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**The cost of correcting
discriminatory practice
is no justification
for violating the law.**

Nancy Perlman, 1983



Winter 1983

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north carolina libraries

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stand up for libraries

NORTH CAROLINA LIBRARY ASSOCIATION

From the President

1983 Conference: We "Stood Up For Libraries" in record numbers! The near final report is that around 1,300 librarians and friends of libraries gathered at the Biennial Conference in Winston-Salem for the three-day meeting. The enthusiasm was contagious, and the excellent programs were ones which seemed to fascinate, educate, illuminate, and/or entertain us all. Conferences do not "just happen." Countless numbers of our members worked long hours and days so that it would be such a grand affair. The Conference Committee, Local Arrangements Committee, Exhibits Committee, standing committees, and sections of the association tried hard to make their parts on the program good ones — and they succeeded. Special thanks go to Robert Burgin and all of the staff of the Forsyth County Public Library for being our hosts during the conference and at the reception. They are tops! And to all who attended, thanks for making this the best conference ever.

Next Conference: Friday afternoon, at the close of this conference, the first meeting was held to begin the planning for the 1985 conference which will be held in Raleigh, October 1-5. Pauline Myrick, vice-president/president-elect, is in charge of this one. Give her your suggestions, your encouragement, and your time to make this an even better conference than in 1983.

Executive Board Meeting: The first meeting of the new executive board was held on Friday night following the close of the conference. You have elected an outstanding group of leaders for

the biennium, and they are all looking forward to working for your association. In every issue of this journal, you will find the names and addresses of the members of the board. Communicate with them about your concerns and suggestions for NCLA. Our board meetings for 1984 have already been set: January 20, State Library, Raleigh; April 13-14, Spring Workshop, Greensboro College Library; July 20, High Point Public Library; and October 12, Richard H. Thornton Library, Oxford. Members wanting to have items brought before the board should make note of those dates so that we can assist you in any way possible.

Committees: Section leadership changes at the end of the biennial conference. Committee membership and leadership changes at the Spring Workshop following the conference. A large number of our members responded to the request indicating interest in belonging to committees, which is a very positive sign. Notice of these appointments will go out around the first of the year so that there will be ample time for planning prior to the organizational meeting at the Spring Workshop.

Special Thanks: For the past two years NCLA has had at its helm a very organized, enthusiastic, tenacious, and gracious lady, Mrs. Mertys W. Bell. Never has a president approached her work with more enthusiasm for her job in the association and with more genuine love of people. We are indebted to her and send special thanks.

Leland M. Park, President

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Introduction

Traditionally, the winter issue of *North Carolina Libraries* immediately following the NCLA Biennial Conference has been devoted to the speeches, meetings, resolutions, awards, and other activities of the conference.

The forty-fifth NCLA Biennial Conference was held in Winston-Salem from October 26 through 28, 1983. It was one of the best-attended conferences to date, with 1,273 North Carolina librarians taking part in its many offerings. All

ninety exhibitors' booths were sold, with seventy-one vendors present.

The editor of *North Carolina Libraries* wishes to express his appreciation to the individuals who have provided the speeches and reports that follow, thereby allowing the journal's readership to share in the enthusiasm and excitement generated by this most successful conference.

Robert Burgin, Editor
North Carolina Libraries



Present at the ribbon cutting and opening of exhibits are (l-r) H.L. Pete Jenkins, county manager of Forsyth County; William Kirwan, exhibits coordinator; Mertys Bell, president of NCLA; Larry Roland, Joseph Ruzicka-South, Inc.; and Wayne Corpening, mayor of Winston-Salem. (Photo by Frank Sparger.)



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Stand Up for Libraries

Frederick J. Glazer

As you've been reading in the papers, there's much to do these days with the money that's not going to libraries — and it might be going to defense. All well and good, but it might give us time to reflect on the immortal words of Dr. Johnson who said, "Patriotism is the last refuge of a scoundrel." Now with our modern messiahs of morality flaunting flags from left-side lapels and maybe with a librarian or two wrapping themselves in the colors, perhaps Dr. Johnson would accept a euphemism for the eighties, "Patriotism is the *first* refuge of a scoundrel." Having given thoughts to espousers of God and country, we add that other sacred — motherhood — for an unassailable trinity.

