versus principal, principal versus superintendent, and so on. [7]

If we employ such defense mechanisms constantly it creates hidden anxiety. People try to minimize anxiety first by perceiving and interpreting the events around them and then by acting in response to those perceptions. Our reaction usually reflect ways that are ego protective and reassuring. All of us share the need to see things in terms that are most fitting to our particular psychological needs. Thus, while we all share the same reality, we each tend to see that reality in our own terms. [8]

The insidious nature of all of these defensive and unconscious barriers to effective management is perhaps best illustrated in cases by which some 'of us seek to upgrade the effectiveness of media center organization or to overcome its problems, or adopt programs which are in themselves forms of escape. [9] When confronted with the consequences of inadequate performance, we often prefer to see the fault clearly directed away from ourselves. We are all too ready to believe that problems arise from faulty school organization, the wrong management style on the part of superiors, lack of motivation on the part of other teachers, poor human relations within the school, or lack of communication within the entire unit. [10]

In order to increase our effectiveness, we need to develop skills in addition to being a good diagnostician and to have a spirit of inquiry. We need to develop the ability to identify our defenses and to minimize their impact on our performance as managers.

Some writers think that successful managers or people who inter-relate constantly with other people share certain characteristics of self motivation, emotional security, common sense, good judgment, inquiring minds, average to superior intelligence, and integrity. The first five traits can perhaps be learned and developed while the last two are less easily developed but certainly can be nourished. A strong self concept is vitally important for you to enjoy success as a media manager. Self-respect is critical to successful involvement with people. Decision making requires risk-taking and self-confidence is a great buffer for that.

How well do you know yourself? Since we all know we normally think of ourselves differently from the way other people do; it may be beneficial for us to investigate and identify our MO at school, to identify how we are perceived by others. It is possible that some modification of behavior might be in order. If you are fuzzy about your managerial style or type, make an effort to define it. Resist getting this type of information from your best friend. Gaining insight into your particular mode of thinking will help direct you in your interaction with people, giving you a background of realistic self awareness of your tendency toward a particular style of management.

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Faculty Status and Academic Librarians: Are There Second Thoughts?

By Richard W. Meyer, Associate Director, Clemson University Library

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"... When asked, in a social situation, about their occupation, (male librarians) would tend to be evasive about being 'Librarians.' For example, if they were public school librarians, they would answer that they were teachers. If employed by institutions other than public libraries, they would tend to identify the organization rather than their role in it." [1] The foregoing quotation from J. Hart Walter's study on the image and status of librarians is both discouraging and I believe one symptom of the underlying motivation for librarians to align themselves with another profession. Librarians seem to want to hide themselves in the larger milieu of academe in order to overcome an inferiority complex perhaps derived from a sense of failure. And indeed, it does seem that librarians have failed because they have not convinced their public that the services offered by the profession are indispensable. Perhaps these are harsh words, but I am convinced both of their truth and of the inappropriateness of faculty status as a way to solve the problem. Furthermore, there seem to be others who have arrived at a similar conclusion.

In a paper published in the *Journal of Academic Librarianship* in November 1980, I argued against the concept of faculty status as a means to improve our image. [2] Although reaction to my thesis was mixed, it tended to be more pro than con. In fact, I was asked to make this presentation because the program committee felt that there may exist at least a backlash, if not a counter-trend, to the faculty status movement. Therefore, I attempted to measure the minority view which is counter to faculty status and to report on the same to you. Before I report on the results of those efforts, I would like to review my original points and add a few more. After my review and report, I would like to conclude with some remarks on appropriate directions for the future, because it is not enough only to be against something, one must also be for something.

What I Said Before

In my earlier paper, I made several points in my argument against the alignment of professional librarians with the faculty model. First, I pointed out that it is divisive to the overall profession. It separates academic librarians from public, school and special librarians in a dramatic fashion. It's been argued that they are already separated, but I do not believe a member of any of these groups is any less a librarian than a radiologist or anesthesiologist is a physician. The underlying, fundamental base of knowledge is the same for all kinds of librarians. Alignment with faculty implies a different base of knowledge which, in turn, precipitates the need for a different kind of training school and, indeed, a new kind of profession.

Second, faculty status submits the profession to evaluation by a set of criteria inappropriate to the general mission of librarians. University wide faculty tenure and appointment review committees base evaluations on teaching and research. Librarians do neither. Pauline Wilson has made a very telling argument demonstrating that librarians do not teach. [3] Furthermore, faculty involve themselves in research in their subject discipline area; (eg, agriculture, chemistry, and linguistics) while only a few librarians involve themselves in research in librarianship. Faculty almost never involve themselves in research on professoring. Comparing and aligning these two kinds of research is like comparing horses with tuna fish. Both of these animals are involved in our way of life, but you can't treat them the same way.

Third, faculty status will lead ultimately to collective bargaining for librarians. In that environment librarians will constitute a minority whose voice will be submerged in a cacophony of issues disruptive, if not totally destructive of the service oriented nature of librarianship. Others have shown that collective bargaining agreements, to date, appear to have had very little, if any, positive effect on improving the status of librarians. [4] That collective bargaining will help improve things in the future is dubious, as can be seen by looking further into the nature of professoring versus librarianship.

Further Arguments Against Faculty Status

If librarians align themselves with faculty, they very well may be joining up with a non-profession. In an interesting paper published in 1976, a sociologist wrote that the academic teaching field is a non-profession which is undergoing a radical change which he calls "demythologization" and which he

contends will lead to collective bargaining. [5] Implications in his paper indicate that this condition will lead to stagnation of this non-profession. If librarians are a part of this group stagnation and collective bargaining will have a detrimental affect on performance. This is reinforced by University of Guelph librarian, Margaret Beckman's warning sounded earlier based on the experience of Canadian public library unions. [6] She maintains that unions are a serious threat to the service function in libraries. However, warnings aside, I believe that there is some additional logic arguing against the concept of faculty status. This can be covered by examining several pertinent issues.

First, consider the status issue. Sociologist, Carroll DeWeese has pointed out that the professionalization process is driven by the individual urge for higher status and that there are three ways to improve occupational status: (1) leave the occupation for one of higher status, (2) increase one's individual status within the occupation, or (3) improve the status of the occupation. [7] Alignment with the faculty model, which democratization and faculty equivalence allows, is being used as the means to enhance the status of librarians, and therefore, supposedly, the self-image of librarians. However, implementation of the faculty status approach is tantamount to leaving the profession for one of a supposedly higher status. If that's what librarians are trying to do when they express reluctance to admit that they are librarians, doesn't it make better sense to get out of librarianship altogether? Why not just pay the dues required to getting a Ph.D. and an appropriate faculty position, rather than trying to slip in under the tent flap like mischievous children? When those children get caught without the needed dues they are more embarrassed than if they had stayed out and suffered the ignominy of having missed the show. At least, in the latter case they are left with some dignity.

Second, consider the image issue. Librarians continue to be saddled with the public's image of the little old lady in grey socks, spectacles and a bun; wearing, of course, a perpetual frown. Satisfaction might occur if we could trade in the frown for a smile, but promoters of faculty status want us to turn in the whole image for that of the faculty. You are aware, I'm sure, of that other image? If not, some of us at Clemson were reminded of it by a colleague at a recent honors awards day address. Let me pass it on to you. He first describes the "stereotype of the loveable, but absent minded professor, usually elderly, not very good at coping with his check stubs, perhaps, and certainly needing assistance in finding where he has parked his car; but nevertheless incisive and confident when discussing his particular discipline; tolerant of human frailty; ever ready to give wise counsel to students; beloved of alumni even while they delight in recounting his eccentricities and their practical jokes on him; a legend in his own time." [8] This doesn't sound like such a bad image to have, unfortunately, my colleague goes on to point out that this is no longer the image in the public mind. Instead, the professor is increasingly being seen as an arrogant, money-conscious technician, who is brilliant in his own narrow area and occupied exclusively with his own interests. He views teaching as a burden and evidences no sincere interest in his students. I submit to you that alignment with faculty may not improve our image but simply change it for one which is less desirable. There appears to be evidence — such as increasing numbers of state boards of higher education — that this image is bringing outside pressure to bear on faculty from the public and from legislatures. Our alignment with faculty may raise our profile in an unattractive way at an undesirable time.

Third, consider the alignment issue in a general way. I know of no other emerging professional group which has enhanced its status by aligning with another profession. Such a move would be self defeating and inconsistent, since it means loss of identity in the other group, especially when the profession with higher status has more members. If this approach were appropriate it would have been pursued by other professional groups such as nurses. However, the nursing profession has chosen to maintain a separate identity, rather than align with physicians. Even though both are medical professions, both are involved with caring for the ill, and both share much knowledge in common, there is no move to merge these professions. In fact, the nursing profession is vigorously active in developing a separate image.

I have expressed and reexpressed both my logic and my reservations regarding faculty status for librarians. It remains to be considered whether others also have second thoughts.

How Do Others Feel?

In order to determine the existence of a counter trend to faculty status I developed a survey instrument to measure change in opinion toward faculty status over time. Given that insufficient time was available to repeat a simple questionnaire with the same sample group over a five to ten year period, a single instrument was utilized. The questionnaire contained two questions which attempted to determine the respondent's attitude toward faculty status five years ago and today. In addition, a number of other questions regarding peripheral interests were asked.

The population sampled was the membership of the Association of *College and Research Libraries* (ACRL) who were working in academic libraries. Since ACRL has a current membership of 8,991 and the *Bowker Annual* for 1981 lists a total of 9,800 academic librarians, I presumed the two populations to be reasonably equal. [9] I randomly selected enough names for the ACRL membership list to get a total of 100 after those employed by LC, ALA and other non-academic libraries were discarded. Given the ACRL population, using a standard statistical approach I calculated the needed sample size, assuming that I would need a 10% or less error rate at the 95% level of confidence. My calculation indicated tolerable limits if 43 responses were received. Actual response to the questionnaire was a gratifying 80 out of 100. Therefore, the margin for error was significantly less than 10 percent at the 95 percent level of confidence.

Those who responded had an average career length of over fourteen years. Fifty percent currently work in a doctoral granting or research university. Thirty-five percent work in a four year college and most of the rest are employed in junior colleges. The level of their employment in terms of administrative responsibility is distributed fourteen percent non-supervisory, twenty-four percent general supervisory, twenty-five percent at department or division head level, and thirty-seven percent at the assistant director level or higher. Since the distribution of staff between types of libraries appears to compare closely with the distribution reported in the *Bowker Annual* for 1981, it is assumed that an acceptable distribution was achieved with the sample. [10] Given this response I believe the following observations represent a fair assessment of academic librarians' collective view of faculty status.

The majority of academic librarians favor faculty status. However, that majority appears to have declined from 71% five years ago to 59% among holders of it today. Or put another way, while only 3.4% of those who have faculty status indicated that they disfavored faculty status five years ago, currently 19% disfavor the idea. Therefore, it appears that faculty status is held in disfavor by five times as many people today as five years ago. This is among those who currently hold faculty status. Among those who do not hold faculty status, twenty percent disfavor it.

There is a weakness in any one time survey instrument which attempts to establish a trend over a period of time, since it depends on the historical impressions of those answering the questions. The respondents were obliged to indicate their impressions of faculty status five years ago. It's possible that from today's perspective, they may have misremembered how they felt about faculty status at an earlier time. However, today twenty percent of respondents disfavor faculty status. Another twenty-five percent are neutral. A small majority favor faculty status. This seems to indicate clearly that there are indeed second thoughts among the profession. This impression can be sharpened by looking at the comment of those who changed their minds.

A detailed examination of responses from those with faculty status produces some interesting and significant observations. Of those who indicated that they favored faculty status five years ago, twenty-two percent apparently changed their minds. They either disfavor faculty status today or have become neutral on the issue. Either way, they are expressing that their experience with faculty status has caused them to have some doubts or second thoughts about it. On the other hand, those who disfavored faculty status five years ago, still universally disfavor it.

Second thoughts about faculty status were also expressed through a number of comments about it on the questionnaire. Significantly, an 'overwhelming majority of the commentors were negative in their assessment. Several indicated that they still felt relegated to second class status. They felt pressure because of the necessity to compete with faculty — publish or perish — without the time to do it. In other words, research and publication was being put ahead of service. One indicated bluntly that he/she felt faculty status was a mistake in that it implies the application of a title which doesn't fit. Others indicated their desire for a professional status that emphasises the uniqueness and importance of librarians.

Furthermore, through their direct answers to the questions and their comments, it appears that the benefits reaped from faculty status are insubstantial. Less than half of those who have faculty status indicated that it has increased their recognition on campus. Only a third indicated it has helped increase their salary. While half indicated that they were accepted on campus as faculty, many qualified their answer with comments to the effect that they had not achieved the status of faculty. Only twenty percent indicated that faculty status had increased their voice in the library. About forty-five percent indicated that faculty status had increased their voice campus wide, but most because now they were eligible for inclusion in faculty committees.

Indeed, it appears that the major effect of faculty status for librarians has been to create an additional pool of bodies for campus faculty committees. If your experience on faculty committees is anything like mine, this benefit of faculty status is dubious at best.

What then is the bottom line? Of those who have faculty status about half made general comments. Most (72%) of those who commented expressed doubts about its value. Coupled with those who outrightly disfavor faculty status, overall thirty-one percent appear to have real doubts. While not a majority this is clearly a sizeable minority. Furthermore, nearly thirty percent of respondents indicated their impression that faculty status was detrimental to the profession or had no positive effect. On the other hand, sixty-four percent consider that the hierarchical organization approach does not inhibit their professional autonomy. Given these results it appears that a sizeable portion of the profession does not believe that faculty status will improve their status, and indeed, the evidence seems to indicate it won't.

What Then in Lieu of Faculty Status?

“Professionalism involves the creation and maintenance of an exclusionary mystique. Protected by definitional and organizational boundaries, the professional enjoys the security afforded by the possession of knowledge or skills which are perceived by the client public as necessary and valuable. The lay public accepts the mystique promulgated by the professional group, thereby participating in the maintenance of professional power.” That is a quotation from a recent study on professions by sociologists Clinton Sanders and Eleanor Lyon. [11] Put another way this same principle has been described as the “power perspective” by George Ritzer of the University of Maryland. His work has demonstrated that the most important characteristic of professionalism is the professions’ monopoly over work tasks. [12] This monopoly is only achieved by convincing the general public and the state that the profession needs, has a right to, and deserves the monopoly. In the vernacular, “knowledge is power.” Unfortunately, despite their seeming command over knowledge — or at least information — librarians don’t have power,

In the June 81 issue of JOLA, Robert Newhard stated the situation for librarians very succinctly. He says librarians “are faced with a situation in which information is fundamentally important to societal and individual well being, but is not perceived to be so by people in the conduct of their daily affairs.” [13] In other words, the people need us but they don’t know it. We haven’t convinced them of our importance, therefore we do not have the status we deserve.

On the other hand professors have been very good at convincing the public of their importance. Therefore, it seems to make sense to attach ourselves to that model. However, as my colleague at Clemson has helped to point out, this is a dangerous approach, and in fact, it may be self defeating. This may be better seen by examining the relationship of knowledge to a profession as diagrammed in Figure 1, and comparing it to the process of acquiring faculty status. Given that knowledge is the basis of a profession, its illogical to be involved in grasping status from another profession without messing up the basis. It makes no sense to say “here’s our supporting knowledge base” then to go and appropriate some other knowledge base and still expect to be the same profession.

Instead, it makes better sense for librarians to attack the problem of status by gaining tighter control over its own unique body of knowledge and then convincing the public of their need for our assistance. This has unsuccessfully been attempted, in part, by the development of a complex

cataloging code. One alternative and better approach has been suggested by Russell Doll in an article in the March 1980 issue of JOLA. [14] Mr. Doll very cogently makes the point that an unanticipated outcome of the use of on-line data bases may be the creation of an information elite. These are people proficient in the manipulation and use of complex telecommunications technology. As these information retrieval and manipulation technologies become more pervasive and complex, the base of knowledge required to be effective in that milieu will grow. As a result, an elite core will develop in the profession on whom the public will, in turn, be increasingly dependent. As that dependence grows so will the status of those elite information manipulators. Most of those information manipulators are currently members of the library profession. It behooves the profession, therefore, to nurture this aspect of the game by developing the necessary core knowledge within ourselves individually as professionals. Part of that is coming about automatically despite ourselves. It can also be enhanced through a proper understanding of the relationship of hierarchies to professionalism and by taking advantage of that understanding.

Diagram 1: Characteristics of a Profession

Diagram caption: Knowledge is the underpinning characteristic of a profession.

The central element is a body of knowledge unique to the profession. That knowledge is codified in a procedural code, monographs and articles in the professional literature, and a mental store in professional minds. The diagram adds: “For librarians today it is that information needed to collect, organize and retrieve general knowledge and publications.”

Structural Characteristics

Characteristic	Explanation
Professional Association	Possessors of knowledge.
Code of Ethics	Guidance on application of knowledge.
Full-Time Occupation	Application of knowledge.
Training School(s)	Formal means of transferring knowledge to new people.

Attitudinal Characteristics

Characteristic	Explanation
Association as Referent Group	As possessors of knowledge, the group contains the only people competent for referral.
Service to Public	Responsibility assumed.
Belief in Self-Regulation	Only those possessing knowledge are capable of judgment regarding it.
Desire for Autonomy	Assumers of responsibility must have authority.

Power: Convincing the public that the profession has a right to a monopoly over work tasks.

Librarians need to understand that autonomy really doesn’t need to be an issue. Organizational theorist, Nina Toren, and others have shown that there is no inherent antagonism between the

hierarchical bureaucracy and professionalism. [15] In fact, they are mutually dependent, inter-related and oriented to the same goals. Both concepts have a basic fundamental goal of increasing rationality. It is up to us to take advantage of this common interest and use it to develop other ways of achieving status.

One way of doing this is by creating participative settings in which individual librarians can bring their expertise to bear. What this does not mean is democracy. “Democratic management results in leaderless chaos,” to quote professor Dale McConkey of the University of Wisconsin. [16] If you've ever been involved in a consensus decision, you probably would admit that you weren't very happy with it. Hardly anyone ever is. However, there are many task oriented or objective efforts which will be substantially enhanced by a participative approach. Significant benefits recently resulted at Clemson from a team approach to uncovering and articulating our automation needs. [17] Included in those benefits to librarians were enhanced skills and two publications in the professional literature.

A second approach to developing the profession is by a direct effort to expand the base of knowledge. Ed Shaw in his address to the Association of Southeastern Research Libraries (ASERL) meeting last year said that universities are involved in managing not only human, financial, and physical resources but also informational resources. [18] his point was that this last resource quickly is becoming equally important as the others. Furthermore, librarians have been traditionally the ones responsible for managing this resource. However, they are providing a smaller portion of the overall information needs of scholars and administrators each year, because other than traditional sources are growing in importance. He mentions the recent growth of video technologies and the tremendous expansion of the computer as a source of information. These areas are growing so fast that the student and even scholar will soon find himself completely unable to extract and organize the information he needs. Shaw’s conclusion is that librarians need to develop their present expertise, thoroughly enough to gain full control over these diverse sources.