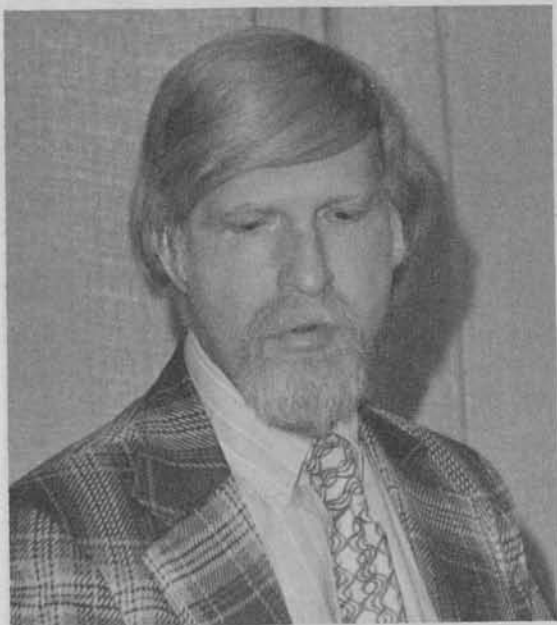
But why not expand God, country, and motherhood into a magical quartet which includes libraries? We know the wealth associated with the houses of God. There are the megabucks for the defense of the country. And if you listen to

the talk in the streets, "Those mothers have all the money." So maybe by an association with such a well-heeled trio, some of the ways to wealth can be discovered by libraries.

Now, after one hundred years, the profession has begun to master library science through expanding technology and to master library service via extension and outreach. But if we are to progress beyond the plateau of 1983, to even have a first installment on another one-hundred year policy, we must give prime time consideration to the future funding of our libraries. If not, our libraries could well become the institutional dinosaurs of the twentieth century.

We're entering an era which I like to consider "creative librarianship," one that espouses creating a climate of awareness and an appreciation for our program with the subsequent spin-off of a constituency so vocal in advocating our programs that never again will our libraries have to exist with poverty-level support. We talk about public relations, human relations, image improvement, higher visibility, and so forth, but the one catch-all phrase that I believe says it all is, to effectively campaign for improved funding of our institutions, we must "promote or perish." Or why not make it positive — "promote and prosper." Thus, it's become necessary to evaluate the reasons for this below-the-subsistence-level operation and to develop campaigns, techniques, gimmicks, or plays to enrich the coffers of the library.

Now why have we been almost a birthmark on the body politic and been powdered over, removed, or allowed to exist in place as long as we didn't become bothersome? Certainly we never enjoy the anatomical respect of the limbs of the body, even though we've developed some highly sophisticated circulation systems, and as the brains or intellect of society, we've never been treated with such heady respect. At times, we're really not much better off or regarded any higher than the products of our disposal systems. So we must by necessity change our being from the birthmark to the beauty mark. And that's where image, P.R., human relations, political adroitness, and promotion come into play. Tactics for survival.



Frederick J. Glazer is Director of the West Virginia Library Commission. His speech was featured at the First General Session of the NCLA Conference. The text is a transcription of that speech. (Photo by Frank Sparger.)

We are not promoting as an end in itself; we are promoting to create better funding situations for libraries, and it can be done. Imagine, if you will, the impact of our vast constituencies all agitating for better library support and putting the heat on funding authorities to improve the library's financial lot in life. We have more people out there who can benefit from our services than the combined enrollments of K through grad school. Yet compare the expenditures per pupil for this special group of citizens with the library expenditures per capita. We're comparing decimals to dollars.

Consider, if you will, the usual sources of funding — a governmental body, be it federal, state, or local. So what's the expected activity of services from government? To defend our shores from assault or foreign invasion? To regulate business, industry, and aspects of our public and private lives? To license pleasures and recreations, whether by hunting, fishing, "nightclubbing," or driving? All in all, government has a pretty poor product of restrictions, as to when you can hunt or fish, how late you can tinkle, or how fast you can drive. And people don't have pleasant experiences with government at any level. How many of you can imagine looking forward to a visit to City Hall, a trip to the county court, or hassling with state agency bureaus? For the average citizen, it doesn't have the anticipated excitement of a ballgame, concert, or film. Let's face it. Most interactions between citizens and governmental agencies are a source of discomfort, anxiety, and of course they're involuntary.

But there's still hope for government to do something up close, personal, and positive. The one agency which is entered voluntarily and could be the biggest and best pork barrel of all — the library. We have the answer for "What's the government done for you — and not to you lately?" It would take the ten plagues visited on the early Egyptians for the other governmental agencies to achieve our potential clientele. Hail, fire, brimstone, civil war, strife, disorder, pestilence, famine, universal warfare with two lane blacktops on every country road — all would have to eventuate before fire, police, welfare, health, agriculture, and the highway department could serve as many people as libraries. Yet we are the most insignificantly funded of any of these. And here's the irony: we can personally reach our audience in one-to-one relations every day. We don't have to wait for their house to burn or their head to be bashed. We have the capability to inform and alert each of our users of funding crises and even organize and turn them into

meaningful citizens groups or lobbies. I find this is something those other agencies cannot begin to do or, if so, certainly not with the numbers available to us. Let's face it — the Friends of the Highway Department, Friends of Welfare, and so forth just don't make it.

Beyond the Philosophy

Now, beyond the philosophy and into the practicality of promoting and prospering. First, we should consider ourselves merchandisers of our product — library service. We're distributing information, education, culture, knowledge, and even recreation, and we're possibly going out of business. So we learn from the great and the promoters, merchandisers, and successful business firms. They've promoted and created a demand for their products, service, or business. Today's fun- and fund-seeking librarian would do well to be a cross between P. T. Barnum and Muhammad Ali. A more aggressive philosophy of librarianship is needed — one that changes us from the keeper of the books to a marketer or distributor of services, one that is patterned after the great merchandisers. After all, we're competing with all agencies of government for our share of the funding. Yet we're mired in the muck of mendicancy. We hear it's the times, they're bad. Well, have they ever really been good? Has there ever been that funding utopia for libraries? Not really. It's never great, rarely good, and mostly marginal. So we can't wait for what shouldn't be expected. It becomes a matter of redistribution, a redoing of the take, or a displacement of scarcity to some other agency. The question should begin: "Who gets what; who's getting your share; why are you not getting any?" We must promote for purposes of redistribution. Regardless of the size of the pie, you've got to take a bigger slice.

So who's doing the slicing? Governmental bodies, the Senate, the House, state legislators, county commissioners, and city councils. And it would appear obvious that for far too long, they've been unchallenged and unopposed, because in this age that's gone beyond sweet reason and into the arena, libraries are unique in the universality of their appeal. Those in office have existed there for years through clever exploitation of confrontation. It's the Lincolnian answer: "My friends here are for this, my friends here are for that, and I'm for my friends." And it happens on all levels. In the fifties and sixties, it was the great civil rights debate, an unresolved issue for nearly one hundred years because of the polarity of opinion. In the sixties and seventies, there were

debates over our involvement in southeast Asia, a seeming century of tragic proportion. Of late, you've seen the environmental wars, the nuclear protests, abortion, ERA, and scores of national, state, and local issues ranging from strip mining to collective bargaining to business hours and selling booze on Sunday. And as long as there have been equally vocal expressions both for and against, decisions are delayed or avoided, because those in office are "for my friends" on both sides.

So where are the anti-library groupies (if there are any, and I doubt it)? They certainly can't be equal to the numbers available to us. I've been advised by the president of the West Virginia State Senate that there is no known repellent for the library forces. Included under our banners are business and industry, strip mines and abolitionists, those for and against branch banking, and groups representative of both sides of other issues. But for us they're a combined force, realized and always greater. For our cause is not a special interest. It's only necessary to prepare the parade for the marches. And we do it to "promote and prosper."

Now, merchandising and product promotion have evolved to a point where libraries do not have to re-invent the wheel, but can look to General Motors, General Mills, Exxon, your neighborhood grocer, bank, or even other institutional campaigns. Look at Smokey the Bear. At one time he was so successful in stopping forest fires that he was in danger of being killed off so

that the necessity of fires for thinning out timber lands would not have been considered such an ecological disaster. Look at this figure of national recognition — the bear. We know of the docility of the three bears — Mama Bear, who said "Somebody's been sleeping in my bed," ditto Papa Bear, and from down the hall, Baby Bear's "Goodnight folks." But for a more realistic appraisal of bears, read Jack Olson's *Night of the Grizzly* to discover the natural habits of Smokey's colleagues. Now, consider the image of librarians. Just think about that for a minute while I share with you some thoughts that were given in a national medium. Perhaps you'll have some nasty comments about that medium once I read this article to you. It comes from the super-reactionary radical rag that's published in New York called the *New York Times Magazine*. (At one time I had respect for it and I didn't tear it; I photocopied it. I'm sorry I didn't tear the magazine up.) The title is called "Superstar of the New Economists," and I quote:

The buzzing halts abruptly as the man of the hour approaches the podium. Martin Feldstein is not superficially a figure to inspire such awe. At the age of forty, an unathletic five feet nine inches tall, he is fast losing his hair. He looks out at the world through horn-rimmed glasses with the earnest, essentially humorless gaze of a neighborhood librarian.

That's what the *New York Times* thinks about us. Cancel your subscriptions if you wish. Frank Colby Moore, another journalist said, "Journalists



1983-85 NCLA Executive Board (l-r): Pauline Myrick, Jerry Thrasher, Emily Boyce, Benjamin Speller, Dorothy Burnley, Karen Perry, Roberta Williams, Eunice Drum, Jane Williams, Robert Bland, Larry Barr, Robert Burgin, Judith Sutton, Rebecca Ballentine, Leland Park, Andrea Brown, Mertys Bell. (Photo by Frank Sparger.)

have always been our most old-fashioned class, being too busy with the news of the day to lay aside the mental habits of fifty years before." But it's those fifty-year-old habits that are being sent out over their medium. What happened when American Motors wanted to introduce a new car, the Javelin? They said, "We've got a new, sharp, hot, sexy sports car — not the type your average librarian would be seen riding." And you see what's happened to American Motors lately. The next thing I'd like to remind you of are the commercials you see on television. We have librarians in television commercials. We're out there on a bookmobile, and a person comes on and says, "Hey, I need some help." The librarian opens up the drawer, and what do they pull out? Not Frank Harris or Henry Miller, but Ex-Lax. Is it because the librarian has got her arms crossed, got that sour-lemon, that the-Edsel's-coming-back look on her face? We're good for selling Ex-Lax, so maybe we've got some role. (Loosen people up. I don't know. It's our image.)