Ed Shaw as well as others, including Pauline Wilson, have begun to point out that there is a great need for librarians to recognize the importance of the growth of information in society. [19] Librarians have been overly concerned with the politics of promoting their personal interests. Unfortunately, society is not waiting around for librarians to decide to do something about the organization of nontraditional sources of information such as social science data archives. Other segments of society such as computer center managers are establishing control over access to these kinds of resources. However, if we move positively it’s still possible for the profession to take advantage of a tremendous opportunity which will reap real and substantial benefits in terms of higher status.

In conclusion it seems apparent at least to a sizeable minority of librarians that pursuit of faculty status is less than a worthwhile endeavor. It does not seem to gain the kind of increase in status which is sought. Instead, I recommend that librarians will drown themselves in an academic backwater if they continue on this track. They will find it much more profitable in terms of status as well as dollars, to develop their professional expertise and to vigorously pursue full control over the

growing information milieu. By doing that, they may find themselves becoming the entrepreneurs, indeed even information barons, of the future.

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Hear and Be Heard

Education for Librarianship Committee Program, October 7, 1981, NCLA/SCLA Joint Conference

The Education for Librarianship Committee's session October 7, 1981, was well attended by librarians and library educators from North and South Carolina. The program was designed to enable librarians and library educators to share concerns in round table discussion groups. A variety of perspectives emerged related to the following topics:

I. Types of continuing education offerings provided by library education programs.
    a. Workshops on topics of current interest, e.g. 1½–2 days related to censorship, the handicapped.
    b. Weekend courses.
    c. Off-campus courses.
    d. Evening courses.
    e. Field-based courses and degree programs.
    f. Non-credit "Friday Forums" and other lecture series.
    g. Cooperative offerings with State Library and professional associations.

II. Continuing education needs of librarians.
    a. Field-based courses are desirable due to commuting and time costs. A problem identified here is lack of resources at some off-campus sites.
    b. Up-dates on changes in technology, e.g., computer applications, on-line searching.
    c. Upgrading of administration and management competencies, management of archives; bibliographic instruction.
    d. Identification of strong continuing education providers: library educators, practicing librarians, non-librarians, etc.
    e. A clearinghouse for early identification of appropriate continuing education opportunities.

III. Competencies needed by the beginning librarian.
    a. A theoretical background with practical experience in a library gained through field experience.
    b. A broad liberal arts background.
    c. Effective public relations skills.

d. Some felt more emphasis should be upon the "nuts and bolts," such as inventory, preventive maintenance, while others felt that the pre-service preparation must be "larger than the first job."

IV. Place of practicum in a pre-service program.
   a. Consensus that it is highly desirable, if not essential, for all types of libraries.
   b. Should be carefully designed and personalized for needs of individual students.
   c. Could be in various settings with exposure to different methods of operation.
   d. Field trips, "shadowing" a librarian, perhaps a year of residency, were suggested methods.

V. Place of undergraduate pre-service program.
   a. Most participants felt that this was not a desirable option.
   b. Undergraduate degrees in information science, however, do have a place.

State of Documents in North Carolina and South Carolina Libraries

By Susan Van Dyke, Gardner-Webb College

Report of the meeting of the Documents Section, North Carolina Library Association, October 9, 1981.

"State of State Documents in North Carolina and South Carolina Libraries" was the theme of the October 9 meeting attended by approximately forty librarians. The featured speaker was Margaret T. Lane, Coordinator of the ALA-GODORT State and Local Documents Task Force. Her topic was "State Legislation and the ALA-GODORT Guidelines for State Documents." Copies of the pamphlet, Guidelines adopted by the State and Local Documents Task Force, were given to participants before the meeting, and Ms. Lane referred to several of the guidelines as she spoke.

Four main points addressed during Ms. Lane's speech were 1) What is a depository 2) What is a state depository program 3) What is the role of a documents librarian and 4) What are the standards. A depository, according to Ms. Lane, provides continuity of selection and acquisition, service to all segments of the population, and publicizes its availability. A state depository system provides automatic distribution, comprehensive distribution, and should provide tools for finding and locating publications, as well as aids for publicizing publications and services. Ms. Lane stressed that "without administrative enthusiasm, a law is a skeleton." She noted that the most successful depository programs are centered at the state's capital city, often aiding this administrative enthusiasm.

The role of the documents librarian is to make state publications available. Ms. Lane Suggested several ways to make this task more effective such as working for legislation, keeping use statistics, accessing and evaluating the state checklist of publications, learning more about the federal depository system, and working with task forces.

Concerning standards, Ms. Lane referred participants to the published guidelines.

Following Margaret T. Lane's speech was a panel discussion by four librarians currently working with state publications. Mary Toll, Documents Librarian of the South Carolina State Library, spoke on

“State ‘of South Carolina Documents: Where we Are and Where we Want to Go.” She focused on the history of collecting S.C. documents and the status of legislation. The S.C. collection began in 1969 with a survey of state agencies requesting three copies of all Publications. A classification system was devised and a checklist issued after publications began arriving regularly. Legislation has not yet been passed for a state depository system in South Carolina, nor for a mandatory deposit arrangement by agencies. Librarians and interested others are still lobbying for legislation.

Cheryl Wood, Assistant State Documents Librarian, Division of State Library, N.C., spoke next on “State of North Carolina Documents: Where we Are and Where we Want to Go.” The State Library has three functions concerning state documents, which are acquisitions, bibliographic control, and reference services. North Carolina has legislation providing for deposit of five copies of all agency publications at the State Library (NC General Statute 147-50.1). This Greatly aids acquisition but the State Library staff is still involved in reminding agencies of the Statute. The Statute also mandates publication of a checklist of all received publications. The Checklist of Official N.C. State Publications is now being published in AACR II format with a bimonthly frequency. All new cataloging is through SOLINET. Other recent work of the staff includes a Name ‘Authority Project and a revised classification system, organized by agency instead of subject, as was the original system.

Catherine Lewis, Director of the Horry County Public Library, spoke on problems with legislation in South Carolina, her topic being “Critique on State of South Carolina Documents”. Attitude problems of state legislators are the main stumbling blocks for S.C. librarians, according to Ms. Lewis. Legislators are faced each day with a desk piled with agency publications. The legislators consider the publications “junk mail” and “not worth keeping”. They cannot understand the importance placed on the publications by librarians. Ms, Lewis remarked that some current legislators have “no historical perspective” and “operate in an information void”. She sees little hope for state depository legislation for South Carolina in the near future.

Final speaker for the panel was Suzanne Levy, Virginia Room Librarian, Fairfax County Public Library, Fairfax, Virginia (formerly senior Cataloger of the North Carolina Collection, Wilson Library, UNC). Her topic, “Critique on State of North Carolina Documents”, focused on points for improvement of the Checklist. Inclusion of each agency’s mailing address, the legislative basis for establishing a new agency, and a subject index for each issue were all suggested as possible improvements. These could be implemented fairly easily with present computer capabilities at the State Library. Several points of confusion were also noted, such as whether the date of a publication is the same as the date of the Checklist and whether older items are still available from the State Library or from the issuing agency.

A report of the business meeting will be published in a forthcoming issue of *The Docket*, newsletter of the Documents Librarians of North Carolina.

[Photograph: Ed Holley wearing a four-in-hand tie. The caption reads: “Do you believe it? Yes, librarians, Ed Holley does have at least one four-in-hand tie!”]

New North Carolina Books

Maurice C. York, Compiler

We Shall Not Overcome: Populism and Southern Blue-Collar Workers

By Katherine F. Martin, Cedar Falls, Iowa

Robert Emil Botsch. *We Shall Not Overcome: Populism and Southern Blue-Collar Workers*. Chapel Hill: University of North Carolina Press, 1981. 237 pp. $19.50.

The possibilities for a new populism in an interracial alliance of the South's working class is the subject of this study by Robert Emil Botsch, assistant professor of political science at the University of South Carolina at Aiken. Shortly after the presidential election in 1976 Botsch conducted a series of interviews with fifteen furniture mill workers, black and white, in one North Carolina piedmont community, which he calls Furntex. He questioned the Participants about such matters as their perception of the role of the federal government in their lives, participation in politics and public affairs, social values and relationships, connection with organized religion, job satisfaction, and racial attitudes. He found the group as a whole to be little influenced by traditional racial divisions, and generally favorably disposed toward integration and its effects. However, some of the other conclusions he drew about these men — that they are independent, individualistic, highly moral, and largely present oriented — led Botsch to hold little hope for the political coalition he believes would improve their economic prospects.

While the topic warrants investigation, Botsch's treatment leaves the reader with more questions than it answers. His questionnaire, which is reproduced in an appendix to the book, is an extensive one which appears to avoid "leading on" the subject. His explanations of the ways in which he sought to foster his acceptance by the interviewees lead one to believe that he was successful in his efforts. Yet his analysis of his findings has serious problems. Botsch draws broad conclusions about the possibilities for a regional political movement of blue collar workers on the basis of brief interviews with a handful of furniture workers living and laboring in one small piedmont community. The "leap of faith" that this extrapolation demands is not easily made. Botsch fails to demonstrate the universal nature of the experiences and attitudes of this small group of workers, not selected by random sampling but with the assistance of internal contacts in local firms. More importantly, Botsch sometimes draws conclusions about the political awareness and potential of these workers that his particulars do not seem to support. In one instance he maintains that the placing of a five-dollar bet on the outcome of the Carter- Ford election by one of his interviewees is "an indication of widespread casual interest in politics."

It is easy to say that Botsch should have written a different book, one that included a number of scientific samplings of blue-collar workers employed in various industries across the South, and perhaps one that gave some consideration to the possible involvement of the region's mass of agricultural workers in a new populist movement. The author set out to do a preliminary study that

would lead others to explore similar ground; yet there are problems with his pursuit of even this narrower goal. Some academic libraries, particularly those at institutions with programs in regional studies, and larger public libraries where patrons have strong interests in politics and sociology might wish to consider buying this book. Most of them would find their funds better spent elsewhere.

Fast as White Lightning: The Story of Stock Car Racing

By Rex Klett, Anson County Library

Kim Chapin. *Fast as White Lightning: The Story of Stock Car Racing*. New York: The Dial Press, 1981. 277 pp. $12.95.

Long before travelling to the South, most Yankees will have heard of the Charlotte, Rockingham, and Darlington raceways, even if they have not learned that in the South, the Civil War becomes (properly speaking) the "War of Northern Aggression" or simply "The Late Unpleasantness." Since many would sooner watch or read about an automobile race than pick up regional speech variations, this title would find a ready audience.

Although a number of books on automobile racing are currently available, most are limited to one facet of racing. Chapin covers stock car racing, a relatively new sport, from its inception in the 1930s to 1980. In addition to providing biographical information, he discusses the beginnings and types of racetracks and the various kinds of cars used for racing over the years. Chapin also notes how racecars developed from the cars used for running moonshine. Attendant financial problems come under scrutiny as well, since racers must earn a great deal of money just to pay mechanics and to keep their cars in shape.

Chapin avoids the dry narration of facts often associated with histories in favor of a more loosely structured, informal, and personal account of racing as experienced firsthand by many of its most important participants. The author fleshes out his chronological outline with the biographical reminiscences and anecdotes of major figures associated with the development of the sport, such as drivers and promoters, and of lesser-known figures, such as drivers' wives and mechanics. Lengthy quotes from interviews provide a compelling, if subjective, immediacy. The author often interweaves two or more conversations to offer opposing viewpoints without too much authorial intrusion. Frequently these interviews focus on a single racing event; the austerity of simple history thus gives way to a personalized reenactment.

Since the roots of stock car racing run deepest in the South, this book should interest North Carolinians. Public and school libraries will find it most useful. Curtis "Pops" Turner, who later lived in Charlotte, began racing in Mt. Airy in 1946; the Charlotte Motor Speedway, yearly in the news, opened in 1949; Richard Petty and Dale Earnhardt placed Level Cross and Kannapolis in many minds; and the North Carolina Motor Speedway familiarized many Persons with Rockingham. South Carolina and South Carolinians, too, share largely in popularization of the sport, although the author attributes the origin of stock car racing to Georgia bootlegging.

A sports reporter and writer, Kim Chapin has contributed numerous articles to such magazines and newspapers as *Sports Illustrated*, *Car & Driver*, *The Atlanta Journal*, and *World Tennis*. He has coauthored books on tennis and running. Chapin's straightforward and easy-to-read writing style in *Fast as White Lightning* mirrors his journalistic background, and a section of black-and-white photographs adds variety. Since he takes his material directly from the people involved and from his own experience as a reporter, he uses No footnotes and appends no bibliography. An index, however, makes his information accessible to any racing fan. This should prove to be a good overall Source for general information on stock car racers and racing.

Ind-ex: An Index to Durham Morning Herald and The Durham Sun

By Martha Lapas, East Carolina University

Herald-Sun Newspaper Library, comp. *Ind-ex*. An Index to: *Durham Morning Herald* (and) *The Durham Sun*. Durham, N.C.: Herald-Sun Newspapers, June 1981. 88 pp. $150.00/yr monthly subscription. $150.00/ annual cumulation. $250.00/monthly subscription plus cumulation.

The Herald-Sun Newspapers have begun an index to *Durham Morning Herald* and *The Durham Sun*. This is a computerized index, published Monthly with an annual cumulation. The scope and indexing depth are explained on page i of the publication:

,. All the items concerning events, people and places in North Carolina, as well as selected items of regional interest are included . .. . National or international news is included only when it specifically features North Carolina or a person from the state.

> Editorials, letters to the editor, obituaries and any local Herald-Sun by-lined materials are included regardless of subject... - Generally not included are syndicated columns, wire service features, marriage and birth announcements, legal notices and routine sports scores. . . -
>
> names of individuals are indexed when quoted heavily, the subject of a news story or feature, or noteworthy for some reason. Multiple subject headings are assigned to each item based on important names, words or concepts that appear in the article or are implied by it. Whenever possible, subject headings are specific rather than general . . . New North Carolina Books

Ind-ex is professionally done and easy to use. Some spot-checking indicated that multiple entries can be found for stories. See-references lead one quickly to the correct subject heading. Specific subject headings are very useful when the user knows the specific subject that he is looking for, but for users who are not definite about their needs, additional cross-references would be helpful. For instance, cross-references from "Assaults" to "Durham County Jail, Assaults," "Egg Throwing," and "Pie Throwing," or from "Interest Rates" to "Loan Companies" and "Credit Bureaus" are needed to lead the user to related materials or, possibly, to the story he had in mind in the beginning.

A more consistent use of see-references is recommended. A see-reference from "Drugs, Marijuana" to "Marijuana" without a see-reference to "Heroin" may lead an individual to suppose that there are

no stories on heroin. Seereferences and cross-references are needed to lead the user to all materials on drugs.

After studying *Ind-ex* I felt that our own *News and Observer Index* is amateurish. When I read the accompanying letter and saw the price, I thought, “Thank goodness for amateurs.” Unfortunately, the price tag will put this publication out of reach of all but a few libraries. That is indeed a shame. —

North Carolina Indian Legends and Myths

By Michael Fawcett, Charlotte, N.C.

F. Roy Johnson. *North Carolina Indian Legends and Myths*. Illustrations by Eugenia Johnson. Murfreesboro, N.C.: Johnson Publishing Company, 1981. 112 pp. $7.50.

What Barbara Cartland is to Gothic romances and Louis L’Amour is to Westerns, F. Roy Johnson is to books of North Carolina folklore — the most prolific author around. Johnson’s books have ranged from *The Fabled Dr. Jim Jordan: A Story of Conjure* (1963) to *The Nat Turner Story* (1970). Everything in between has been covered by one or another of his twenty-odd volumes, several of which include stories somewhat similar to those in this newest book.

Persons who have read Johnson before will not be disappointed; in fact, they will be pleased with the first section of the book (pp. 8-75), “Legends Told by the English.” This section gives the legendary “explanations” for the names of such natural features as Lake Waccamaw, Blowing Rock, and the Toe and Roanoke rivers. Many stories involve love and romance between Indians and whites or between Indians of tribes hostile to one another. Some tales feature truly legendary figures such as Wachita, the peacemaker of the Occoneechees, and Cherokee Princess Starlight, whose beauty made her the most sought-after of all Indian women.

The second and third parts of the book, “Mythology” and “Legends Told by the Indians,” are not as good, the stories generally being shorter and more obscure.

Readers never exposed to Johnson’s books may be disturbed by the physical deficiencies of this volume. Like some others in the series, it is printed in a hard-to-read brown ink, and with many typographical errors that suggest poor proofreading. The binding is not strong enough to withstand the use it will receive from children and adolescents.

Because it is by Johnson and is part of a long-standing series, many public and academic librarians will want *North Carolina Indian Legends and Myths* to add to their existing collections of his work. In the case of public libraries buying his work for the first time, it most likely belongs in the juvenile section, where it will have very high readership. School librarians should proceed with greater caution, not only because of the cited deficiencies, but also because the book is aimed toward persons already familiar with North Carolina geography.

Tides of Love

By Judy A. Beck, New Hanover County Public Library

Patricia Matthews. *Tides of Love*. New York: Bantam Books, 1981. 326 pp. $5.95 paper.

According to her publishers, Patricia Matthews was, until a few years ago, "Just another housewife and working mother." But, with her ten best-selling novels (such as *Love's Daring Dream* and *Love's Pagan Heart*), she has managed to stir "the hearts of millions of women around the world with enthralling stories of passion set in the romantic past."

The first fifty pages of Matthew's new novel, *Tides of Love*, center on a band of wreckers operating on the Outer Banks in 1840. They are "half- Savages" who make their living by causing ships to wreck and then collecting the loot that floats ashore. Marianna Harper, a fifteen-year-old wrecker with "gypsy" eyes, saves the life of a beautiful young man who has washed up on the beach from one of the ships. The two fall in love and are forced to flee the island, having killed the son of the band's leader in self-defense. The novel then follows Marianna for six years — to Charleston, to Boston (where she is taught how to be a lady), to Sag Harbor, on a Pacific whaling voyage with her new husband, and finally to her murder trial (for her second murder) in New York.

Mrs. Matthews writes that what her readers look for in her historical romances are "romance, adventure, and intriguing plot, and characters that they can identify with, and care for." In *Tides of Love*, readers certainly do get the romance (with a capital "R") and the adventure. The many flashbacks, changes in point of view from Marianna to the men of the novel, plus the bedroom scenes, Hawaiian luaus, and tips on whaling, do fill up the pages.

But at the end of the novel, evidently having run out of space, the author disposes of the main story line and several important characters very quickly and with little regard for the build-up that she has been giving them throughout the novel — not that the main story line or the characters have been all that convincing or interesting. Readers may wish to identify with the beautiful heroine and dream about her passionate men, but there is little in the characters' make-ups to interest, and there are no surprises from them or from the plot.

Public librarians may want to purchase *Tides of Love* because of patron demand. Other librarians may want the novel for their collections on the basis of the Outer Banks material, but it cannot be recommended on the basis of its literary merits.

A Team of Mules and a One-Room School: Memories of Pitt County

By Jane Carroll McRae, Northwestern Regional Library

Pitt County Oral History Project, comp. A Team of Mules and A One-room

School: Memories of Pitt County. Ayden, N.C.: Clay Stroud Printing, 1981. (67) pp. $3.00 paper (Order from Sheppard Memorial Library, 530 Evans Street, Greenville, N.C. 27834)

Librarians may want to copy this oral history project that brought together Sheppard Memorial Library, Greenville, and the Pitt County Schools in an effort funded by a grant from the National Endowment for the Humanities.