If libraries and librarians will begin to become conscious of promotion, we've got a better chance of getting the crowd into our tents and having them convinced of the purity, body, flavor, and righteousness — all good beer-brewing terms — that we offer in library service. The traditionally accepted low profile of libraries, held by state and local administrators, needs to be elevated by vigorously promoting the library to these funding

bodies. Hard selling libraries to the public is necessary if we are to create a significant demand for our services. Once an awareness of libraries is established to a far greater degree than is now apparent, an agitated citizenry becomes the muscle used to wedge open the door for expanded library service. Librarians need to be as effective in informing and activating their patrons concerning funding crises as the NRA is in alerting its members to impending gun control legislation. Perhaps millions and millions of library users could accomplish for libraries what only hundreds of thousands have done for trigger squeezers. The NRA has effectively blocked any legislation which in their view would be hostile to the gun owners. Even after the gunning down of JFK, RFK, Martin Luther King, Governor Wallace, and President Reagan, you've seen no significant gun control laws. And this has been accomplished with a membership of only one million plus. (Let me pause for a moment and say that I have no grief against the NRA. This is purely for illustrative purposes. If somebody wants to go out on Saturday and kill Bambi's mother, that's their business.)

Now, consider the number of library users and the power and influence if they were organized. Aggressively promoting the library to capture this public and the funding authorities must be done with the same intensity that sells cars, cereals, deodorants, Christmas Seals, and campaigns for the disease funds. As with all for-profit-making and commercial enterprises, high and repeated usership is needed to ensure continuation. So too must libraries be able to show funding fathers and mothers that our institutions can and are attracting larger numbers of the population on a continuing basis. And being an institution dealing in services should not cause us to slide away from hard selling or heavy-handed sales techniques if that's what's needed to get across our message. Let's use what's become a way of life — inflation — to enrich our budgets. Embrace infation; don't fight it. Develop a Pentagon mentality. Expand in ever-increasing lots the justifications for your arsenals of information. Let's show the funders we can have high kill ratios, massive body counts, or as popularly expressed, bigger bangs for the buck.

New Accounting Methods

Now, how do you do this? It's easy with the new, all-improved accounting method. We can take for ourselves the same advantages that businesses have when you see annual reports reflect-



National Public Radio's Bob Edwards addresses the Public Library Section program during the conference. (Photo by Frank Sparger.)

ing greater profits, larger tax write-offs, or whatever else is opportunistic — all by the simple phrase, “changed method of accounting”. Here’s my proposal. First, just double your circulation. It doesn’t take any great degree of schooling to double any number. Use a calculator, multiply it by two, put the same number down twice and add it up. You can do this with a single simple act of calculation. Convert an annual circulation figure from 50,000 to 100,000; 200,000 to 400,000; anything, just double it. Whatever you have, just double. Instant efficiency. High and repeated user-ship. And it’s quick, easy, and legitimate. You all know what it takes to circulate materials. One, the patron (if they’re lucky) finds a book, if not the book they want, any book — but they can find a book if they’re in a library. Two, it’s manually, photographically, mechanically, electronically, or automatically checked out; but that’s just the start. Three, if it’s not back on time, there’s an overdue notice, second, third, fourth, court order, and then pick the guy up. Four, perhaps the book is ultimately returned. Five, it’s checked in but, no, the patron doesn’t return it to the shelf from where it was borrowed; either a page or a recent library school graduate has to organize these materials and hopefully return it to the right place on the shelf or at least the right section. The point is that it is much more costly, and much more labor is involved, getting the book back than getting it out. That is, unless you’re running a one-way library, and that can’t last very long either. Are we credited with this round trip? I say, “No.” You’re reporting 100,000 circulations; report 200,000 circulation transactions. People borrow money; banks lend money — it’s a two-way activity. (It’s like the commercial: “Double your pleasure; double your fun.” Double your count; double your books.)

We are doubling our numbers and stating our case when we report and plead for funds. We’re doubling our body count when we try to get bucks for books, and it works. West Virginia this year will lead the nation in circulation transactions with fourteen per capita. We went from seven last year, and the legislature can’t understand how efficient we are. They want us to run the rest of state government. Now, for another comment about inflation, for the more adventurous among you. The new one (remember it) is materials handled. The ten-point multiplier — an old trick learned from that ever reliable Department of Defense. Most borrowers don’t rush to the library, grab a book, and check it out; they linger, fondle, caress, and handle many books until they find the one they want (book or nonprint material — the same

with newspaper, magazines, records, and other offerings by the library). The materials handled are far more pervasive than we realize. Using the ten-point multiplier, we have another high body count to report. (Be cautioned, however, we’re talking about materials handled by the patron, not handling the patron. There are enough problems of the raincoat-in-the-stacks variety without librarians getting involved in patron-handling.)

A loud noise must be heard. Bombs, not BBs, must be used as our weapons in the assault on the citadels of funding. Think of the sales resulting from the graphic approach used to extol Preparation H. And now there’s the not-so-subtle verbiage of Wet Ones — all aimed at scatological bodily functions or malfunctions. But the point is that a condition, whether existent or not, must be created so that your product can solve the problem. One of the great merchandisers, promoters, and ad men — Albert D. Lasker — inflicted halitosis upon the nation in an effort to move gallons of a patented remedy, Listerine. Its success has never run down, and it has opened the door for chlorophyll products, MF-90, and scores of remedies which resulted from an exotically named itch, odor, or uncomfortable feeling. This technique was effectively applied to the library world a few years back when the state of Virginia woke one morning and discovered through a promotional campaign that it suffered from “library lag.” The name itself seemed to indicate irregularity, clogged plumbing, or abdominal discomfort. And the cure was obviously better-funded libraries and extended services. Brochures with this accusing statement were distributed by tens of thousands to library users and non-users alike. A pre-addressed, perforated panel containing space for the patron’s name, address, additional comments, and another statement were fired off to all members of the state legislature. The results showed a 50 per cent increase in state funds for libraries, a greater awareness of the poverty of library programs, and, more importantly, citizen involvement. In the words of that great Philadelphian, Tug McGraw, “You gotta believe.” And West Virginia, “Amen. We’ve been saved. We believe.” In less than a decade, state aid in West Virginia went from 4¢ per capita to \$2.52. The percentage of increase is so great that I’m not sure how to figure it out. But in real money, if your library served 100,000 people, your cash grant would have gone from \$4,000 to over one quarter of a million dollars. So it can be done. It helps to have a governor named Rockefeller who led ten thousand library marchers on a parade through the city. Then sixty-five thousand West Virginians spent three

days celebrating Library Encounters. From then on, state legislators became true believers also — not saved, but true believers. We are yearly acknowledging legislative largesse with an annual Library Appreciation Day dinner, which has a 90 per cent turnout of senators and delegates who are feted by the faithful, usually numbering in excess of six hundred from all areas of the state. Timing is everything, and it's important to have House and Senate finance hearings while the legislators are still under the glow from the previous evening's libations (read "cheap whiskey"). It's tough for them to disavow libraries. We're not candidates for the confrontation waltz. They can only say, "It's not enough; it's a bad year," except that, remember, it's time for redistribution. For too long, we've been deprived and impoverished while other agencies weren't. It's their turn in the barrel.

Persuasion, Agitation, Participation

My point is that the slick stuff selling razor blades and panty hose has been successful, whereas our dignified justification for public service — as one of the journals says, "People need us" — obviously has undersold our product to the point that people are not aware that they need us, ten million Americans are without library service, and very few of us live in a utopia of overfunding. The commercial pap appeals to the beer guzzler, the hair-rolled, and the millions who spend lifetimes in front of the tube and probably aren't concerned a bit with the library. Now, the pap used to entice this audience can helpfully serve as a guideline for us — our own pap program. PAP, that is, Persuasion, Agitation, and Participation of that good old Agnewian term, the previously silent majorities. When our goals of funding and service are achieved, perhaps we can for a time retreat to

that quiet dignity where we won't have to sell the library.

Now how does Persuasion, Agitation, and Participation — PAP — relate to libraries or improving their support? Imagine various groups in your community being turned on to the promised services of a good library. The traditional items, the new trends, sights, sounds, information, and something for everybody. It's not really pie in the sky, just a solid library program. The persuasion does work, and crowds are discovered to be marching on your library. You don't have the goods. What next? An agitated citizenry, constituency, student body, or users are then making their desires known to funding authorities, and the silent non-library-user is participating in a campaign to call attention to increased support for library programs. It's not a seven-day or two-week change, but takes a year-round welter of activities involving teen clubs, civic clubs, housewives, househusbands, businessmen, businesswomen, educators, senior citizens, and conglomerations of people who are ready to accept a cause. But it can work, and the beauty of the program is the product you are pushing. Even if the technique resembles that of a used car salesman, the aluminum siding contractor, or an unsolicited peddler, the result is getting people involved in the Billy Graham adjectives of purity, goodness, righteousness, wholesomeness, and salvation — all offered by your library. It's obvious that our level of service and the strength of our collections are results of adequate financial appropriations. To compete for public moneys with the other academic departments, the sanitation departments (and the two are not necessarily related), the fire departments, and many other banqueters at the public table, we've got to broadcast our story, turn on the listeners, or else be content with the crumbs. If all these fail, our last hope is to learn the Ali shuffle.

Stand Up for Intellectual Freedom

Judith F. Krug

When Leland Park suggested the title of "Stand Up for Intellectual Freedom" for my remarks today, I doubt very much that he thought he was being prophetic. And yet he could not have identified a more pertinent focal point — for never before has the concept of intellectual freedom been in greater need of people to stand up for it.