The book is presented not as an end in itself, but as a beginning and a sampling for continuing efforts to collect oral history. The authors do not claim to be writers. They are the older people of the county who gave interviews by tape to about seventy-five children in the seventh and eighth grades. Excerpts from these tapes have been selected, organized into book form, and illustrated with photographs, making a nostalgic scrapbook.

The stated goal of the book is "to include personal memories, uniquely expressed, which contribute to the better understanding of life in Pitt County during the early decades of the century." School authorities stated that their goal of giving young people an experience in actively learning about the past by talking with those who lived and witnessed it, was accomplished.

Many expressions in the book have literary value because of their apt interpretation. "Time jumps up too fast now — time is faster than it used to be." "Families seemed to be closer then. Everybody lived closer together." "We didn't have much money, but we didn't worry about it because everybody knew everybody else and everybody was friendly."

Interviews are woven into like subjects such as "What we Wore," "What we Did for Fun," and "What we Used for Medicine." There is no attempt to give a complete description of each activity or event. Instead, the compilers gather some statements that will whet the appetite to learn more in a continuing effort to preserve the past. There are brief descriptions of lamplighters, steamboats and early trains, general stores and one-room schools, molasses making, and backpacking peddlers. The format allows rapid reading and stimulation of the imagination. The full tapes of the interviews are stored in Sheppard Memorial Library, awaiting the next project or a writer who will blend them into one continuous account of a period of history.

Public and school libraries, particularly those interested in local history or in conducting oral history projects of their own, will find this book useful.

The Sweetwater Point Motel

By Amy Frazer, Dare County Library

Peter Saab. *The Sweetwater Point Motel*. New York: St. Martin's Press, 1981. 299 pp. $12.95.

I was anxious to review this book because it takes place on Hatteras Island. The locale is one I am familiar with and enjoy reading about. However, I could find little redeeming quality in this book.

Peter Saab is the pseudonym of a best-selling author in both England and America, and it seems best to me that he try to conceal his identity. In this tale of terror and suspense, he tells the story of Edith Burrows and her two young daughters who leave England to visit cousins in Charleston in the cold, dreary month of January. They arrive in New York City and begin the trip south, taking a side trip to Manteo to see the Lost Colony and then down Hatteras Island to catch the ferry back to the

mainland. They run into a storm on Hatteras and have car trouble, from which they are “rescued” by three very troubled young people. When the travelers apparently disappear en route, Dr. Philip Burrows, Edith’s brother-in-law, begins to retrace their steps.

To anyone familiar with the Outer Banks, it is obvious that Mr. Saab either has never visited them or chooses to take liberties with the locale. His sketchy descriptions of the area contain many inaccuracies. Aside from the use of place names, the Outer Banks as he describes them are barely recognizable.

The plot, though plausible, is weakly developed and obviously manipulated by the author. The overriding purpose of the story is to tell a tale of violence and terror. The characters are shallow and undeveloped. The author places too much emphasis on sadistic sex and sexual harassments of the captives and too little emphasis on the intricacies of the chase to find them. Even Dr. Burrows takes time out from his single-minded search to have a sexual encounter. *Sweetwater Point Motel* would make a great “B” movie, definitely rated “R” or “X.”

I would recommend the purchase of this book for public libraries only if they have extra money.

Of Tar Heel Towns, Shipbuilders, Reconstructionists and Alliancemen: Papers in North Carolina History

By Robert L. Byrd, Duke University

Joseph F. Steelman, ed. *Of Tar Heel Towns, Shipbuilders, Reconstructionists and Alliancemen: Papers in North Carolina History*. Greenville, N.C.: East Carolina University Department of History, 1981. 126 pp. $4.95) paper (Order from the department, East Carolina University, Greenville, N.C. 27834)

No one interested in Tar Heel history will fail to find fascinating reading in the fifth volume of the East Carolina University Publications in History: Though three of its predecessors have included essays related to North Carolina, the present volume is the first in the series to be devoted entirely to Tar Heel history. Its four essays, each written by a member of the university’s history faculty, deal with a broad range of topics, as the title suggests.

In the first essay Donald R. Lennon focuses on coastal municipalities during the colonial period — especially Edenton, New Bern, and Wilmington — and explores the forms and functions of their governments. Relying primarily on the published colonial and state records and on *The Wilmington Town Book, 1743-1778*, which he and Ida Brooks Kellam edited for publication in 1973, Lennon describes such activities as the construction of public buildings _ and streets, the regulation of the marketplace, the collection of revenues, fire control, and the oversight of blacks, both slave and free.

A major industry of another coastal town, Washington, North Carolina, is the subject of the essay contributed by William N. Still, whose previous works include *Confederate Shipbuilding* (1969) and *Iron Afloat* (1971). Drawing upon public records, newspapers, and manuscript collections, Still traces the development of the town’s shipbuilding industry from its beginnings in the late eighteenth century through World War II. His essay, like Lennon's, illuminates a previously neglected topic.

John C. Barnett, the subject of the third essay, was an agent of the Bureau of Refugees, Freedmen and Abandoned Lands in Charlotte from July 1865 until April 1866. Charles L. Price draws upon Barnett's correspondence and reports in the records of the Freedmen's Bureau in the National Archives to describe Barnett's policies and plans with regard to such matters as education and medical care for freedmen, suffrage, redistribution of land, and wage disputes. Though the breadth of perspective needed for a full reassessment of the Bureau's work is lacking, especially the perspective of the freedmen themselves, the essay provides many insights into the actual operations of the agency in North Carolina.

In the final essay, Lala Carr Steelman examines the relationships between Leonidas LaFayette Polk, president of the National Farmers' Alliance and Industrial Union from 1889 until his death in 1892, and several leaders of the Alliance in North Carolina — Sydenham B. Alexander, Elias Carr, and Marion Butler. Using especially the Carr Papers at East Carolina and the Polk Papers at Chapel Hill, she documents the conflicts that developed between Polk and his fellow North Carolinians. Her analysis provides much information unavailable in Stuart Noblin's biography of Polk and contributes to an understanding of the role of the Alliance in North Carolina politics.

Of Tar Heel Towns, Shipbuilders, Reconstructionists and Alliancemen would be a useful acquisition for public, academic, and secondary school libraries throughout the state. The volume is bound in paper with an attractive cover designed by Roger E. Kammerer, Jr. It includes ten illustrations and a ten-page index.

Keeping Up

The North Carolina Visual Art and Artists Collection: A Description

North Carolina has a large and active visual arts community of which it can be proud. Involvement in the visual arts ranges from exhibitions in the large museums, like the North Carolina Museum of Art, the Mint Museum of Art in Charlotte, and the Southeastern Center for Contemporary Art in Winston-Salem, to the many smaller gallery and community arts council shows. Attempting to document the widespread activities of artists in the state Can prove difficult. Fortunately, a special collection of materials at the William Madison Randall Library on the campus of the University of North Carolina at Wilmington attempts to record these activities for the whole state.

Housed in the Special Collections area of the Randall Library, the "North Carolina Visual Art and Artists Collection" includes exhibition catalogs and announcements; newsletters of North Carolina museums, galleries, and art associations; and thousands of newspaper clippings about art activities in the state. The Collection is limited to the visual arts (e.g., painting, sculpture, printmaking) and does not include musical and theatre performances or other Performing arts within its scope. It does, however, include material about North Carolina artists' activities both in and outside the state. A "North Carolina artist" is defined as one who was born in the state, or one who lived in North Carolina for three consecutive years or five years intermittently. Artists who are not from North

Carolina, but who participate in exhibitions in the state are also included in the Collection. The time period covered by the Collection has been restricted to 1900 to the present. Even with these restrictions, the Collection presently occupies approximately 95 linear feet of shelf space.

The idea for this unique collection was conceived and developed by Claude Howell, an artist well-known throughout the state and the nation. Mr. Howell, first chairman of the Art Department at Wilmington College (now UNC-Wilmington), began the campaign to collect materials in 1970, and received a grant-in-aid from the North Carolina Arts Council in 1971 to help with processing the tremendous amount of materials he amassed from individuals, art associations, museums and other institutions. He received voluntary assistance from the Junior League of Wilmington and the Wilmington Woman's Club.

The materials in the Collection are arranged in a single chronological order and are kept in three-ring notebooks. The major task in maintaining the Collection is indexing. Every artist named in each document is indexed. In the case of documents about exhibitions held outside the state, only the North Carolina artists are indexed. The indexing entry tells the nature of the information (e.g., exhibition, one-man show, general biography), the place and date(s) of the event, and gives an abbreviated citation to the document or documents where this information was found. A standard set of abbreviations has been designed to cite these documents.

Materials for the Collection are obtained in two ways. First, the Library has asked to be placed on the mailing list to receive announcements, exhibition catalogs, newsletters, and other publications issued by the museums, galleries, and arts councils throughout the state. The other method for collecting materials utilizes the North Carolina newspapers to which the Library subscribes. When the papers are discarded by the Library, they are sent to the Special Collections Room. Student assistants search each paper for relevant articles. Contributions of materials for the Collection are always welcome as well.

In addition to collecting and processing the materials, the Library provides reference service for the Collection. Both written and telephone inquiries are accepted, and the Collection is open to researchers by appointment. Inquiries and contributions to the Collection should be addressed to:

Sue Ann Hiatt

Special Collections

William Madison Randall Library University of North Carolina at Wilmington P. O. Box 3725

Wilmington, N. C. 28406

(919) 791-4330 Ext. 2273

Two North Carolina Library Trustees Nominated for the American Library Trustee Citation Honor

The names of two North Carolina Library trustees have been sent to the five member American Library Trustee Citation Jury who will consider these two trustees with others sent from other states for the coveted American Library Trustee Association Citation Honor, according to H. K. Griggs, Sr., Immediate Past Chairman of the North Carolina Library Trustee Association. They are Attorney — Banker H. L. Fagg, Trustee of the Rockingham County Public Library of Eden; and Dr. John E. Dotterer, a Trustee of the Lee County Board of Library Trustees, who resides in Sanford.

Attorney — Banker H. L. Fagg has been busy in public library activities since the early 60's. He joined the Library Board of Trustees in 1965 and became Chairman before 1968. He soon gave up the Chairmanship but continued to be on the Trustee Board. For the past 10 years he has served as Treasurer for the Library, signing all checks written for all expended funds. For the past four years he has served as a member or as Chairman of the Library Budget Committee. During his terms on the Library Board of Trustees, he has contributed considerable money, giving $2500 in the special community drive for the Eden Library building. He is a charter member of the Eden Friends of the Library and is a member of the North Carolina Library Association. His free legal and financial advice has enabled the library to meet its major needs. During his work with public libraries, four new, modern libraries have been built on sites now owned by the county. Another was remodeled, and now money has been secured to renovate and enlarge the library headquarters building. In spite of his busy legal practice and banking business, he has always found time to help public libraries. "Rockingham County Public Library services are greatly indebted to Mr. Fagg," quotes H. K. Griggs, Sr., Chairman of the Rockingham County Public Library Board of Trustees.

Dr. John E. Dotterer has given over 31 years to the public libraries of Lee County. In spite of his busy medical practice and that of his physician wife, he has always found time to work for the public libraries in Lee County. He was appointed to the Library Trustee Board in 1950, and has served as its chairman for over 25 years, a position he still holds. He helped start the Lee County Friends of the Library in 1961 and is still a member, serving as its treasurer. He served three times as a member of the County Board of Commissioners for Lee County placing him in a position to be of further aid to the libraries in the county. Memberships in the Trustee Association Section of North Carolina Library Association; the Southeastern Library Association; and the American Library Association are held by Dr. Dotterer. On October 9, 1981, the North Carolina Library Association presented him with an Honorary Life Membership in the Association at the North/South Carolina Trustee Association Biennial Meeting. "This honor came to him for his superior leadership, outstanding service, devoted interest and sincere dedication for better libraries in Lee County and North Carolina", according to H. K. Griggs, Sr., Immediate Past Chairman of the North Carolina Library Trustee Section, N. C. L. A. His librarian, Miss Mary Scott Gurley, says of him, "He has been a guiding light and a driving force for good library services for many years. His dedication to and involvement in libraries has inspired community interest and pride in the Lee County Library." It was in the Lee County Library in Sanford,

with Dr. Dotterer representing the Lee County Library Board of Trustees, that the first state-wide Friends of the Library elected its first officers and ratified its Constitution.

ECU Lecture Series

The ECU Library Science Department, the Pitt-Greenville Media Society, and the ECU Library Science Alumni Association will sponsor the 1981-82 Library Science Lecture Series. lectures will be held monthly, with the exception of December, from September through March, and will be open to students, faculty, librarians, and other interested persons. Each program will begin at 6:30 P.M. in Room 221 of the ECU Library Science Department, Joyner Library. A social hour will follow each lecture. The series will carry one unit of CEU credit for those librarians and teachers who are eligible and attend at least five of the six lectures. There will be a $5.00 fee charged for those persons wishing CEU credit.

Dates and topics for the 1982 Library Science Lecture Series are:

January 20, 1982 — STORYTELLING: STORYTELLERS SHARE THEIR SECRETS. Ms. Jane Maier, Ms. Ann Sullivan, Mr. Ott Alford, The Rev. Mr. Stewart LaNeave.

February 22, 1982 — LIBRARIANS ORGANIZE: LIBRARY ASSOCIA- TIONS AND THEIR WORK. Dr. Ruth Katz, Dr. Jo Ann Bell, Ms. Mertys Bell, and Ms. Arabelle Shockley.

March 25, 1981 — PRESERVING OUR HERITAGE: ORAL HISTORY PROJECTS. Mr. Donald Lennon, Ms. Meredith Foltz, Ms. Alice Keene, Ms. Claire Pittman.

Newspaper Libraries in North Carolina: 1981–1982 Illustrated Directory

Announcing the publication of *NEWSPAPER LIBRARIES IN NORTH CAROLINA*: 1981-1982 ILLUSTRATED DIRECTORY. This 61-page booklet, edited by Barbara Semonche, who is chief librarian for the Durham Herald Company, is available for purchase.

Featuring 12 *newspaper libraries in North Carolina*, this directory offers photos, and floor plans as well as detailed information on library staff, collections, equipment, management policies and service to news staffs. Included also are the nameplates, founding dates and copyright information on the newspapers sponsoring these libraries.

The cost is $6.00 which includes tax and postage. For your copy contact:

Barbara F. Semonche Herald-Sun Newspaper Library 115 Market Street

Durham, North Carolina 27702

Holley Reappointed Dean

Reappointed to a five-year term is Dr. Edward G. Holley, Dean of the School of Library Science, effective Jan. 1, 1982. Holley, who came to UNC- CH as dean in 1972, will be serving his third term as head of the library school.

He has held numerous positions in the field of library science, including president of the American Library Association. He also has been a consultant to the Dag Hammerskjold Library of the United Nations and MONBUSHO, the ministry of education in Japan.

During Holley's term as dean, the school expanded its master's degree program and added a doctoral program.

Holley is the author of several books on bibliography, ALA history and resources in several library systems, and has authored numerous articles, primarily concerning teaching and academic libraries. He is a member of several honorary societies and is the recipient of the American Library Association Scarecrow Press Award.

Before coming to UNC-CH, Holley was director of the libraries and professor of library science at the University of Houston. He also has worked as a librarian at the University of Illinois.

A native of Tennessee, Holley received a B.A. from David Lipscomb College, Nashville, Tenn., in 1949, an M.A. from George Peabody College for Teachers, Nashville, in 1951 and a Ph.D. from the University of Illinois in 1961.

RTSD Bookdealer-Library Relations Committee Offers Advice About Prepayment to Publishers

The American Library Association's decision that a class action suit against publisher Frank H. Gille probably would be fruitless underlines the need for caution in making advance payments, according to the ALA Resources and Technical Services Division Bookdealer-Library Relations Committee.

Gille, who received some $1.4 million in prepayments for titles that never materialized, was convicted in criminal court for mail fraud and is now in prison. However, ALA attorney Newton Minow advised against the expense of a class action suit in civil court on the behalf of defrauded librarians and booksellers, since there appears to be little chance the plaintiffs could actually recover their losses given Gille's apparent lack of assets.

Though many legitimate publishers require advance payments, the Bookdealer-Library Relations Committee urges librarians to be extremely cautious in evaluating prepayment offers. Gille, for example, is believed to be continuing to promote his publications under a variety of imprints and addresses, using direct mail and advertisements in library publications.

In deciding whether or not to prepay, librarians are advised to follow the committee's prepayment guidelines originally published in the November 1977 issue of *American Libraries*. In short, the guidelines recommend that librarians learn as much as possible about a publisher before prepaying large sums of money. Information about publishers may be gathered in the following ways:

1. Direct contact with the publisher by telephone or letter.
2. Consultation with a bookdealer with whom the library does business.
3. Consultation with other librarians in the area.
4. Querying the Bookdealer-Library Relations Committee.

To determine if complaints have already been lodged against a publisher with the authorities, check with the attorney general in the publisher's home state, with the publisher's local Postal Service or Better Business Bureau or the Federal Trade Commission.

The RTSD Bookdealer-Library Relations Committee is glad to answer questions and deal with complaints. Problems should be fully documented, and the correspondence sent to the committee at RTSD, ALA, 50 East Huron St., Chicago, IL 60611.

Beta Phi Mu Award to Haynes McMullen

[Photograph: Haynes McMullen, accompanying the announcement of his Beta Phi Mu Award.]

Dr. Haynes McMullen, library historian and professor of library science at the University of North Carolina, has been named the recipient of the 1981 Beta Phi Mu Award. The presentation was made at the American Library Association's Inaugural Banquet on July 1, 1981, at its Annual Conference in San Francisco.

Donated by Beta Phi Mu Library Science Honorary Association and given for "distinguished service for education for librarianship," the award consists of $500 and a citation of achievement.

After earning his A.M., cum laude, from Centre College of Kentucky, McMullen took both a B.S. and an MLS. in library science from the University of Illinois. He held library posts at the University of Illinois and as librarian of Western State College, Gunnison, Colorado.

In 1945, McMullen earned his Ph.D. in library science from the University of Chicago. He began his career as a library educator with six years as librarian and professor of library science at Madison College in Harrisonburg, Virginia.

From 1951 to 1972, he was on the library science faculty at Indiana University. He has been at the University of North Carolina since 1972.

A specialist in the areas of humanities literature, library and book history, and popular materials in libraries, McMullen has also produced a prolific body of research on the geographic distribution of libraries in the United States.

McMullen has contributed a number of articles to the professional literature, including an annotated bibliography on library articles in American Periodicals before 1876, due for publication by Libraries Unlimited in 1981.

His "American Librarianship and the Pursuit of Happiness," from the 1979 *As Much to Learn as to Teach: Essays in Honor of Lester Asheim*, inspired ALA President Peggy Sullivan to choose "Libraries and the Pursuit of Happiness" as the theme for the 1981 ALA Annual Conference.

McMullen's influence has been felt on the international library scene as well as in the U.S. He has served as a consultant in both Thailand and Afghanistan.

The Beta Phi Mu citation presented to Haynes McMullen reads as follows:

As an outstanding library educator who is both thoughtful and thought: provoking, Dr. Haynes McMullen has exerted a profound influence upon the lives of his students and colleagues. He is a demanding scholar, careful researcher, wise counselor, and patient mentor. A kind, considerate, and modest individual, he serves as a particularly good role model for younger faculty members and aspiring teachers.

Dr. McMullen has long been recognized as one of the top library historians in this country. In his writing he exhibits the same high standards of scholarship as characterize his research-oriented teaching. His essay, "American Librarianship and the Pursuit of Happiness," is responsible for the theme of the 1981 American Library Association conference. Thus, it is especially fitting at this time to honor Haynes McMullen for his tireless devotion to the achievement of excellence in the education of librarians.

ECU Alumni Publish Occasional Papers

A new publication series "Occasional Papers" has been announced by the East Carolina University Library Science Alumni Association. Papers in the series will address topics of current interest to practicing librarians and learning resource directors on trends and issues in education that affect the professional preparation of such personnel. The first paper in the new series is "*Technology as a Factor in Library Development and Educational Change*" authored by Dr. Ruth M. Katz, Associate Director of Joyner Library, East Carolina University. Copies of the 32 page paper are available for $3.00 from the Library Science Alumni Association, 1406 Rondo Drive, Greenville, North Carolina 27834. Checks should be made payable to the Association.

NCCU to Host Second Rollins Colloquium

The second Charlemae Rollins Memorial Colloquium will be held on Friday evening and Saturday, April 2 and 3, 1982 at North Carolina Central University, School of Library Science in Durham.

Participants include: Augusta Baker, Storyteller-in-Residence at the School of Librarianship, University of South Carolina in Columbia; Ashley Bryon, Art Director at Dartmouth College in Hanover, New Hampshire; Barbara Rollock, Children's Coordinator of New York Public Library; and Spencer Shaw, Professor of Library Science at the University of Washington in Seattle.

Pre-registration is $10.00, plus the cost of a luncheon. For further information contact:

Registrar

Rollins Colloquium

School of Library Science

North Carolina Central University Durham, North Carolina 27707

University of Alabama Library School Offers Graduate Assistantships

The graduate School of Library Service of the University of Alabama, in an effort to diversify the geographical representation of its student body, is giving a high priority to out-of-state students in awarding graduate assistantships. Special consideration will be given to applicants from out-of-state until April 15 of each year, after which the assistantships will revert to the general pool. Recipients would be expected to commence their studies in either the summer or fall of the same year.

Although an assistantship will not waive tuition, which is fortunately very low at the University of Alabama, it will pay the out-of-state tuition difference. In addition, a stipend (at present $7.00 per hour) is included. Recipients work ten hours per week in technical or public services of the library, the medical library, the library school's Typographic, Media Preparation, and Information Processing Laboratories, or in an innovative bibliographic instruction program sponsored by the library and the English Department. Research assistants are also needed by a full-time faculty of ten. Minority candidates are particularly encouraged to apply.

For further information, contact The University of Alabama, graduate School of Library Service, P.O. Box 6242, University, Alabama 35486.

ALA Midwinter Teleconference

Davidson County Community College and Durham Public Library will host the President's Program, Tuesday, January 26, 1982, from the ALA Midwinter Conference in Denver, Colorado via video teleconference. The subject of the presentation will be "Marketing Library Services: Key to Surviving and Thriving." The program is designed to be of interest to all types of libraries. Theory will be presented, but also practical concepts that the presenters believe have implications for all types of library service.

Davidson County Community College will have a direct telephone line to the Denver meeting to provide viewing participants telephone interaction with the leaders. Tentatively these leaders are:

Dr. Philip Kotler, Professor of Marketing, Northwestern University Daniel Carroll, President, Hoover University Shirley Echelman, (Moderator), Executive Director, ACRL

Any institution receiving the transponder 16 from the telecommunications satellite Satcom I will be able to receive the program. However, the registration packets and telephone interaction will be only at the 25 ALA selected sites.

For further information and registration, please contact:

Ms. Mary Diebler Service Development Specialist Public Service Satellite Consortium Suite 907

1660 L Street, N.W.

Washington, D.C. 20036

(202) 331-1154

Guy Lambert Dies

Guy Lambert, director of libraries at Elon College, died September 21, 1981, following a severe coronary. Lambert had been director for several years.

Two at NCCU Receive Paraprofessional Grant

Gloritha Love Mercer of Goldsboro, N. C. and Arneice Hilliard Bowen of Raleigh, N. C. have been awarded fellowships of $250 from a fund that was established recently by Mr. Leo Brody of Kinston, N. C. Mercer and Bowen I have both been employed in libraries — the Wayne County Public Library and at North Carolina State University respectively — and after beginning their work on a part-time basis will be able to matriculate full-time during the fall term, with this financial aid.

The School of Library Science has been making an effort to identify and to motivate promising paraprofessionals in libraries to improve their status and is pleased to be able to increase the number of professionals in libraries in this way.

Davidson College Library Receives Million-Dollar Endowment

Mr. E. H. Little, former President and Chairman of the Board of the Colgate Palmolive Co., has left the Davidson College library a $1 million endowment in his will.

Mr. Little, who died on July 14 at age 100, was a longtime friend of the library and native of Mecklenburg County, where the college is located. The library building, completed in 1974, was named in his honor following an earlier gift of $1 million which he made toward its construction. The funds left by Mr. Little in his will will be used for the upkeep of the library, according to Dr.

Leland M. Park, director. Davidson College was founded in 1837. It is a co-educational, four-year, liberal arts institution affiliated with the Presbyterian Church, U.S.

Lanier Appointed to Legislative Committee

Liston B. Ramsey, Speaker of the N. C. House of Representatives, announced this week that he has appointed Dr. Gene D. Lanier, professor in the ECU Department of Library Science, as a member of the Legislative Research Study Committee on Obscenity Laws. This study is to be conducted pursuant to the authority of a resolution passed by the 1981 General Assembly.

Lanier will be the librarian designee on the committee. The study group, composed of fourteen members, will also include three members of the House of Representatives, three members of the Senate, one member of the press, one district attorney, one member of the judiciary, one representative from the Department of Justice, one representative of the periodical distributing industry, one representative of movie theatre owners, and one member of the television industry. Their findings and recommendations are to be reported to the 1983 General Assembly.

Bracy Joins NCCU Faculty

Dean Annette L. Phinazee is pleased to announce that Pauletta B. Bracy joins the Faculty at the School of Library Science of North Carolina Central University as an assistant professor with teaching specializations in school librarianship, audio-visual librarianship, and children's literature.

Mrs. Bracy comes to North Carolina Central University from a teaching post at the School of Library Science at the University of Iowa. She also taught while still a doctoral student at the University of Michigan (for the School of Library Science extension program at Flint).

Pauletta Bracy received her B.A. from Fisk University, M.L.S. from the University of Pittsburgh and is a doctoral candidate at the University of Michigan. Her years of experience in the field were spent as a librarian in Pittsburgh, Pennsylvania Public Schools. Her dissertation deals with intellectual freedom, censorship, and selection policies in the school media setting. Her doctoral research was selected for presentation at the American Association of School Librarians' Research Forum at the American Library Association Conference in San Francisco in July 1981. Dean Phinazee states that "Mrs. Bracy strengthens further North Carolina Central University's school media program. She can play an important role in expanding the profession's appreciation of the unique importance of the School of Library Science's facilities and program for the stimulation and growth of young children."

Cleveland Tech Receives NEH Grant

Cleveland Technical College in Shelby, North Carolina has been granted $106,000 from the National Endowment for the Humanities to implement the project, "Cleveland County in Transition: Changing Community Values in an Age of Technology." The project is 'a Public Library/Humanities program designed to increase the use of library humanities resources and to help people understand changes taking place which affect the quality of life today and in the future. Directed by Cleveland Tech, the project is a cooperative effort among the public libraries of Cleveland County and the Cleveland County Historical Museum. Through combined efforts, the program has the potential to reach the more than 40,000 adults in Cleveland County.

The format of the project includes six public forums to be held at the various libraries to bring people together and involve them in discussing their history, culture, traditions, and values and to get them reflecting on the county's transition from an agrarian community to a diversified, industrial society. Each forum will have pre/post-supportive activities, including library exhibits and displays, bus tours, and varied outreach activities.

Forum topics include uses of land in the county; how family traditions are changing; the history of textiles and diversified industries and their impact on a rural community; economics, natural, human and technological resources; and the values of church, school and helping agencies. The last forum which will be held at CTC in the spring of 1982 will be "Images of Cleveland County: Blueprint for the Future."

Through the use of innovative library outreach activities, a public information program to make people aware of the project, and a multimedia dissemination system, the project has the capability of touching in a creative way the lives of the public it serves.

An advisory committee made up of CTC staff, members of the community, and head librarians from area libraries collaborated in designing the project. Margaret Cummings, humanities instructor in the General Education Department at CTC and doctoral student at the University of South Carolina, will serve as Project Director. The Project Librarian is Megan Perry, a 1976 graduate of the School of Library Science at the University of North Carolina at Chapel Hill. Other staff include a secretary and media technicians.

Cleveland Tech is among the first community colleges/technical colleges to receive a public library/humanities grant.

ALA President Announces Search for Ideas to Promote Awareness of Libraries

As a part of her program focus on increasing public awareness of libraries, ALA President Betty Stone has launched the "Library Awareness Idea Search," an ALA sponsored nationwide search for the best ideas — both tried and untried — to promote public awareness of libraries.

The Idea Search will re-emphasize the Public Awareness goals and Objectives adopted at the White House Conference on Library and Information Services; will recognize librarians for their creative ideas to promote public use and support of libraries; and will provide ideas to be shared with the library community.

Ideas received will be reviewed by a selection committee for possible publication in a *Library Awareness Ideas Handbook* to be available at the 1982 Philadelphia conference. In addition, the most imaginative ideas will receive special recognition during the President's program at the same conference.

All ALA members are eligible to submit ideas before the February 8th deadline, to President Elizabeth W. Stone, "Library Awareness Idea Search," ALA Headquarters. Each idea should be typewritten on no more than three 8½ × 11-inch pages and should answer the questions "What is the public awareness problem being addressed? What is the idea you suggest; how will it be carried out and what are the intended results?" Members may submit any number of ideas, but each must be sent as a separate entry and must include the entrant's name, address, telephone number, signature, and date.

President Stone also announced that all entries for the 1981 John Cotton Dana Award Contest will automatically be eligible for the Library Awareness Idea Search and the related publication. With the cooperation of the H. W. Wilson Company, sponsors of the Dana awards since 1946, outstanding entries for this coveted recognition of public relations programs will be included in the *Library Awareness Ideas Handbook*.

The John Cotton Dana Award competition is open to all public, university or college, school, military and special libraries, to library consortia in the U. S. and abroad, and to library associations. For detailed information and entry forms write to the John Cotton Dana Library Public Relations Awards, The H.W. Wilson Company, 950 University Avenue, Bronx, NY 10452.

In her announcement of the IDEA SEARCH President Stone commented, “This is the year of ‘Responsiveness’ and ‘Awareness’ — I hope that you'll respond so that your colleagues can become more aware. Submit your best public relations program for your library or library organization to the John Cotton Dana Contest and your best ideas about public awareness to me.”

For further information on the IDEA Search contact President Elizabeth W. Stone, “Library Awareness Idea Search,” American Library Association, 50 E. Huron, Chicago, IL 60611.

North Carolina Seminar on “The Impact of the Moral Majority and Libraries”

By Benjamin Speller. Reprinted from OIF/ALA Memorandum, October 1981, pp. 6–8.

More than one hundred participants attended a one-day seminar on April 11, 1981, in Durham, North Carolina, to hear a panel of speakers address the topic, “The Impact of the Moral Majority and Libraries.” The session was sponsored jointly by the Durham County Library Association and the North Carolina Central University School of Library Science. Mr. Benjamin F. Speller, Jr., the organizer of the seminar, and an assistant professor of library science at North Carolina Central University, recently filed this report of the day’s events.

The Rev. Lamarr Mooneyham, Executive Director of the North Carolina Moral Majority, and the seminar’s keynote speaker, explained that the Moral Majority espouses four principles. The organization is:

Pro-family (the traditionally defined monogamous family), supporting legislation which will strengthen the family;

Pro-life (believing in the sanctity of human life), supporting antiabortion legislation;

Pro-American (extremely nationalistic), supporting legislation for a strong national defense; and

Pro-Biblical morality (believing that the Bible is the definitive source for moral decisions).

Emphasizing that the Moral Majority is legally a non-profit educational organization, not a religious one, Mooneyham discussed the Moral Majority’s current project, which is the analysis of the state-approved list of public school textbooks. (See June, 1981, *OIF MEMORANDUM*). He asserted that this review would not recommend a course of action to anyone; it would merely offer the views of the Moral Majority. The organization is encouraging parents to discuss controversial books with school officials and to use the political process to gain a say in the selection of school texts and library materials. It is not proposing that books be banned, stated Mooneyham.

Attorney Charles B. Markham, associate professor of law, North Carolina Central University, discussed the legal ramifications of the removal of books from school libraries. Markham stated that, “Various

courts have ruled both for and against school boards which have removed books from school libraries because the members found them vulgar and indecent." Courts are likely to leave the matter to the discretion of the school board if the board adheres to previously established guidelines for selection when removing a book from the school library. If the removal is arbitrary or capricious, however, the court's involvement is likely.

Dr. Percy High, Pastor of Durham's Mount Vernon Baptist Church and a former secondary school educator, spoke on his personal religious view of evolution and humanism. High outlined both the principles of evolution and the religious arguments against it, saying that religious persons need not be concerned about what is merely a theory dealing with the development and change of forms of life. After defining humanism as a system of enlightened learning in which human interest predominates, High expressed concern that the Moral Majority believes in Jesus as the son of God, but not in Jesus as the son of man.

Mrs. Amanda Bible, director, Columbus County Public Library, Whiteville, North Carolina, outlined the development of the recent censorship case faced by her library. In February, 1979, a twelve-year-old girl accompanied by her mother checked out Judy Blume's *WIFEY* on her first visit to the Columbus County Library. Her mother, Mrs. Elaine Cumbee, came back later to complain about the book, but at that time declined to fill out the form for registering a complaint. Bible explained the selection policies of the library and invited Mrs. Cumbee to the next library board meeting. Instead, Mrs. Cumbee sent an anonymous letter to the Columbus County Board of Commissioners and other citizens, enclosing photocopies of pages 98 and 99 from *WIFEY* and asking, "Do you want your tax dollar to buy this kind of filth?" Later, she filed an official complaint.

At its April, 1979, meeting, the library board refused to remove the book from the shelves. At a closed meeting of the Columbus Board of Commissioners, however, the commissioners voted unanimously to order the library to remove *WIFEY* from the library. They also wanted all the "offensive" books out of reach of minors (under eighteen years of age), unless accompanied by a Parent.

On May 18, the library board unanimously passed a motion to restrict use of books in the adult section by children under eighteen "if parents register an objection." Two types of library cards have been instituted — one for persons eighteen and over, and one for persons under eighteen. All children's cards would require the parents' signature and a statement as to whether or not the child could borrow from the adult section of the library. This solution was acceptable to the county commissioners, but has received misleading press coverage. News stories have stated that now children cannot borrow the Bible at the Columbus County Library.

During a question and answer session, Mrs. Bible told the audience that only a small percentage of Columbus County parents have opted for restricted borrowing cards for their children. Mrs. Bible was asked if she thought that Columbus County Library's new circulation policy was an abridgment of the rights of persons under eighteen years of age. She responded affirmatively, but added that the library board had been guided by ALA's position that a child's reading behavior can be restricted only by a parent. Attorney Markham noted that legally minors have not been accorded the same freedoms as adults.

In a summary of the day's session, Dr. Gene Lanier, chair of East Carolina University's Department of Library Science, and chair of the North Carolina Library Association's Intellectual Freedom Committee, pointed out that freedom of the mind is based upon the assumption of freedom of information. Universal intellectual freedom is the proper goal of the library profession.

The proceedings of the seminar have been recorded on two ninety-minute cassette tapes and are available for $7.50. Orders should be addressed to:

School of Library Science

Attn: Benjamin F. Speller, Jr. North Carolina Central University Durham, North Carolina 27707

Spring Conference Sponsored at UNC-CH, March 8–9, 1982

The Librarians' Association at the University of North Carolina at Chapel Hill will hold its Spring Conference on Monday and Tuesday, March 8-9, 1982 at Chapel Hill. This year's topic is "The New Technology: Issues and Implications." Among the speakers will be Elizabeth Stone, ALA President; Toni Carbo Bearman, National Commission on Libraries and Information Science; Joe Hewitt, University of North Carolina-Chapel Hill; Norman Shaffer, Library of Congress; Anton Pierce, Virginia Polytechnic Institute and State University; Gerald Lundeen, University of Hawaii; and Fred Roper, University of North Carolina-Chapel Hill. For further information contact Bernice Bergup, Humanities Department, Wilson Library 024-A, University of North Carolina, Chapel Hill, NC 27514 (phone 919-962-1356).

Carolina Live Wire

Newspaper librarians, like many other professionals, have started their own newsletter. *CAROLINA LIVE WIRE* is published three times a year and subscriptions are available at $7.50 annually. The first edition was released in August 1981. Subsequent issues are planned for January and June 1982. The next year's publication will begin in August 1982.

Future editions will focus on:

Newspaper indexing

Online news data bases

Free and/or inexpensive reference materials appropriate for newspaper libraries

Updates on newspaper library microfilming projects

Profiles of N.C. newspaper librarians

Copyright procedures for newspapers

Fee schedules for public access to information in newspaper libraries.

For subscriptions contact *CAROLINA LIVE WIRE* editor:

Barbara P. Semonche Herald-Sun Newspaper Library 115 Market St.

Durham, N. C. 27702

Biennial Reports 1979–81

Editor's Note: The following pages provide the membership of North Carolina Library Association with the biennial reports of sections and committees. These reports are important as a permanent record of the life of the Association and the accomplishments of its constituent parts. They are also important as a means for the membership to maintain an awareness of the totality of which they are a part. We regret that in several instances a report was not received.

The President — Biennial Report

H. William O'Shea, President

The first joint Conference of NCLA and the South Carolina Library Association was held in Charlotte October 7-9, 1981. The Conference has been enthusiastically acclaimed in both states for its broader scope in program and greater participation by vendors. The quality of general sessions was made possible by the broader base of the two Associations. The Conference planning Committee was formed in 1979 and worked continuously, resulting in the smooth continuity which participants enjoyed.

North Carolina Libraries has achieved a new level of excellence which was recognized nationally in its winning of the H. W. Wilson 1981 Library Periodical award. The new alliance with the State Library's *Tar Heel Libraries* provides members with both current news and in-depth articles. Our approach to the dissemination of professional information is unique and was a topic of discussion at the 1981 meeting of the Southeastern Library Association presidents.

The Intellectual Freedom Committee represented the Association in censorship battles throughout the state. The emergence of the Moral Majority has created unprecedented problems with self-appointed censors in *North Carolina libraries*. The Intellectual Freedom Committee nominated Amanda Bible, Director, Columbus County Public Library, for the Social Issues Resources Series cash award. The award from a Florida-based organization, together with the NCLA award, was presented at the NCLA/SCLA Conference.