Since the turn of the decade, librarians and educators have been hearing about increasing numbers of censorship attempts at the local level. During the last years of the 1970s — in fact, through mid-1980 — the number of censorship attempts reported to the Office of Intellectual

Freedom numbered approximately three hundred annually. But in the fall of 1980, the number of complaints skyrocketed, reaching — on an annual basis — between nine hundred and a thousand. This was a three-fold increase over the number of incidents in the late 1970's. I should note here, that when I talk about incidents, I speak only about those that I can verify in the office files. We do not extrapolate from our figures, except to the extent that I believe we learn about only 20 to 25 per cent of the incidents that do occur. If my rule of thumb is at all accurate, the number of censorship incidents since the fall of 1980 might well have been as high as four to five thousand each and every year.

This situation may be changing. It's almost too early to tell, but I have a gut feeling that we have peaked and may begin to see a decrease in censorship attempts at the local institutional level. At the very least, I do not believe that the number of incidents is increasing.

Having made that optimistic statement, I should also tell you that during the last few weeks, the Office has received calls requesting help with challenges of the following titles:

Blubber, by Judy Blume — Luling, Louisiana
San Domingo: The Medicine Hat Stallion, by Marguerite Henry — Brazil, Indiana
Mother Goose, Arthur Rackham edition — Kirkwood, Delaware
Life magazine — Kinzers, Pennsylvania, School District
The Shining, by Stephen King — Campbell County (Wyoming) School District
Firestarter, by Stephen King — Campbell County (Wyoming) School District
Bad Seed, by William Edward March — Campbell County (Wyoming) School District
Lisa, Bright and Dark, by John Neufeld — Byron (Illinois) Middle School Library
The Lottery, by Shirley Jackson — Byron (Illinois) Middle School Library
The Solid Gold Kid, by Norma Fox Mazer — Yuma (Arizona) School District One
Quartzsite Trip, by William Hogan — Texas City (TX) High School
Once I Was a Plumtree, by Johanna Horwitz — Northbrook, Illinois
Wee Wisdom — Unity School of Christianity (Oregon school)



Judith F. Krug is Director of the ALA Office of Intellectual Freedom. Her speech was given at the Third General Session of the Conference. We thank Dr. Gene Lanier for providing *North Carolina Libraries* with the text of her speech. (Photo by Frank Sparger.)

So much for my gut feeling — but then I wish on stars, too!

More about local attacks a bit later. For the moment, I would like to return to my topic. Earlier I implied that Leland Park deserved a vote of thanks for his prescience (foresight) in titling this program. For if there was ever a need to stand up for intellectual freedom, it is right now. Censorship pressures are growing. More importantly, they are impinging on the very heart and soul of librarianship. Our heart and soul — our substance — stated simply, is acquisition, preservation, and dissemination of information. Those three functions encompass our reason for being. Any effort which affects our ability to acquire, preserve, or disseminate information strikes at our heart. It is in this context, then, that I would like to review the growing pressures on intellectual freedom and why we must stand up and continue to be counted among those who seek to combat them.

Sources of Censorship Pressure

Censorship pressures currently can be traced to three main sources. The first is government secrecy, evidenced by the attempts to restrict the amount of information and the ideas that are available to the public. Such attempts encompass broadening the definition of what can be classified as secret, limiting the use of the Freedom of Information Act, censoring former government employees, licensing foreign publications, barring travel by Americans to some countries, refusing entry visas to foreign scholars, and controlling scientific research publications. There is no doubt in my mind that all of these attempts are seriously affecting librarians' ability to acquire information. And if the ideas are not available in our collections, we have nothing to preserve — and nothing to disseminate.

The second source of censorship pressures affecting intellectual freedom results from the new technological advances. Part and parcel of such advances are the new forms of communication media — forms which are inherently unstable and easily changeable. These characteristics directly affect our ability to preserve information. Compounding the problem is an emerging conflict and divergence of interests between the information producer and the information consumer. Such divergence of interests are already noticeable in a variety of areas, including electronic book publishing, copyright, media concentration, VCR and Betamax reproduction, and so on. All technological advances will affect intellec-

tual freedom in libraries because they affect the manner in which we acquire, preserve, and disseminate information. But to deal with the intellectual freedom issues generated by technological advances, I believe we must take a fresh look at our intellectual freedom position. For that position is print oriented.

The third and final source of censorship concern is the continuing attempts by individuals and groups to remove from libraries and schools materials containing ideas and information which the complainants believe to be inaccurate, untruthful, harmful to society, degenerative, and so on. In my opinion, such incidents will continue for as long as libraries maintain a semblance of their current structure and operation. In addition, such incidents will continue for as long as libraries maintain a semblance of their current structure and operation. In addition, such incidents will continue to be highly visible and, most probably, to be the focal points around which both professional and public efforts coalesce in support and defense of intellectual freedom principles.

With that overview, let me identify some specifics in each area of concern.

Government Efforts

There is no doubt, at least in my mind, that government efforts to control information and ideas have increased dramatically during the Reagan administration. In a recently released report entitled "Free Speech 1984," ACLU Executive Director Ira Glasser said that "the new tactic of suppression ... is nothing less than a covert action against the First Amendment and, ultimately, democracy itself ... The procedural rights to speak, publish, hear and read remain intact. But what we are permitted to speak about, publish, hear and read is increasingly limited to what the government wants us to know."

Glasser went on to say that "[those in government who support restrictions] see the free flow of information as a threat and seek increasingly to insulate governmental decisions from public debate. While this trend began before 1980, the Reagan administration has accelerated it enormously and seems to regard restriction of information as a central strategy of government."

...

Such sentiments were echoed by Floyd Abrams in the lead article of the September 25 *New York Times Magazine*. In "The New Effort to Control Information," Abrams indicated that the present administration's information policy is "unique in history — clear, coherent and, unlike

that of some recent administrations, not a bit schizophrenic. More important, it seems at odds with the concept that widespread dissemination of information from diverse sources furthers the public interest. In fact, it appears to be hostile to the basic tenet of the First Amendment that a democracy requires an informed citizenry to argue and shape policy."

Abrams said further, "This is an administration that seems obsessed with the risks of information, fearful of its potential for leading the public to the 'wrong' conclusions ... It is a view that ... treats information as if it were a potentially disabling contagious disease that must be controlled, quarantined, and ultimately cured."

So you think Galsser and Abrams are paranoid? Unfortunately, the facts say they are not. For instance, the government attempted to sharply limit the scope of the Freedom of Information Act. Claiming that the Act weakens law enforcement and intelligence-gathering operations and has become administratively burdensome, the government sought to totally exempt the CIA from the Act's provisions. It did this even though the agency has won every case in which it has sought to avoid disclosure of properly classified information.

Of course, you may not think the administration's attempts to limit the Freedom of Information Act are too important since they don't affect us. Ah — but they do affect us, because the people who produce the materials that we acquire for our collections use the Freedom of Information Act. In fact, the files of the CIA, the FBI, and other federal agencies — which have played a pivotal role in this country's foreign and domestic affairs — are invaluable resources for political scientists, historians, and other scholars whose research often finds expression in textbooks, historical and other diverse works of nonfiction.

For instance, without the Act, Alan Weinstein's *Perjury: The Hiss-Chambers Case* (Alfred A. Knopf, 1978) would never have been written. Considered the definitive work on this controversial subject, the book became possible only because Weinstein had access, through the Freedom of Information Act, to agency records in possession of the State Department, the Justice Department, the CIA, the FBI, and various congressional committees. The book is a thorough investigation of the trial of Alger Hiss for perjury, the events and activities which led him to be accused of spying for the Soviet Union, and his long and contradictory relationship with his chief antagonist Whittaker Chambers.

Errol Flynn: The Untold Story, by Charles

Higham (Doubleday, 1980), probably would never have come to light had not the author had access, by virtue of the Act, to CIA and FBI files. It was in these sources that he unearthed the long hidden fact that Flynn performed espionage services for the Nazis during World War II. Higham's hypothesis was extensively supported by hundreds of documents available under the Act and has now been widely accepted as valid by historians and scholars.

Bay of Pigs: The Untold Story, by Peter Wyden (Simon and Schuster, 1979), is another book that was made possible through access to CIA files. It is, in brief, an account of the planning and execution of the "Bay of Pigs" invasion, with particular emphasis on the extent to which the CIA may have facilitated or directed the invasion. It spotlights, as well, the types of as well, the types of constraints which confront the president and executive branch in dealing with bureaucracy in a crisis situation.

I am pleased to report that Congress rejected the administration's attempt to exempt the CIA from the provisions of the Freedom of Information Act. Nevertheless, that setback didn't stop the administration — it merely caused it to use different approaches.

Early this year, the Department of Justice reversed the policy established under the Carter administration of being "generous" in waiving the payment of processing fees to public interest organizations and individuals seeking information under the act. Among other things, the new criteria no longer permit fees to be waived *unless* the government first decides what the information sought "meaningfully contributes to the public development or understanding of the subject." In other words, the government itself now is to decide what information about its own conduct is "meaningful" and necessary to citizens.

Another action of the administration, and the one that may have the most lasting impact, are the decisions to classify more information and to subject government officials to lifetime publication review. There have been three distinct stages in the development of these changes.

The first step came just eight months after President Reagan's inauguration, when Attorney General William French Smith revoked the 1980 Justice Department guidelines which had sought to limit the effects of the U.S. Supreme Court's decision in *Snepp v. United States*. In that decision, the justices upheld the CIA's right to make its employees agree to lifetime review of their writings to insure the security of classified information.

The second step in the process related to the classification system itself. That system has long been criticized for over-inclusiveness, and in 1978, an executive order signed by President Carter attempted to limit the amount of government paperwork being withheld from the public. By an executive order signed on April 2, 1982, President Reagan reversed the major component of the Carter decision. Now government officials are no longer required to even consider the public's right to know when information is classified. When they are in doubt, materials are mandated to be classified at the highest — not the lowest — level of secrecy. One of the most important aspects of the Carter attempt to limit classification was that such materials must be *identifiably* harmful to national security. The "identifiable" provision was also dropped in the 1982 Reagan executive order.