The Constitution & Code Committee was merged with the Handbook Committee. Revisions in the Constitution were approved at the Conference. A new *North Carolina Library Association Handbook* was prepared and distributed to the Executive Board. The new Handbook incorporates changes throughout to conform with section and committee needs and the Constitution revisions.

The Round Table on the Status of Women in *North Carolina Libraries* was approved by the Executive Board. NCLA obtained two grants totaling $7,500 from ALA to assist with efforts to obtain passage of the ERA in North Carolina.

Three new committees were formed to address changing roles of libraries and librarians: Goals and Objectives of NCLA, Community Schools, and Networking. The new committees began efforts to establish guidelines for closer working relationships between different types of libraries.

The State Legislature established a State Library Commission with more authority in the State Library than was held by the former State Library Committee. The membership of the new commission includes the following NCLA positions: President, Chairmen of the College and University, Junior College, North Carolina Association of School Librarians, and Public Library Sections. This offers NCLA a much stronger role in the direction of the State Library.

Initial work has begun in establishing closer ties between types of libraries. I believe the profession must take the initiative in making maximum use of all library resources in the community.

Children's Services Section — Biennial Report

Goals

To present a workshop entitled *Media Selection: The Group Process*.

To sponsor a membership campaign:

Print and distribute membership brochures.

Develop an expanded newsletter.

Present one-day workshops in off-years of NCLA.

To plan and present a Storytelling Kaleidoscope for NCLA '81.

To study and amend the bylaws of the Children's Services Section.

Achievements

Media Selection Workshop cancelled due to poor response.

Membership campaign undertaken:

Committee established.

Brochures printed.

Newsletter expanded with new format and more inclusive information.

NCLA Storytelling Kaleidoscope presented:

Overwhelming response.

Laura Sims, key storyteller.

Local storytellers also participated.

Bylaws amended.

Projections

To extend the membership campaign.

To plan for NCLA 1983.

To continue the newsletter in its present format.

To establish a Finance Committee for devising a budget.

To develop a program or workshop for 1982.

To establish an ad hoc committee for studying the possibility of a children's book award. This committee will report at the 1983 Conference.

Gail Terwilliger, Chairman 1980.
Dottie Butler, Chairman 1981.
Kathy Woodrell, Vice-chairman.
Kancy Coleman, Secretary/Treasurer.
Mary Lou Rakow, Secretary/Treasurer.
Cate Howard, Editorial Board, NCL.
Sue Williams, Editorial Board, NCL.

College and University Section (N.C. ACRL Chapter) — Biennial Report

The 1979-81 biennium began with Dr. Tommie Young (N.C. A&T) as Chairperson of the Section/Chapter, Eugene Huguelet (U.N.C. Wilmington) as Vice Chairman/Chairman-Elect, Janet Freeman (Wingate College) as Secretary-Treasurer, Margaret Bennett (St. Andrews College) and Bill Kirwan (Western Carolina University) as Directors, and Rose Simon (Salem College) as representative on the editorial board of *North Carolina Libraries*. Due to the resignations of Dr. Young and Ms. Simon in October, 1980, Eugene Huguelet assumed the Chairmanship and the Executive Board appointed Robert Bland (Western Carolina) as representative on the editorial board.

The Executive Board met six times during the biennium to discuss problems of interest to the Section/Chapter and to plan programs. Chief among topics of concern was the relationship between the organization's status as a section of the North Carolina Library Association and its status as a chapter of ACRL. The need for a set of bylaws defining this relationship, for clearly stating the objectives of the organization, and for defining its offices and election procedures was seen, and plans were made early in the biennium to write a comprehensive set of bylaws. Work on the bylaws was completed in Spring, 1981, and a draft was submitted to and approved by the Constitution, Codes, and Handbook Revision Committee and the Executive Board of NCLA at the Spring meeting in Wilmington. Copies of the draft were then mailed to the membership for information and suggested revisions. At the biennial meeting in Charlotte, the membership approved the bylaws as written.

Three programs were sponsored by the Section/Chapter during the biennium. The first, "Friends of Academic Libraries", was held at Meredith College April 30, 1980. The program presented information on organizing friends groups for academic libraries and effective ways of utilizing existing

groups in support of library programs. Speakers were Frank Grisham (Vanderbilt), Stewart Lillard (Queens College), and Wilson Luquire (East Carolina). The second program, entitled “Communicating with Faculty and Students: Public Relations for Academic Libraries”, was held at Salem College on April 21, 1981. The programs presented general principles and policies for successful academic library communications, and specific ideas on the design of printed public relations materials. Speakers were Sally Brickman (Case Western Reserve), Bessie Hahn (Brandeis) and Wade Hobgood (Western Carolina). The final program was held in Charlotte during the NCLA/SCLA Conference. It featured a paper by Richard Meyer (Clemson) entitled “Faculty Status for Academic Librarians: Are There Second Thoughts?”. A panel, consisting of Dr. Annette Phinazee, Dean of the School of Library Science, North Carolina Central University; Dr. Edward Holley, Dean of the School of Library Science, University of North Carolina at Chapel Hill, and Dr. F. William Summers, Dean of the School of Library Science, University of South Carolina, responded to Mr. Meyer’s remarks.

‘At the May 8, 1981 meeting of the Executive Board in Wilmington, the Board appointed a Nominating Committee to select candidates for offices for the 1981-83 biennium. The committee was composed of Nancy White (U.N.C. Chapel Hill), Ralph Scott (East Carolina) and Malcolm Blowers (U.N.C. Asheville). The Nominating Committee presented a slate of candidates at the biennial meeting in Charlotte, and other nominations were received from the floor. The following were elected to offices for the 1981-83 biennium: Vice Chairman/Chairman-Elect, Robert Bland (Western Carolina), Secretary-Treasurer, Lovenia Summerville (U.N.C. Charlotte), Directors, Mary Williams (East Carolina) and Irene Moser (U.N.C. Asheville).

Dr. Tommie Young (N.C. A&T), Chairman; resigned October 1980, replaced by Vice Chairman/Chairman-Elect.
Eugene Huguelet (U.N.C. Wilmington), Vice Chairman/Chairman-Elect.
Janet Freeman (Wingate College), Secretary-Treasurer.
Margaret Bennett (St. Andrews College) and Bill Kirwan (Western Carolina University), Directors.
Rose Simon (Salem College), Editorial Board; resigned October 1980, replaced by Robert Bland (Western Carolina University).

Junior College Section — Biennial Report

The Junior College Section of NCLA set for its goals during 1979-81 the following: Advance the section through favorable publicity in NC Libraries,

Conduct an ongoing membership campaign,

Fund and publish the analysis of the 1977 HEGIS data on two-year libraries in North Carolina

Promote the exchange of ideas and discuss the common problem of two-year college libraries in North Carolina.

All of the goals were met or significant progress made on them. The section had news in nearly every issue of NCL, a membership campaign was carried out in the summer of 1981, and ideas were exchanged among librarians during the biennium.

The survey of NC two-year college libraries was conducted by Dr. Ray Carpenter in the summer of 1980. His findings were presented in sixteen tables, along with explanations and credits to the section. This survey is to be published in NCL during 1982.

The Junior College Section shall endeavor to continue its membership drive to reach all those in two-year college libraries. Programs will be planned to best carry out the needs of the section and to continually upgrade the staff of libraries within the section.

Carolyn Oakley, Chairman.

Public Library Section — Biennial Report

The accomplishments of the Public Library Section for the Biennium have been achieved by the members working in the fourteen committees. Two of these standing committees, Literacy and Trustee-Friends Liaison, were added this Biennium to the Public Library Section.

Work of the Committees is reported herewith:

Audiovisual Committee has completed a report on Using 16mm Films with Adults and has submitted it to "*North Carolina Libraries*" for publication.

Community Education. The planning Council recommended that an N. C. L. A. Committee be established to develop standards for a combined school/public library situation.

Continuing Education Committee planned a program to be sponsored by Public Library Section at the biennial Conference. The program featured Mary Jo Detweiler of Manassas, Virginia presenting "How the planning Process Helped Our Library".

Development Committee conducted a survey of all public libraries to determine what user fees are charged. The results of this survey were printed and will be the subject for future study by the planning Council.

The Committee also requested that the planning Council refer to the Standards Committee a request to develop a mission/policy statement for public libraries.

Genealogy Committee has —

1. Published a listing by County of available cemetery records.
2. Prepared a Handbook for beginners of Genealogical Research.
3. Developed a slide-tape show of guidelines for the beginning genealogist. Two copies of this slide show will be deposited at the State Library to be loaned to interested persons.

Governmental Relations. The Public Library Section co-sponsored the first Public Library Legislative Day, with more than 100 trustees, friends, and librarians and 88 legislators who attended an early evening social. This Committee is preparing guidelines to be used for future legislative days.

Information Resources. This Committee and the Government Documents Section wrote guidelines for developing local documents collections. The planning Council passed a resolution endorsing the

guidelines. Also this Committee has continued preparation of a survey of sources of North Carolina materials with the intent to publish their findings.

Literacy Committee planned and held a well-received workshop, “The Illiteracy Puzzle: Where Does the Public Library Fit?” An L. S. C. A. grant of $1000.00 was received to aid in holding this seminar-workshop.

Personnel Committee has revised to the editorial stage the 1970 North Carolina Public Library Personnel Manual. It is expected that this manual will be reprinted in the next Biennium by the Public Library Section.

Public Relations Committee reported every planning Council's meeting to the North Carolina State Library Flash where it was printed to communicate information of planning Council's activities to the public library community. The Committee sponsored two workshops during the biennium; one was on a construction of displays and bulletin boards and the other was on printing brochures. The Committee offered a swap/shop meeting in cooperation with the South Carolina Public Library Section at the Biennial Conference.

Statistical Committee prepared a report on the ranking of North Carolina Public Libraries on a number of output measures. This report was printed and distributed to all Public Libraries. The Committee also developed suggestions for refining the North Carolina Public Libraries’ annual statistical report. This work will be continued in the next Biennium.

Young Adult Committee continued its publication of “Grassroots for High Risque Librarians”: There are 330 in-state, 14 out-state and 3 foreign subscriptions for this popular publication. The Committee also planned and held a workshop, “Surviving the Swarm of Beasts”, on working with Young Adults.

The Public Library Section endorsed legislation proposed by the Division of the State Library to create a State Library Commission in substitute for the existing State Library Committee. This Legislation was enacted by the 1981 Session of the North Carolina Legislature.

Martha H. Davis, Chairman.
Arial Stephens, Past Chairman.
Bill Bridgman, Chairman Elect.
Nancy Fullbright, Secretary.
Mary Boone, Director.
Jerry Thrasher, Director.

North Carolina Association of School Librarians — Biennial Report

For the North Carolina Association of School Librarians, the 1979-81 biennium was one of growth and visibility. The goals for the biennium were to build membership, to provide meaningful experiences for school librarians at conferences, to evaluate the Southern Association of Colleges and Schools Standards as they relate to media programs, to strengthen representation in the American

Association of School Librarians (AASL) Affiliate Assembly, and to speak for school librarians in state and national legislative matters.

All of these goals were achieved, although most represent challenges to be continued: Membership in NCASL reached 960, thanks to the efforts of Gwen Jackson and her Membership Committee. NCASL Directors also sent membership flyers to school librarians in their regions: The Executive Committee hopes to reach 1000, a goal for the 1981-83 biennium.

Approximately 800 attended the Work Conference October 16-18, 1980, in Winston-Salem, Participants enjoyed a packed program of diverse offerings on the theme “Focus on the 80's, planned by Chairman-Elect Paula Fennell and many tireless committee members. NCASL also planned programs for the 1979 and 1980 Winter Media Conferences in Fayetteville. At the NCLA Biennial Convention, Dr. Gerald Hodges, Dr. Judith Davie, and Dr. Emily Boyce presented a program, “Do it with S.T.Y.LE. — Strategies for Time Management and for Developing your Assertiveness Skills and Leadership Techniques with Ease.”

The Standards Committee, led by Dr. Gerald Hodges, analyzed carefully the Southern Association standards for secondary schools and sent recommended changes to several officials of the Southern Association. Encountering reluctance to change without further documentation of the need, the Committee surveyed school systems in the state to collect evidence. The NCASL delegates to the AASL Affiliate Assembly in San Francisco presented a resolution calling for the AASL Board to take a position with regional and state accrediting agencies. The work of the Standards Committee will continue in 1981-83.

‘As a benefit of NCASL’s now plentiful treasury, the Executive Committee voted to raise the scholarship amount to $1000, to be given the first year of the biennium. The Mary Peacock Douglas Award was presented to Ila Taylor Justice and Louise Moore Plybon for their years of leadership in North Carolina. The Awards and Scholarship Committee, led by Mary Padgett, has proposed to the Executive ‘Committee guidelines for a new NCASL Administrator of the Year Award, to recognize an administrator ‘who has demonstrated outstanding support for school media programs.

The Delegate to the AASL Affiliate Assembly is the newest member of the NCASL Executive Committee. The Chairman will be the other Delegate. Elsie Brumback, Betsye Daniels, Mary Arden Harris, and Arabelle Shockley have been delegates to the Assembly during the biennium. The Bylaws of NCASL have been changed and approved by the membership to include specific responsibilities for the Delegates.

The Nominating Committee, chaired by Sue Scott, drafted a change in the elections procedures. The membership has now approved this change in Bylaws, resulting in elections Patterned after the procedure used by NCLA.

‘on behalf of the needs of media programs in the biennial budget, the Chairman and Chairman-Elect testified before the State Board. NCASL was also represented in Washington, D.C. at Legislative Day, 1981. Members of the Executive Committee wrote to congressmen expressing concerns about budgets.

With stable membership and a sound treasury, the prospects for the next biennium look bright for NCASL members.

Arabelle Shockley, Chairman.
Paula Fennell, Vice-Chairman/Chairman Elect.
Jeanette Smith, Secretary-Treasurer.
Mary Arden Harris, Mettarene McLean, Rebecca Clark, and Betsye Daniels, Directors.
Betsy Detty, Past Chairman.
Elsie Brumback, Director, SDPI.

Reference and Adult Services Section — Biennial Report

During the 1979-81 biennium the Reference and Adult Services Section approved an amendment to our by-laws which permits us to have mail ballots for elections. This allows all of the membership a voice in elections, not just the ones in attendance at a biennial conference. The combined meeting with South Carolina Library Association, Public Services Section, was a great success, though many people had rides leaving before our Friday afternoon session. Mr. Mike Berry of CENTURY 21 Real Estate of the Carolinas, Inc. presented an excellent talk/workshop on organizing our personal and professional lives. He has conducted similar workshops nationally and did a beautiful job for us. We all left the session with positive steps to take for making better use of our time, energy, and abilities, beginning immediately, not next week. Please watch for future talks and workshops sponsored by our section and try to attend Whenever possible.

Ann B. Webb, Chairman.
Doris Hurr, Vice-Chairman/Chairman Elect.
Nancy B. Ryckman, Secretary Treasurer.
Joe C. Rees, Director, College and University Libraries.
Edward Shearin, Director, Community College Libraries.
Anne E. Thrower, Director, Public Libraries.
Frances H. Hall, Director, Special Libraries.
Beverly Gass, Director, At Large.
Claude Greene, Director, At Large.
Ralph L. Scott, Editorial Board, NCL.

Resources and Technical Services Section — Biennial Report

The three major objectives established by the Executive Committee for the biennium were (1) to assess the membership for their interests, (2) to seek to meet the needs of technical service librarians through programs pertinent to their needs and interests, and (3) to promote awareness of technical services.

The first two objectives were met in the following ways. North Carolina technical service librarians were surveyed on their interest in February, 1980. On the basis of the returns, the Section sponsored

the Symposium on Automation in Technical Services held in Southern Pines; April 9-10, 1981. The widespread concern and interest in the new cataloging rules motivated co- sponsorship with the School of Library Science, North Carolina Central University a workshop on AACR 2 which was held June 2-3, 1980, in Durham.

Further, to facilitate learning and information sharing among technical service staff and to nurture new discussion opportunities, "Guidelines for Affiliation" were drawn up for two types of affiliation: the Discussion Group and the Interest Group. Under these Guidelines, the Serials Interest Group was established as a formal part of the Section. To meet the needs of its members; the Group held a workshop, "Serials and AACR 2," on October 20, 1980, at the University of North Carolina, Chapel Hill. ;

To promote awareness of technical services, an award for the best article published in *NORTH CAROLINA LIBRARIES* during the biennium was established. It was also considered that such an award might encourage librarians to submit articles to NCL. The award of $100.00 donated by the Microfilming Corporation of American was presented to Paul G. Knight, Catalog Librarian, Wichita State University, for his article "Cataloging with OCLC/RLIN: A Comparative Analysis", which appeared in NCL, summer, 1980. The presentation took place at the regular meeting, October 8, 1981.

Other activities engaged in were (1) drafting By-Laws for the Section. They were adopted at the regular meeting, October 8, 1981, and (2) the publication in NCL of periodic reports of the Section's activities.

Officers for 1981/83 elected at the regular meeting were: Benjamin Speller, Vice-Chairman and Chairman-Elect, School of Library Science, North Carolina Central University; Carol Myers; Secretary-Treasurer, Public Library of Charlotte and Mecklenburg County; Lynne Lysiak Director, Appalachian State University; Margaret Bennett, Director, St. Andrews Presbyterian Church. Doris Anne Bradley will be Chairman.

Lillie Caster, Chairman.
Doris Ann Bradley, Vice-Chairman/Chairman-elect.
Pamela Doyle, Secretary-Treasurer.
Desretta McAlister, Editorial Board, NCL.
Carol Myers, Director.
Herbert Williams, Director.

Trustee Association Section — Biennial Report

A. Goals

1. To increase trustee membership in the North Carolina Library Trustee Association Section.
2. To increase trustee-librarian participation in the Librarian-Trustee Spring Workshop.
3. To begin the operation of area librarian-trustee workshops.
4. To begin the N.C. Librarian-Trustee Association participation in activities of the American Library Trustee Association.

5. To begin the N. C. Library Trustee Association participation in the Southeastern Library Trustee Association.
6. To renew the participation of the N. C. Library Trustee Association in the 4 meetings of the North Carolina Public Librarian Accreditation Commission.
7. To begin the regular participation of the N. C. Library Trustee Association Chairman in the N. C. L. A's 4 meetings of its Executive Committee in various parts of the state, including its workshop.
8. To provide 2 trustee newsletters to send to library directors and trustee board chairmen with a request that they prepare a copy for each of the other trustees on their board to help trustees to be better informed on the work of trustees.
9. To select an outstanding trustee for the N. C. Library Trustee Citation in 1981.
10. To select an outstanding trustee and submit that person's name to the National Trustee Citation Jury by December 15, 1981 for consideration as a candidate for this honor in 1982. ll. To provide North Carolina Library Trustee representation at the Mid-Winter Session of A. L. A. Trustee Division.
11. To develop a Trustee Literacy Committee to promote literacy training by public libraries to help improve reading, since over 28,000,000 people are functionally illiterate.
12. To hold at least 2 Trustee 'Association Executive Committee meetings.
13. To develop a constitution for the North Carolina Library Trustee Association.
14. To cooperate with the State Library and others in their plans for Pre-Governor Area Conferences and the Governor's Pre-White House Conference on Libraries.

B. Achievements

I. Listed Goals Achieved: No. 1 (128 to 208 by May 7, 1981); No. 2, No. 3 in 1980; No. 4, 5, 6, 7, 8, 9 in 1980; No. 10 in 1980; No. 11, No. 12; No. 13 in 1980; No. 14 in 1980.

II. Achievements not listed as Goals:

1. Lobbied with others before:

a. Sunset Commission about abolition of the Public Librarian Certification Commission.
b. Legislative Committees to retain the Public Librarian Certification Commission.
c. Legislative Committees to secure more funds for operation of public libraries 'and to do some library construction and renovation.

2. Wrote letters to legislators in support of more funds for public libraries.
3. Met each year with representatives from the State Library, the University of North Carolina's Institute of Government, and the N. C. Public Library Association Section to plan the Librarian-Trustee Spring Workshop.
4. Attended the organizational meeting of the Friends of the Library, U. S. A., in Dallas, Texas.
5. Attended the organizational meeting of the N. C. Friends of Public Libraries in the Public Library at Chapel Hill, N. C. and the first state meeting of the organized group in Sanford, N.C.
6. Served on the American Library Trustee's State Committee and the American Library Trustee Task Force on Literacy to promote Literacy, all by appointment.

7. Selected Mrs. Mary L. Jordan for N. C. Library Trustee Citation Award.
8. Selected Dr. John E. Dotterer 'of Sanford and Mr. Harry Fagg of Eden as nominees to the National Jury for consideration as the National Trustee Citation Honor in 1981 (Mrs. Jordan was not eligible because her term as trustee ended December 31, 1980)
9. Elected as Secretary to the Southeastern Library Trustee Assoc. in Birmingham, Alabama.
10. Attended the Southeastern Library Planning 3 day workshop in Atlanta, Georgia to plan programs for trustees.
11. Worked with the State Library and those selected to plan and carry out plans for Pre: Governor Library Area meetings and the Governor's Pre-White House Conference on Libraries and in getting trustees information about the White House Conferences on Libraries.
12. Attended the Legislative Hearing in Winston-Salem Public Library on Support for Libraries, the Pre-Governors Area Conference on Libraries in the Main Library in Greensboro, and the Governor's Pre-White House Conference on Libraries in the Raleigh Convention Center.

C. Projections and Continuing Activities (recommended) for 1981–83

1. Increase in N. C. Trustee Association membership from 208 in May 1981 to 268 in May 1983.
2. Enlarge participation in Librarian-Trustee Workshop.
3. Encourage continued support of Librarian-Trustee Workshop by the State Library; U.N.C.'s Institute of Government, and the State Public Librarians.
4. Work closely with the State Friends of Public Libraries to secure more funds and more funds for public libraries.
5. Continue work for each trustee board to secure at least 2 or more N. C. L. A. member ships, and at least one A.L.T.A. membership, because a portion of the membership goes to support trustee activities in the state or U. S. respectively.
6. Continue to have State Trustee Association representation in the Southeastern Library Trustee Association and the American Library Trustee Association.
7. Continue Trustee Communication through newsletters or other methods to provide more information and cooperation for improved literacy service hoping Library Directors duplicate the letters to other trustees, since there is not enough money to mail them to every trustee.
8. Encourage better salaries for all library workers, especially bringing professionals at least to that of state school personnel.
9. Work closely with the leadership of N. C. Friends of Public Libraries to coordinate efforts for better public library services.
10. Encourage the use of area 1-day librarian-trustee workshops in all state areas to be held to reach more trustees and librarians at less cost.
11. Continue N. C. Trustee Association representation in the N.C.L.A. Executive Board meetings, and the Public Librarian Certification Commission.
12. Request trustee chairmen and library directors to send the names of nominees to trustee chairman of outstanding trustees who have given long, dedicated, and outstanding services to public libraries for consideration of the trustee who qualifies for Library Trustee Association s selection for Trustee Citation. &

13. Select one from the list as a nominee for the American Library Trustee Jury which will pick a trustee who they will honor with the National Trustee citation.
14. Provide the State Trustee Representation in the Mid-Winter A.L.A. meetings for trustees.
15. Provide the State Trustee Representation in the Trustee Section of the Southeastern Library Trustee Association.
16. Lobby for better state and local financial support for public libraries.
17. Provide written communication to persuade legislators and others to work harder for public library services.
18. Work closely with State Public Library Consultants, Mrs. Rebecca Ballentine and the Chairman of the State Public Librarian Section to make sure that the Trustee Chairman is doing the best things possible for public libraries.
19. Solicit cooperation and financial support for the trustee chairmen from their library board and library director.

H. K. Griggs, Sr., Chairman.
Suzanne Mellow, Chairman-elect.
Margaret Griffin, Secretary.
Elsie E. Woodard, Editorial Board, NCL.
Turner Smith, Editorial Board, NCL.

Round Table on the Status of Women in Librarianship — Biennial Report

At its January 15, 1981 meeting, the Executive Board of the North Carolina Library Association accepted a petition for the establishment of a Round Table on the Status of Women in Librarianship. The Board advanced the roundtable $300 from membership fees to help with startup costs.

With NCLA Board approval in hand, the founders of the new Round Table (Judith Sutton, Nancy Massey, Patsy Hensel, Val Lovett, Patrice Ebert) planned a program and organizational meeting for all interested NCLA members. The premiere event took place on March 20 at Meredith College in Raleigh. The program featured Alice Ihrig. A panel representing various types of libraries responded to Mrs. Ihrig's challenging remarks. Discussion amongst the 80 or more attendees was lively and prolonged. Following the program, a brief business meeting was held. Individuals interested in serving on the first Steering Committee of the Round Table were asked to provide their names and 'addresses before leaving the meeting, all persons attending the program were encouraged to support the Round Table by paying dues for membership.

The first Steering Committee meeting was held on April 13 at the Chapel Hill Public Library. Accomplishments at this meeting included the designation of tri-chairmen who would serve until the NCLA Biennial Conference in October. Those designated were Judith Sutton, Cathy Collicutt and Ruth Katz. Committees to develop by-laws (Mae Tucker, chairman), to select nominees for the 1981-83 biennium (Artemis Kares), for publicity (Patsy Hansel), for finance (Nancy Massey), for programs and issues (Val Lovett), for conference program planning (Mary Hopper), and to seek members (Mary McAfee) were established.

The Executive Board of the Steering Committee met at the Forsyth County Library on June 9. Plans for a summer workshop and consideration of the draft By-Laws were major agenda items.

The first workshop sponsored by the Round Table was held at the Forsyth County Library in Winston-Salem on July 30 and 31. The topic was “On the Way Up — Women in Woman's Profession”. Speakers included Mary Hopper, Miriam Dorsey, Ruth Katz and Doris Cromartie. The dinner speaker was Janice Faulkner, Executive Director of the North Carolina Democratic Party. The workshop attracted about 30 people, all of whom participated in discussions and made input concerning future programs and issues that the Round Table might address. A direct result of the workshop was the formation ‘of a committee to review the matter of inadequate and/or unequal salaries for librarians working in various settings in North Carolina.

‘A final meeting of the Steering Committee was held on September 15 in Chapel Hill. At this meeting plans for the program and business meeting and for an evening social event at the NCLA Conference in October were finalized.

After ten months of start up work, the Round Table completed its first year in grand fashion with two very successful events at the NCLA Biennial Conference in Charlotte. More than 300 people came to hear Kate Rand Lloyd, Editor-in-Chief of *Working Woman* magazine. Many attendees stayed on to participate in the business meeting and to elect officers for 1981-83. Most came back in the evening to attend a wine and cheese party held in the lobby of the First Union National Bank of Charlotte. Kate Lloyd was in attendance as were many local members of Women in Communications. The informal atmosphere was just right for good conversation and encouraging talk about the future of the Round Table.

The Round Table ended its first 10 months of operation with a membership of 163. The Executive Board members serving during the first year were:

Judith Sutton, Co-Chairman.
Cathy Collicutt, Co-Chairman.
Ruth Katz, Co-Chairman.
Mary McAfee.
Patsy Hansel.
Mary Hopper.
Mae Tucker.
Artemis Kares.
Nancy Massey.
Valerie Lovett.

Archives Committee — Biennial Report

The goals for this biennium were: Publishing Hallie Bacelli’s index to the bound volumes of the Association records, 1902-1971.

Sorting and binding the records of the Public Libraries Section and the Junior Members Roundtable.

Arranging an exhibit of materials from the archives at the Joint NCLA/SCLA Conference in Charlotte in October, 1981.

The achievements included the binding of the Public Libraries Section records, in 14 volumes, and the exhibit in Charlotte, which was entitled, “NCLA, 1904-1981: a glimpse into the archives.” The exhibit was dedicated to the memory of Hallie Bacelli, who served on the Archives Committee from 1952 until her death in 1980.

Projections for the next biennium include: Publishing Hallie Bacelli’s index, which needs additional editing and cost underwriting. Binding the records of the Junior Members Roundtable. Sorting and binding the general records of the Association, from 1972 to 1978.

Continuing to receive the records of all of the sections, as well as the general papers of the Association.

William D. Van Hoven, Chairman.
Jane C. Arnett.
Hallie Bacelli (to 1980).
Emily C. N. Correll.
Eunice P. Drumm.
Charlesanna L. Fox (Chairman, 1952–80).
Elizabeth Holmes.
Sharon E. Knapp (to 1980).
Stewart Lillard.
Phoebe Oplinger.
Judith Sutton (to 1980).
Stella R. Townsend.
Mae Tucker (to 1980).
Margaretta J. Yarborough.

Community Education Committee — Biennial Report

The charge to this committee, which was formed in July, 1980, was to develop Standards/ Guidelines for combined libraries. The committee was made up of school, public, and community/ technical college librarians. To secure input from both the state agency and the field levels, nominations were requested from the respective state agency heads and NCLA section chairmen.

The committee met four times in the past year. At the first meeting, it was determined that development of something as authoritative and binding as “Standards” was unrealistic at this point. Rather, it was decided to develop “Guidelines” specifically applicable to *North Carolina libraries*. A bibliography was also to be prepared. The guidelines would cover the areas of planning, Administration, Budget, Collection, Facilities, Personnel, and Technical Services. This decision was communicated to the NCLA Executive Board at the January, 1981, meeting.

After securing, exchanging, and reading available materials, the committee met at the NCLA Spring Workshop, where responsibility for preparing draft guidelines in the various areas was assigned.

It was hoped that a final draft of the Guidelines would be ready by the end of the biennium. However, for various reasons this was not possible.

The continued existence of the Community Education Committee should depend on whether sufficient interest in this area still exists among North Carolina librarians. Also to be considered would be whether the committee should continue to limit itself to consideration of the combined library or address the broader aspects of the library's place in the overall community education picture. Considering the reasons for which the committee was originally formed, I would favor the former at this time.

Roy Day, Chairman.
Betty Williamson.
Mary Holloway.
Pamela Doyle.
Sue Scott.
Alberta Smith.
Marge Lindsey.
Nancy Wallace.
Valerie Lovett.

Constitution, Codes and Handbook Committee — Biennial Report

The Constitution, Codes and Handbook Committee has had a successful and active biennium. During 1981 the Constitution and Code Committee and the Handbook Committee merged.

Primary goals identified by the committee were revision of the NCLA Constitution and Bylaws and the Handbook.

Bylaws for the following sections of NCLA were reviewed and sent to the Executive Board with recommendations that the documents be adopted: the Childrens' Services Section, the College and University Section, the Resources and Technical Services Section, and the Round Table on the Status of Women in Librarianship.

A major accomplishment was the presentation to the membership, through *North Carolina Libraries*, summer, 1981, revisions in the Constitution and Bylaws, as recommended by the Executive Board and the Committee, and final approval at the 1981-1982 Biennial Conference. Another accomplishment, of equal importance, was the distribution of a preliminary edition of the revised *North Carolina Library Association Handbook* at the Spring Workshop and the Handbook at the Conference.

Mildred Matthis, Co-Chairman.
Leonard Johnson, Co-Chairman.
Neal Hardison.

Larry McDonald.
Doris Bradley.
Rose Anderson.
[Given name unclear in scan] Thompson.
Barry Baker.
Rebecca Taylor.
Carol Veitch.
George Gourmond.
Pam Medlin.
Nola Miller.
Margaret Bennett.
Margaret Tucker.

Education for Librarianship Committee — Biennial Report

Goals

To promote excellence in continuing education opportunities by disseminating information regarding basic principles of in-service.

To alert institutions of higher education to the potential audience for continuing education experiences pertinent to librarians.

To facilitate dialogue between librarians and library educators related to the pre-service and inservice needs of librarians.

Accomplishments

The design of a brochure outlining suggested steps to follow in the design of successful in-service experiences (yet to be printed).

The inclusion of an article in *North Carolina Libraries* on basic principles of staff development, written by the chairperson.

The mailing of a letter from the committee to directors of extension courses at state universities, colleges, community colleges, and technical institutes notifying them of a potential audience for courses and other continuing education experiences in their geographical area.

A program session at the biennial conference enabling librarians and library educators to share concerns related to the pre-service and in-service needs of librarians.

Projections and Continuing Activities Printing and mailing of the brochure on the systematic design of successful in-service experiences.

The consideration of the Committee becoming a clearinghouse for dissemination of information regarding future continuing education offerings in the state which could be of interest to librarians-

The consideration of planning a program similar to the 1981 conference session for the 1983 conference.

Gerald Hodges, Chairman.
Fay Byrd.
Waltrene M. Canada.
William Ema.
Mary Arden Harris.
Dawn Hubbs.
Eugene Huguelet.
Shirley T. Jones.
Karen M. Perry.
Beth M. Rountree.
Lovenia Summerville.
Helen Tugwell.

Finance Committee — Biennial Report

The Finance Committee met several times during the Biennium. After studying the budget for 1979–80 and the projected income and expenditures, the Committee recommended that the Biennial dues be increased beginning January 1, 1981 by $5 per membership category.

The following dues schedule was approved by the membership by a mail ballot in November, 1980:

Dues Schedule Approved in November 1980

Membership category	Biennial dues
Trustees and non-salaried librarians	$15.00
Librarians making up to $12,000	$20.00
Librarians making $12,000–$20,000	$25.00
Librarians making over $20,000	$35.00

The Executive Board unanimously approved the 1981–82 budget of $97,000 at its meeting on October 8, 1980.

Richard Barker, Chairman.
Nancy Massey.
Bob Pollard.
John Pritchard.
Michelle Rich.
Jeanette Smith.

Recommendations of the Finance Committee Concerning the Association Budget for Calendar Years 1981–1982: Income

Income item	Budget 1979–80	Proposed budget 1981–82
Dues	$25,000	$36,000
Subscriptions and ads	$3,000	$6,000
Earnings from investments	$5,000	$5,000
Sections	$12,000	$15,000
Biennial conference	$35,000	$35,000
Total	$80,000	$97,000

Recommendations of the Finance Committee: Expenditures

Expenditure item	Budget 1979–80	Proposed budget 1981–82
Office expenses	$10,000	$5,000
President	$1,200	$1,500
Vice-President	$200	$0
Treasurer	$500	$500
ALA Representative	$1,500	$3,000
SELA Representative	$500	$1,325
ALA dues	$125	$115
SELA dues	$100	$60
Other dues	$300	$500
ALA Washington Office	$200	$200
North Carolina Libraries & *Tar Heel Libraries*	$24,000	$29,800
Scholarships	$4,200	$5,000
Sections	$12,000	$15,000
Spring Workshop	$600	$1,000
Biennial conference	$22,000	$30,000
Governmental Relations Committee	$0	$2,000
Other committees	$2,575 (all)	$2,000
Total	$80,000	$97,000

Goals and Objectives Committee — Biennial Report

The Committee has as its goal the development of a model for NCLA which would reflect the membership's priorities. It will include the organizational structure necessary to accomplish those priorities. The model will be presented to the Executive Board in the 1981-83 biennium.

During the 1979-81 biennium, the Committee has collected information on organizational structures of professional associations, organizational information about NCLA, and designed a questionnaire to test membership attitudes. The data collection using the questionnaire will begin in January 1982. Upon analysis of the data, development of a model will proceed.

Valerie Lovett, Chairman.
Patsy Hansel.
Jean Johnson.
Sue Scott.
Leland Parks.
Sangster Parrot.
Beverly Gass.
Mary Craven Smith.

Governmental Relations Committee — Biennial Report

The Governmental Relations Committee met at the Spring workshops in Boone and Wilmington to plan activities. Our major goals were to contact Congressmen concerning Federal funding of various library programs. NCLA was represented in Washington, on April 15, 1980 by Carol Southerland, Tommie Young, Shirley McLaughlin, Annette Phinazee, Rolly Simpson, David McKay and Arial Stephens. On April 7, 1981 Arabelle Shockley, Ken Shearer, Shirley McLaughlin, David McKay, Miriam Ricks, Annette Phinazee and Arial Stephens talked with Congressmen or their aides. Both years we had the pleasure of Library Science students from North Carolina Central University, who joined the delegates for each appointment. The information presented was well received on Capitol Hill, and in many instances was followed up by correspondence on specific subjects of interest to the Congressmen. Each Congressman was mailed a copy of Marian Leith's LSCA summary presented on her retirement from the State Library.

Other activities included furnishing mailing labels for NCASL and funding for a note of appreciation to state Senator Edward Renfrow under the direction of Jean Johnson in June, 1980, and NCLA mailing labels furnished Carl Stewart following his talk to the NCLA.

Ernie Tompkins set up a political action network to get the word out when necessary and Leland Park created a mailing list of influential citizens and librarians to respond to needed action-

All committee members were responsible for numerous individual responses to the need for governmental relations at various times of the biennium.

The Committee would recommend the continuation of our participation in Legislative Day in Washington during National Library Week as a very economical use of Association funds. We would also recommend some carryover of the delegates to Washington. We found that one or two persons being remembered from the previous visit facilitated the discussions with the aides and Congressmen.

Arial Stephens, Chairman.
Louise V. Boone.
Elsie Brumback.
Paula Myrick Fennell.
Trish Gwyn.
Mary M. Horres.
Leland Park.
Annette L. Phinazee.
Ernie Tompkins.
Margaret Riddle.
Jan Carpenter.
David McKay.

Honorary and Life Membership Committee — Biennial Report

At its biennial meeting it is customary for the North Carolina Library Association to recognize persons as Honorary or Life Members of the Association who have made outstanding contributions to librarianship in the State.

Honorary memberships may. be given to non-librarians who have rendered service to the library interests of the State at a time considered appropriate in relation to the contribution made.

Honorary memberships in the name of professional librarians who served as a member of NCLA, made outstanding contributions to librarianship, and died prior to retirement will be recognized.

Life memberships may be given to retired librarians who have served as members of NCLA and who have made noteworthy contributions to librarianship above the local level in the State.

Recommendations for these honors are made to the Honorary and Life Membership Committee, who in turn forward nominations to the Executive Board for approval. This biennium we are fortunate to have representatives from academic, public, school, and special libraries, as well as two non-librarians.

The Committee received beautiful letters of nomination for these honorees. We identify the librarians who receive Life Memberships in the Association, first.

In alphabetical order, the Life members for 1981 are:

Cora Paul Bomar

Cora Paul Bomar began her professional career as a teacher of grades 1 through 8 in a rural one room school in West Tennessee in 1932. Except for one and a half years as production supervisor in an arsenal plant during World War Il and a half year off for study, her work in education has been continuous from that date. During this time, by studying in the evenings, on Saturdays and in the summers, she earned three degrees — the B.S. in Education from the University of Tennessee, the Master of Library Science from George Peabody College and the Master of Arts in Elementary Education from the University of North Carolina at Chapel Hill. Few people in education have been privileged with a career as varied and comprehensive as hers has been. She has been a classroom teacher in rural and urban settings at the elementary, junior high, senior high, junior college and university levels, as well as an instructional supervisor for grades 1-12. Her library career covers elementary ‘and secondary school libraries, a junior college library, the directorship of a state school library program and teaching in graduate library science programs at the University of North Carolina at Chapel Hill and the University of North Carolina at Greensboro. She has also served as visiting lecturer at several universities, including the University of South Carolina, Louisiana State University, University of Tennessee, and Syracuse University.

For eighteen years (1951-1969) Cora Paul Bomar was on the staff of the North Carolina Department of Public Instruction where she gave leadership to the development ‘of school libraries in North Carolina and the nation. In 1966 she was appointed the first director of the Division of Educational Media in the Department and in the capacity directed a comprehensive state educational media program encompassing school libraries, audiovisual education, instructional television, the Materials Review and Evaluation Center, the Education Information Center, and Federal programs for instructional materials. She worked for increased State appropriations for libraries and for passage of Federal legislation relating to libraries and education, and testified in support of Federal legislation before House and Senate committees of the U. S. Congress on six occasions.

Throughout her professional career, Cora Paul Bomar has been active in professional library associations at state, regional and national levels. She has served as president of the Association of State School Library Supervisors, the American Association of School Librarians, and the Library Education Division of the American Library Association. She has chaired or been an active member of numerous committees in these organizations. At the regional level, Cora has served the Southeastern Library Association as president and as a member of the Executive Board and other important committees. She is a member of Beta Phi Mu and served as international vice president and president from 1964 to 1966. She has served the North Carolina Library Association in many capacities — to mention a few: ALA Council Representative, SELA Executive Board Representative, Governmental Relations Committee, Representative to the State Council for Social legislation, and as Guest Editor of *North Carolina Libraries* featuring school libraries. Currently Cora is active in the North Carolina Chapter, Special Libraries Association. She has served as second vice president, as chairman of the ad hoc Committee to Draft Guidelines for the Student Paper Award Competition, and was elected Spring 1981 to a two-year term as Director member of the Executive Board.

Cora Paul Bomar has served on many commissions, councils, and advisory boards, such as governor's commissions on education and libraries, the U. S. Office of Education's Advisory Committee on New Educational Media, the National Catholic Education Association's Advisory Council on Educational Technology, North Carolina Association for Social Legislation (served as president 1969-70), and many others. She is well known for her efforts in promoting library development, the planning of school library facilities, and in the evaluation of school libraries and library education programs. She has served as consultant to many individual schools and accrediting agencies, such as the Virginia Department of Education, Maryland Department of Education, Georgia State Department of Education, Southern Association of Colleges and Schools, Association of American Bi-National School of Latin and South America, and school systems in North Carolina, Virginia, Tennessee, and South Carolina.

Cora Paul Bomar has been the recipient of many awards and honors throughout her professional career. In 1970 she received the Mary Peacock Douglas Award, which is presented by the North Carolina Association of School Librarians. And on April 28, 1979 her colleagues, students, and alumni endowed the Cora Paul Bomar Lecture as a tribute for the ten years she served as professor of library science at the University of North Carolina at Greensboro. This fund brings to the University each year a distinguished speaker from the library profession for the meeting of the LS/ET Alumni Association.

To say that Cora Paul Bomar has retired would be inaccurate. For she continues her active support for library development, her consultation and advising to her former students colleagues, and her active participation in professional associations and civic organizations.

Hoyt Galvin

Hoyt Galvin is awarded life membership in the NCLA for distinguished leadership in public librarianship. Positions held during his career include: a reference assistant; an order librarian; and a university librarian. Directorships were held with the regional library of Huntsville, Alabama and the Charlotte-Mecklenburg County Public Library.

Internationally he is recognized as an expert in public library buildings. Mr. Galvin was a consultant to academic institutions, public library agencies, the U.S. Office of Education, and UNESCO.

As a participant in professional associations, Hoyt Galvin, served as a member of library boards, chairman of professional committees, and president of NCLA and SELA. He has edited and authored several publications on public library buildings.

Marjorie Jane Hood

Today we cite Marjorie Jane Hood for contributions to academic librarianship. She served as a cataloger and head of the circulation department at the University of North Carolina at Greensboro. Miss Hood is the author of *Circulation Work in Administration of the College Library*. A third edition was published in 1961.

Miss Hood was treasurer of the NCLA for six years.

Marian Leith

Dear to the heart of our next honoree, Marian Leith, is the State Library's Special Services Section. She nurtured the library for the Blind and Physically Handicapped from its infancy into the regional library serving 32,000 visually and physically handicapped North Carolinians at the time of her retirement.

Marian retired April 30, 1980 after an 18-year career with the State Library in Raleigh. Her career included positions as reference librarian, assistant state librarian, and acting state librarian following the death of Phillip Ogilvie until David McKay was appointed.

President Gerald Ford appointed Mrs. Leith to the National Commission on Libraries and Information Service. She was involved with the White House Conference. Mrs. Leith also served on a variety of NCLA and ALA committees.

Marianna Long

Marianna Long has given continuous service in law librarianship. She has been a cataloger, assistant law librarian, acting law librarian, and the law librarian at the Duke University Law Library. She worked as librarian in the Iredell County Library and then returned to the Duke University Law Library.

Marianna has given many years of service in NCLA, serving as treasurer for 9 years and as second vice president for 2 years.

Louise Moore Plybon

Louise Moore Plybon. In addition to her contributions in school, public and college librarianship Mrs. Plybon has made a major contribution to the profession in library education. She served as an instructor in the Library School UNC (Chapel Hill); a librarian in the Eastover School, Charlotte; a Director, Special Project in acquisition and cataloging at Charlotte College, now UNC (Charlotte); a teacher and then as head of the Department of Library Science at Appalachian State Teachers College, now Appalachian State University.

She imbued her students and colleagues with a deep sense of professionalism to librarianship. Mrs. Plybon published *Rainbow Reading Record for Children*.

The talents of Louise Plybon were further recognized as she served on the Executive Board and on many committees 'of this Association.

Mary Elizabeth Poole

Mary Elizabeth Poole is awarded Life Membership in the North Carolina Library Association in recognition 'of her distinguished contributions to documents librarianship. Miss Poole gave 34 years of service to North Carolina State University as the head of the Documents Department and through her skill and dedication, has created in the D. H. Hill Library a government documents collection that is outstanding in its scope and organization, recognized as one of the finest in the nation.

Aside from her work in this Library, her contributions to documents librarianship are well recognized nationally and internationally. Over the years, she has published numerous checklists and indexes that have been invaluable aids to all documents librarians. Among these is *Documents Office Classification*, a checklist of classification numbers assigned in the Office of the Superintendent of Documents to all federal documents, which was first published in 1945. No where else within the limits of one publication may be found a complete listing of all of these classification numbers. The initial volume has been updated continuously to date.

Her latest work was a "Classes Added" edition of the *Monthly Catalog of U.S. Government Publications*, 1895-1924, a monumental work comprising 30 volumes, published in 1976 by Carrollton Press.

As a measure of Miss Poole's dedication and devotion, she has given royalties of over $17,000 from her publications to the D. H. Hill Library for purchase of materials for the documents collection. Miss Poole has published numerous 'other indexes of value to documents librarians.

Honorary Membership in NCLA

Mary Frances Kennon Johnson

Mary Frances Kennon Johnson was recognized nationally for her contributions to librarianship. She rose from a teacher/librarian to: elementary school librarian; school library specialist; associate supervisor of school library services, State Department of Public Instruction; director, School Library Development Project, ALA; instructor of library education, assistant professor, professor and chairperson of the Library Science Division in the School of Education at the University of North Carolina at Greensboro.

She served as a speaker, a consultant, and as an evaluator to varied school media programs at the local, state, regional and national levels, and to professional associations, as well as USOE.

Mary Frances 'authored and edited professional publications. She was a member of Executive Boards, publishing boards, executive committees, advisory councils, study commissions, etc., in the professional associations at all levels.

Her honors were many, including the NCASL's Mary Peacock Douglas Award for outstanding contributions to libraries in North Carolina.

Philip Smythe Ogilvie, Jr.

Philip Smythe Ogilvie, Jr. was a man of learning, understanding, and a humanitarian. He served as: a college librarian; a public librarian; a director of regional libraries; and as the State Librarian of North Carolina.

Under his leadership as State Librarian public libraries were located in each of our 100 counties in North Carolina. He established a cataloging service and a WATS Line Service for local libraries.

During his tenure, film service and talking books to the blind and the physically handicapped received increased emphasis.

[Photographs: Portrait gallery of honorees. Labels identify Cora Paul Bomar, Marian Leith, Mary Lynn Jordan, John Emanuel Dotterer, M.D., Hoyt Galvin, Marjorie Jane Hood, and Louise Moore Plybon.]

John Emanuel Dotterer, M.D.

John Emanuel Dotterer, M.D., has been a physician in Sanford, N.C. since 1946. His wife, Elizabeth James Dotterer, M.D., has practiced medicine along side him and shared his love of books and libraries. John Dotterer has been a supporter of the public library of his community since he came to North Carolina. His support has come in many forms, but most significantly through his service as a member of the Lee County Library Board, as Chairman since 1955, and as a county commissioner and as treasurer of the Lee County Commissioners. Through the encouragement, foresight, and persistence of John Dotterer, Lee County has a beautiful, spacious, and well-stocked public library. We understand that among some people in Lee County the library is known affectionately as "Dr. John's Library." Dr. Dotterer's office is across the street from the library! The citation reads:

> In Acknowledgment and Appreciation of continuous and noteworthy contributions to the advancement of public library service in Lee County and in North Carolina an Honorary Membership in the North Carolina Library Association is hereby conferred on John Emanuel Dotterer, M.D. this 7th day of October, 1981

North Carolina public libraries depend on strong, professional, library leadership. They also depend on citizens involvement and leadership. Mary Lynn Jordan of Fayetteville, N.C., is an example par excellence of this citizen involvement and leadership.

Her personal life has been intimately involved with medicine. She began her career in nuclear medical research, then married a doctor, and now has four sons in medical school. But her community service has been dedicated to the cause of encouraging the provision of library services to all the people.

In 1960 she founded the Friends of the Cumberland County Public Library organization which now boasts hundreds of members. For over seven years she served on the Board of Trustees of the library, including two terms as chairman. During that time the library budget was increased 400% to over $1.2 million. Fayetteville's lady mayor calls her the "finest library proponent a city could have."

For three terms she served as a member of the State Library's LSCA Advisory Council and has been active in the Friends of North Carolina Public Libraries. She was elected secretary of the Trustees Section of the Southeastern Library Association and has been active in the NCLA Public Library and Trustees Sections. And wherever those interested in libraries are assembled — in local meetings or state or regional conventions — she has been there.

For her example as a concerned citizen who has worked actively for libraries in her city, state, and region, The North Carolina Library Association is proud to honor MARY LYNN JORDAN with honorary membership.

Miriam Ricks, Chairman.
Shirley McLaughlin.
Bess Hollingsworth.

Katherine S. Shropshire.
Cindy Pendergraft.
Jane Wright.
Hatti R. Pendergraft.
Kay Bullard.
John Barker.

Intellectual Freedom Committee — Biennial Report

A. Goals

1. To be alert to any evidence that censorship or abridgment of the freedom to read is advocated or practiced in the state and to ascertain full facts regarding such threats.
2. To collect and make available to all interested parties information useful in combating attacks on intellectual freedom.
3. To urge librarians to adopt written selection policies and secure approval of such policies by their local boards and to cooperate with the Governmental Relations Committee in opposing any statutory abridgment of freedom in the selection and use of media.
4. To give information and aid, if requested, to librarians faced with a censorship problem and to become visible as a committee as a source of help to librarians.

B. Achievements

1. Held quarterly meetings and maintained monthly contacts by telephone or memoranda.
2. Reported activities to American Library Association Office for Intellectual Freedom, Southeastern Library Association, and NCLA Executive Board.
3. Responded to over 100 requests from librarians across the state in the form of selection policies, advice, procedures, letters, telephone calls, and presentations.
4. Granted interviews to reporters from NBC, CBS, AP and UPI wire services, Tar Heel Magazine, *New York Times*, WTVD-TV (Durham), WBTV-TV (Charlotte), WOOW (Greenville), WITN-TV (Washington), WFNC (Fayetteville), and WNCT-TV (Greenville).
5. Reported to *North Carolina Libraries*, including summary of survey made by previous IFC and article “A Bibliographical Primer to Intellectual Freedom.”
6. Prepared chronological news clippings notebooks on intellectual freedom.
7. Proposed and had approved by Executive Board:
    a. General session slot on intellectual freedom at NCLA/SCLA Joint Conference with John Henry Faulk as speaker.
    b. Initiation of presentation of NCLA Intellectual Freedom Award.
    c. Membership by NCLA in Freedom to Read Foundation.
8. Made contact with governmental officials in areas where hearings on censorship were planned.
9. Made presentations on intellectual freedom to Guilford County Library Club, N. C. Association of School Librarians, Public Library Section Loose Region, N. C. High School Library/Media Association, N. C. Learning Resources Association, Librarians of Lenoif County, UNC-G Friday

Forum Series, Durham County Library Association/NCCU Seminar on Intellectual Freedom including State Moral Majority Chairman the Reverend LaMarr Mooneyham, Winston-Salem/Forsyth County Public Schools Media Coordinators, Metrolina Library Association, and ECU Library Science Alumni Association/Greenville-Pitt County Media Society Lecture Series.

10. Made contact with Intellectual Freedom Committee chairmen in Virginia and South Carolina.
11. Made almost weekly contact with American Library Association Office for Intellectual Freedom (Judith Krug, Roger Funk, Bob Doyle, Hank Reichman)
12. Had numerous letters to the editor published in state newspapers.
13. Nominated Amanda Bible for the John Phillip Immroth Intellectual Freedom Award but committee decided not to make the award in 1981.
14. Negotiated the Social Issues Resources Series, Inc. cash awards to supplement the NCLA Intellectual Freedom Award plaque. Resulted in $500 to the recipient, $500 to the library of the recipient if supporting, and conference expenses for the recipient. (SIRS has agreed to make this an annual award.) The 1980-81 recipient was Amanda Bible (Columbus County Public Library). Certificates of merit were also given to Christine Miller (Buncombe County Schools) and Steven Stobbe (North Iredell High School).
15. In the General Assembly, investigated House Bill 121 and testified at Senate and House of Representatives' hearings in opposition to Senate Bill 295 which would have repealed the adversary hearing portion 'of N. C. anti-obscenity legislation. The bill eventually received an unfavorable report. Negotiated a letter/telephone campaign to legislators serving on the hearing committees. Maintained close contact with other forces speaking against the bill.

C. Projections and continuing activities

1. Continue goals identified at beginning of biennium.
2. Devise means of increasing visibility of committee even more. 3. Continue to offer services in making presentations on intellectual freedom, granting interviews to media, writing letters to the editor, and providing documents to be used as ammunition in maintaining the right of an individual to choose. Numerous presentations have already been planned.

Gene D. Lanier, Greenville, Chairman.
Jean Amelang, Hickory.
Mary Ann Brown, Raleigh.
Nelda G. Caddell, Cameron.
Scottie W. Cox, Goldsboro (deceased).
Martha E. Davis, Greensboro.
Elizabeth Detty, Salisbury.
Jim Foster, Sanford.
Jane Freeman, Belmont (resigned).
Barbara Hempleman, Swannanoa.
Gayle Keresey, Rieglewood.
Suzanne Levy, Chapel Hill (resigned).

George Linder, Durham.
R. Philip Morris, High Point.
Clarence Toomer, Raleigh.

Library Resources Committee — Biennial Report

At the 1980 Spring Workshop, the Library Resources Committee decided to work on a resources manual for disaster preparedness. Members were given various tasks to research or prepare for the manual. Barbara Clark resigned as Chair. In March 1981 Dr. Patrick Valentine was appointed in her place. At the 1981 Spring Workshop, the Committee decided to continue with the disaster preparedness project. Dr. John Sharpe volunteered to write a draft manual while Duane schneider coordinated further research. NCLA President H. William O'Shea had also requested that the 'Committee investigate the status and suitability of the 1972 North Carolina InterLibrary Loan Code. Michelle MacCaughelty volunteered to prepare a report on the Code. Valentine agreed to present a program at the 1981 NCLA Convention on special library resources in North Carolina.

At the NCLA/SCLA Convention in October 1981, Sharpe presented his draft of the preparedness manual and further ideas for its publication. MacCaughelty reported that the N. C. ILL Code does need revising and she recommended that a Task Force of representative librarians be formed. The Committee agreed to pursue this path at the 1982 Spring Workshop. The Committee formed a Publications Subcommittee to prepare the *Disaster Preparedness Manual for Libraries* for publication. Valentine presented a program to the Convention entitled "Foreign Language Resource Materials: An Example of Library Cooperation in North Carolina."

The Library Resources Committee anticipates publication of the *Disaster Preparedness Manual* sometime in 1982, as well as a program on disaster preparedness for the 1982 Southeast Library Association convention. During 1982 the Committee anticipates further exploration of the need for revision of the North Carolina InterLibrary Loan Code.

Barbara Clark, Chairman, 1980.
Patrick Valentine, Chairman, 1981.
John Thomas.
Karen Seawell.
Barbara Miller.
Larry Davis.
Duane Bogenschneider.
James Thompson.
Louise Roundtree.
Robert Gaines.
Joy Hays.
Jean Becker.
Judith Davie.
Betty Jo Garrett.

Clara Crabtree.
Mrs. Leo Falls.
Lanny Parker.
John L. Sharpe, III.
Michelle MacCaughelty.

Media Committee — Biennial Report

Three presentations were developed for the 1981-82 NCLA/SCLA Conference in Charlotte- they were organized around needs identified by a survey which was circulated to the membership through *TAR HEEL LIBRARIES*. The presentations included PLANNING FOR THE FUTURE OF TECHNOLOGY FOR TELEVISION, A FORUM ON LIBRARIES AND NEW TECHNO- LOGY, and THE EVALUATION AND MAINTENANCE OF AUDIOVISUAL EQUIPMENT.

In addition, a process for computer cataloging 16mm film was initiated through the North Carolina State Department of Public Instruction.

Finally, the name of the AV Committee was changed to Media Committee to broaden the focus of future committee work.

Bill Pendergraft, Chairman.
Marcia Bradshaw.
Julia Elam.
Donald Chauncey.
Nona Fitzpatrick.
Susan Parris.
Ed Sheary.
Shirley Wilkins.
Jeannette A. Woodward.
Murrill Smith.

Membership Committee — Biennial Report

The Membership Committee of NCLA set as its primary goal during the 1980-81 biennium the reprinting of the membership solicitation brochure. New brochures were printed in early 1980 and have been widely distributed since that time. Because of several changes in the dues structure, this brochure is now out-of-date and should be discarded. During the recent NCLA/SCLA Joint Conference a Membership Table was manned by members of the committee and by other volunteers. This effort secured many new members for NCLA. Although the committee had originally explored the idea of canvassing various NCLA sections, it was later determined that this was an unnecessary activity and no further action was taken.

Because it has been several years since a major revision of the membership brochure was done, it is recommended that the brochure be completely revised and reprinted as soon as possible. Also, the

manning of a Membership Table at the biennial conference proved to be worthwhile, and it is recommended that this activity be continued.

Philip W. Ritter, Chairman.
William G. Bridgman.
Mary Frances Crymes.
Frances H. Hall.
Gwen Jackson.
Daryl L. Lamb.

Networking Committee — Biennial Report

Goals

In a memo to the NCLA Networking Committee dated March 25, 1980, President O'Shea suggested that the Committee address the following five items:

1. NCLA section representatives should be charged with informing their sections of networking proposals and how they affect each type library.
2. Policy makers should be brought together to lend their guidance and support of networking programs.
3. NCLA should support and endorse the implementation of networking through Board action.
4. NCLA Governmental Relations Committee should represent NCLA to government in seeking funds and legislation for networking.
5. The Networking Committee could sponsor association workshops and programs to insure understanding, participation, and support within the library community.

On March 29, 1980 the Networking Committee identified the following eight tasks for itself:

1. Define the term “networking” as it will be used by this committee. Networking has been preliminarily defined as: “The linking of two or more libraries with computer based operations by telecommunications.”
2. The Committee will identify networking plans and projects within the State.
3. The Committee will communicate to the policy makers of existing and proposed networking projects the existence and charge of this committee.
4. The Committee will inform the various sections of NCLA of the networking projects and
5. proposals and how each affects or could affect each type of library.
6. The Committee will attempt to bring together the policy makers of existing and proposed networking projects for mutual consultation on networking projects.
7. The Committee will identify and recommend networking projects for the Executive Board’s support and endorsement.
8. The Committee will recommend to the NCLA Governmental Relations Committee that it support legislation and funding for networking projects in all types of libraries.

9. The Committee will take as a long range project the sponsoring of association workshops and programs to improve understanding, encourage participation and increase support within the library community.

Achievements

During the biennium, the Networking Committee completed two projects:

1. Worked with the N. C. State Library Ad Hoc Committee on Multitype Library Cooperation to provide input to the working paper "*Access to Information for North Carolinians*."
2. Planned and carried out a program for the NCLA/SCLA joint conference held in Charlotte during October 1981. The program featured Dr. Joseph Hewitt (Associate Director': UNC-CH libraries) speaking about the Triangle Research Libraries Network.

Projections and Continuing Activities

The Committee Chairman for 1979-81 accepted employment outside North Carolina and therefore resigned from the Chairmanship as of May 30, 1981. A new appointment for the period June through October 1981 and for the 1981-83 biennium was made by President O'Shea and President-Elect Bell. The new chairman expects to continue working closely with the State Library and to review, clarify and prioritize the goals listed above. Planning for the next biennial conference will also be on the committee's agenda.

Ruth M. Katz, Chairman 1981-83 Networking Committee (Reporting for Joseph Boykin).

Joseph Boykin, Chairman.
Mertys Bell.
James F. Govan.
Pam Doyle.
Elsie Brumback.
David McKay.
Shirley McLaughlin.

Resolutions Committee — Biennial Report

Resolution 1

Whereas, the late Wayne S. Yenawine, former Dean of the College of Librarianship, University of South Carolina, gave many years of inspired leadership in the field of library education in the state of South Carolina, [text unclear in scan] 'and the nation;

and, whereas, his wisdom, guidance and [text unclear in scan] colleagues will be sorely missed;

then be it Resolved, that we express our gratitude for his many years of service to the profession and that this resolution be recorded in the official record of our meeting and that a copy be sent to his wife, Marjorie Yenawine, and to his family.

Resolution 2

Whereas, the Intellectual Freedom Committee and particularly Dr. Gene Lanier, chair, have worked long and diligently to further the course of intellectual freedom in North Carolina, particularly in the demise of Senate Bill 295;

Resolved that the conference assembled on October 9, 1981, express to Dr. Lanier and his committee members its sincere gratitude for their efforts.

Resolution 3

Whereas, the North Carolina Library Association and the South Carolina Library Association, assembled for the first time in joint conference, have experienced a successful and enjoyable meeting in Charlotte, North Carolina, October 7, 8, and 9, 1981, and sincerely appreciate the numerous courtesies extended to the members of both associations;

Be it Resolved, that we express our gratitude: to Mayor Eddie Knox for his warm welcome; to the staffs of the Radisson Plaza and the Civic Center for their gracious provision of accommodations and services which facilitated the success of the Conference; to Joseph Ruzicka - South, Inc. for donating the printed programs; to the NCLA/SCLA Joint Conference Committee, especially the chair, Ariel Stephens; to Mary Frances Crymes and Barbara Asbury for coordinating local arrangements; to Frances Ellison and Lovenia Summerville and the personnel at the registration desk; to Leland Park, Evelyn Criminger, and Drucilla Reeves, for coordinating the exhibits; to all the exhibitors for their excellent displays and helpfulness and for their provision of refreshments; to Phil Nolan, the official photographer, and Barney Lisk, for sound recordings; to the speakers who enlightened and entertained us, including Tom Wicker of *the New York Times*, Leon Martel, formerly of the Hudson Institute, John Henry Faulk, storyteller, entertainer, and philosopher, and Peggy Sullivan, Immediate Past-President of the American Library Associations to the librarians of Charlotte and Mecklenburg County and others who were involved in the extensive preparations for the Conference; and to members of the two associations who planned and participated in the programs and sessions, especially NCLA President William ‘O'Shea and President-Elect Mertys Bell, SCLA President William Summers and President-Elect Gerda Belknap, the members of both Executive Boards, the Section Officers, and the Committee members; and be it further Resolved, that a copy of these resolutions be included in the official Minutes of the Conference and be distributed to the communications media.

Mae Tucker.
Rob Williams.
Fred Roper, Chairman.

Scholarship Committee — Biennial Report

During 1981, the Scholarship Committee of the North Carolina Library Association announced the award of three scholarships:

Mrs. Patricia Siegfried—NCLA Memorial Scholarship, $1,000.
Miss Myra Godwin—NCLA Memorial Scholarship, $1,000.
Miss Susan Smith—Query-Long Scholarship, $500.

Four other applicants were awarded loans of $200 from the McLendon Loan Fund. The award winners were selected from twenty-three applicants.

Applications for the 1982 scholarships will be accepted until March 15, 1982. Application forms are available from the Chairman of the committee:

Mrs. Elizabeth J. Laney Route 1, Box 281 F

Spring Hope, NC 27882 Telephone: 919-793-2114

Members of the Scholarship Committee were:

Eugene Huguelet.
Marjorie Lindsey.
Myrtle McNeill.
Anne Sanders.
Diana Tope.
Elizabeth J. Laney, Chairman.

North Carolina Library Association: Minutes of the Biennial Meeting

October 7, 1981

The North Carolina Library Association met during the NCLA/SCLA Conference on October 7, 1981 at 11:30 a.m., in the Independence Ballroom, Radisson Hotel, Charlotte, NC.

President O'Shea presided.

Mr. O'Shea recognized Leonard Johnson, Co-chairman of the Constitution and Codes Committee, who discussed the constitutional revisions and moved that the Board accept the revisions as published in the summer issue of NCL. The motion was seconded and a discussion followed. A move to amend was made to change Article VIII, No. 9 (p. 70) to read as follows:

"Representatives to the North Carolina Public Certification Commission. The Executive Board shall nominate an individual who has been selected by the Public Library Section to be named by the Governor to serve, with the chairman of the Public Libraries Section and the Chairman of the North Carolina Association of Library Certification Commission as required by the General Statutes of North Carolina (G.S. 143B-68).

The amendment and the motion passed.

President O'Shea recognized Gene Lanier, Chairman of the Intellectual Freedom Committee- Mr. Lanier expressed appreciation to his committee and to librarians across the state for their help and

support during the year. He presented Awards of Merit to the following people for protecting the right to read in North Carolina:

Christine Miller Supervisor Media Service Buncombe County Steven Stobbe English Teacher Iredell County Mr. Lanier also presented the first NCLA Intellectual Freedom Award to Amanda Bible, Director, Columbus County Public Library. He praised Ms. Bible for doing such an outstanding job in her battle against censorship. Mr. Lanier recognized Elliot Goldstein, President, Social Issues Resources Series, Inc., who supplemented the award with cash. Mr. Goldstein presented a check to Amanda Bible for $500.00 and a check to the Columbus Public Library for $500.00. Ms. Bible expressed her thanks to all and especially to her board of trustees for their support. President O'Shea recognized Miriam Ricks, Chairman, Honorary and Life Memberships Committee. Ms. Ricks presented awards to the following people: Life Membership

Cora Paul Bomar Hoyt Galvin

Marjorie Hood Marian Leith Marianna Long Louise Moore Plybon Mary Elizabeth Poole

Honorary Membership Mary Frances Johnson Philip Oglevie John Dotterer Mary Lynn Jordan

Mr, O'Shea recognized Elizabeth Laney, Chairman, Scholarship Committee, who announced recipients of scholarships awarded in 1980 and 1981: **NCLA Scholarships 1980:** Margaret Crownfield, Cora Ball, Frances Bradburn. **NCLA Scholarships 1981:** Patricia Siegfried, Myra Godwin, Susan Smith. Mrs. Laney stated that for 1981 three applicants were selected from twenty-three and that four others will be awarded loans of $200.00 each. The meeting adjourned at 12:30 p.m.

Old/New Executive Board Meeting, October 9, 1981

The NCLA Old/New Executive Board met on October 9, 1981, at 5:15 p.m., in the Mecklenburg Room, Radisson Hotel.

President O'Shea presided.

Mr. O'Shea recognized President/Elect Mertys Bell, who thanked the NCLA/SCLA Joint planning Board and 'Arial Stephens and Mary Frances Crymes (local arrangements) for their work in helping to make the conference so successful.

Arial Stephens gave a conference report. He stated that at least 1500 were in attendance, including exhibitors. He announced that the 1983 conference will be in Winston-Salem, October 4-8, 1983.

Jon Lindsey reported that photographs taken during the conference will be available for purchase at the next Board meeting.

President O'Shea recognized Pat Scarry from the ALA Chapter Relations Office. She spoke to the Board on services available to the association from the ALA office and congratulated members on an outstanding conference.

Before turning the gavel over to President/Elect Mertys Bell, Mr. O'Shea expressed his thanks to the Board for the support and help that he had received during his term as NCLA President, The Board

gave Mr. O'Shea a standing ovation and presented him with a plaque in appreciation for a job well done.

Leonard Johnson, Constitution and Code Handbook Committee, reported on the Handbook. He stated that there are still some revisions which will have to be made. However, he said that 50 copies were available for the new NCLA Executive Board members. He asked that President Bell be notified should any constitutional revisions be made during the conference.

President Bell announced the date for the next Executive Board meeting will be December 3-4, at Meredith College. This will be an orientation meeting for old and new members. The dates for the Spring Workshop will be March 19-20 at Greensboro College.

For her first appointment, Ms. Bell appointed Jon Lindsey as editor of *North Carolina Libraries*.

Bob Pollard gave the Treasurer's Report for the period July 1, 1981-September 30, 1981. He stated that many checks have been written during the conference and that the balances shown on the financial sheets would soon be changing. Mr. Pollard discussed with the Board information provided by the computer.

Mr. Lindsey suggested that a membership list be prepared for the December meeting for distribution to the section chairmen.

The meeting adjourned at 8:00 p.m.

Secretaries: David Harrington and Mary Jo Godwin.

Presidents: Bill O'Shea and Mertys Bell.

Resources and Technical Services Report

Election of officers and executive committee

In accordance with the RTSS Bylaws, the officers of RTSS were elected during the regular business meeting Oct. 10, 1981. Officers of the section plus other specified members comprise the executive committee listed below.

Chairman: Doris Anne Bradley, UNCC, Charlotte.
Chairman elect: Dr. Benjamin F. Speller, NCCU, Durham.
Secretary/Treasurer: Carol B. Myers, Public Library of Charlotte & Mecklenburg County.
Director: Lynne D. Lysiak, Appalachian State University, Boone.
Director: Margaret Bennett, St. Andrews Presbyterian College, Laurinburg.
Ex-officio Chairman: Mrs. Lillie Castor, Raleigh.
Chairman of Serials Interest Group: Joline Ezzell, Duke University, Durham.
Section editor: Susan M. Kerr, Rowan Public Library, Salisbury.

Best Article Award

The 1978/81 Best Article Award was granted to Paul Knight for his article "Cataloging with OCLC/RLIN". Mr. Knight is a cataloging librarian at Wichita State University. $100 was donated for this award by Microfilming Corporation of America.

Best Article Award Guidelines

In order to encourage librarians to submit articles to *North Carolina Libraries* (NCL) and to promote an awareness of technical services, the Resources and Technical Services Section (RTSS) of NCLA will present, biennially, a monetary award of $100 for the best article published in NCL in the fields of resources or technical services. The criteria are described below. If no article is judged to be of sufficient quality, then no award will be given for that biennium.

Presentation, The award will be announced publicly at the NCLA conference. The recipient will be notified approximately one month prior to the conference.

Selection committee. The winner will be selected by a three member panel. The RTSS editor for NCL will be the chair.

Criteria. The following areas should be considered, where appropriate, in evaluating articles for the award.

1. Content: the article should deal specifically with resources or technical services. It should present ideas that are applicable to libraries in the State. It should show an awareness of trends and invite further discussion. The facts presented should be supported by research with sources noted and correctly cited. Opinions should be supported by data. New ideas should be presented or older concepts presented in a new perspective. Articles should build on past research to present new concepts or applications.
2. Presentation: the article should present facts and concepts in logical order and difficult or unusual concepts should be explained. Various sides of an argument should be presented. If the article describes specialized situations, it should suggest the applicability of the concept to other libraries. The style may be either formal or informal, but it should avoid the use of jargon. Further, the article should be specific, to the point, and readable.

RTSS discussion groups and interest groups

In an effort to facilitate learning and information sharing among technical services librarians in North Carolina, the section is offering to sponsor two types of opportunities for sharing information, ideas, problems, and solutions: the Discussion Group and the Interest Group. The Discussion Group, informal, flexible, and short term, may be formed at any time in response to a particular event or as new subjects of interest come to the fore. The Interest Group is a formal part of RTSS, and affiliation is intended to be an active and long term one. An Interest Group may develop from a Discussion Group or be formed directly without previous organization.

If you wish to organize a Discussion Group, send a letter to the Chairman of RTSS stating the group's interest and purpose. To form an Interest Group, a petition with the signatures of at least ten RTSS

members must be submitted to the Executive Committee. Further details and copies of the petition may be obtained from any member of the committee.(Committee members are listed above.)

1981 Spring Symposium Papers

RTSS has available as a packet the following papers or speaker's notes from the 1981 Spring Symposium: 'Automation in Technical Services.

Automated Acquisitions:

BATAB / Amanda Harmon

OLAS / Mattie Sink

Automated Circulation:

ORRIS-1 / William C. Horner

DataPhase / Susan M. Kerr

Retrospective Conversion:

Science Press / Martha Davis

OCLC/SOLINET / Margaretta Yarborough

Automated Cataloging:

OCLC/SOLINET / Lynne Lysiak

MINIMARC / Roberta Stevens

Local Design, Multiple Use System / Shirley C. McLaughlin

The cost is $6.00 including postage and handling. Orders must be received before January 31, 1981. Please include payment with order. Make check payable to the North Carolina Library Association in care of

Carol B. Myers, RTSS Secretary/Treasurer

1322 Heather Lane, Charlotte, NC 28209.

Please include your name and mailing address.

North Carolina Library Association Membership

Please complete information below.

Membership number: _____
Name: first, middle, last: _____
Position: _____
Business address and ZIP code: _____

Mailing address (if different from business) and ZIP code: _____
New membership or renewed membership: _____

Mail to: Mr. W. Robert Pollard, Treasurer, NCLA, P.O. Box 5082, NC State University Station, Raleigh, North Carolina 27650.

To enroll as a member of the Association or to renew your membership check the appropriate type of membership and the sections which you wish to join. NCLA membership entitles you to membership in one of the ten sections shown below at no extra cost. For each additional section, add $4.00 to your regular dues.

As a member you will receive *North Carolina Libraries*, the publication of the Association.

Return this form along with your check or money order made payable to North Carolina Library Association. All memberships are for the biennium.

Membership Types

Type	**Biennial dues**
Personal: Trustees and non-salaried, and inactive personnel—retired librarians, library school students, "Friends of Library," and other non-librarians	$15.00
Librarians earning up to $12,000	$20.00
Librarians earning $12,000–$20,000	$25.00
Librarians earning over $20,000	$35.00
Contributing: Any individual, association, firm, etc. interested in the work of NCLA	$30.00
Institutional: Operating income under $50,000	$10.00
Institutional: Operating income $50,000–$100,000	$20.00
Institutional: Operating income $100,000 and up	$30.00

Institutional membership is not individual membership for the librarian. Dues are based upon operating income.

Sections

Resources and Technical Services
School
College
Trustee
Public
Junior Member
Junior College
Children's

Documents
Reference and Adult Services

Amount enclosed: $_____

Payment of dues is for the biennial 19____–____.

Instructions for the Preparation of Manuscripts for North Carolina Libraries

In response to requests for instructions on how manuscripts should be submitted to the journal, the Editorial Board of *North Carolina Libraries* has prepared the following statement.

1. All manuscripts should be submitted in triplicate on plain, white paper measuring 8½ × 11 inches.
2. Double-space all copy except for lengthy quotes which should be indented and single-spaced. The beginning of paragraphs should be indented eight spaces.
3. Name, position, and professional address of the author should appear in the upper left-hand corner of the title page. The number of words rounded to the nearest hundred should appear in the upper right-hand corner of the page.
4. Each page after the first should be numbered consecutively at the top right-hand corner and carry the author's last name at the upper left-hand corner.
5. Footnotes should appear at the end of the manuscript. The editors will refer to *A Manual of Style*, 12th edition, University of Chicago Press.
6. Photographs will be accepted for consideration, but will not be returned.
7. Manuscripts of the following character will be considered: historical, biographical, philosophical, descriptive, research reports, how-to-do-it, minority librarianship, student research papers, and major addresses. Questions relative to manuscripts outside of these types should be addressed to the Editor.
8. All manuscripts should be scholarly in tone if not in content.

Upon receipt, a manuscript will be acknowledged from the Editor's office. Following review of a manuscript by members of the Editorial Board, a decision to accept or reject will be communicated to the writer. A definite publication date cannot be given since any incoming manuscript will be added to a manuscript bank from which articles are selected for each issue. Publication can be reasonably expected within twelve months.

An honorarium of $15.00 will be paid by the journal for each manuscript immediately following its publication; however, no honorarium will be paid for addresses.

Note: Please type manuscripts on 60-space lines, double-spaced, 25 lines to a page.

Publication Deadlines

February 10

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