The third stage came in two steps. On March 11, 1983, a presidential directive was issued requiring a wide range of present and former government officials to obtain clearance from the government before publishing material that *might* be classified. On August 25, the administration released an "agreement" implementing the March 11 directive. This "agreement" established a new category of protected information, described as "Sensitive Compartmented Information (SCI)."

The agreement released on August 25 has no precedent in our nation's history. To be signed by all government officials with access to high-level classified information, it requires these officials — for the rest of their lives — to submit, for governmental review, newspaper articles or books they write for the general reading public. The contract will affect thousands of senior officials and senior military and Foreign Service officers. Its purpose is to prevent unauthorized disclosure of classified information, but its effects are likely to go far beyond that. It gives those in power a new and powerful weapon to delay or even suppress criticism by those most knowledgeable to voice it. The effect of the directive, quite simply, is that those people most knowledgeable about subjects of overriding national concern will be least able to comment without the approval of those they wish to criticize.

I am very pleased to tell you that on October 20, the Senate voted to block implementation of the August 25 agreement for six months. There is an increasing concern in Congress that the administration's plan to censor writings and speeches of current and former federal employees will unconstitutionally violate First Amendment rights.

Despite this setback, the administration con-

tinues its activities on other fronts. It has intensified its use of the Immigration and Naturalization Act of 1952, popularly known as the McCarran-Walter Act, to deny visas to controversial foreign speakers. Under a provision of the McCarran Act, consular officers are directed to deny visas to those whose activities would be "prejudicial to the public interest" or "subversive to the national security." Enacted during the height of the McCarthy era — over the veto of President Truman — the McCarran Act was intended to exclude those who would engage in acts of espionage, illegal incitement to violence, or who would otherwise threaten our national security. Today, it is frequently invoked to bar foreign lecturers, artists, and scientists who hold dissident political views.

Using the provisions of the McCarran Act, Mrs. Hortensia Allende, widow of slain Chilean president Salvador Allende, was recently denied a visa. Mrs. Allende was invited to the San Francisco area by the Roman Catholic Archdiocese there, Stanford University, and the Northern California Ecumenical Council. The topic she had been asked to speak on to California church groups was women's and human rights issues. Application for an entry visa was denied because her stated topic would be "prejudicial to U.S. interests."

Dr. Ernest Mandel, a prominent Belgian journalist and Marxist theoretician (but not a member of the Communist Party), was also denied a visa to participate in a series of academic conferences. Although Mandel's visa was denied, he subsequently addressed one of his scheduled audiences by transatlantic telephone. This situation does have its ironies. An alien Marxist may send his writings into the United States, or even discuss his views with Americans by long distance telephone, but he may not step foot in the United States to personally communicate those views.

A final example involves Dario Fo, an Italian playwright, actor, and director who is internationally recognized for his political satires and farces and his wife, actress Franca Rame. Both Fo and Rame were denied visas in 1980 to attend the New York Fifth Festival of Italian Theater. Fo was to perform his popular play *Mistero Boffo*, a comic dialogue in which Fo takes the part of over 100 different characters and speaks a nonsense language. The visas were denied on the grounds of the couple's alleged support of the Red Brigade and other terrorist groups — even though they have publicly denounced terrorism. But Fo does belong to an organization which provides legal counsel and aid to political prisoners, some of

whom are accused terrorists.

In some instances, individuals are denied the right to enter the United States to personally present their particular views, but their publications are permitted to cross our border. In other instances, the government seeks to restrict information imported from abroad. Under certain provisions of the Trading with the Enemy Act (TWEA), American citizens are severely impeded from receiving information, regardless of its form, from certain countries. Currently, materials from Cuba, Vietnam, Cambodia, and North Korea are effectively banned. (You'll note that Russia and China are not on the list.)

These regulations were recently invoked by Customs agents to seize several thousand copies of *Gramma*, the official organ of the Central Committee of the Cuban Communist Party. The paper had been regularly delivered to subscribers through Canadian postal channels, but came to the attention of U.S. Customs authorities when the Canadian postal strike diverted the mail through Boston. After a lawsuit and negotiating for months with the Treasury and State Department officials, the regulations were modified to accommodate non-commercial, single-issue subscribers. The problem, however, continues.

Sometimes, even when material is permitted into the country, it is "labeled" in such a way as to undermine its effectiveness. A primary example of this tactic was the Justice Department's labeling as "political propaganda" three films produced by the prestigious National Film Board of Canada on nuclear war and acid rain, including the Academy Award winning *If You Love This Planet*. (A recent GAO report revealed that 41 per cent of the foreign films reviewed by the Justice Department from 1980 to 1982 were classified as "political propaganda.") That decision, by the way, was declared unconstitutional by a federal judge in Sacramento, California, on September 8. The judge said the disclaimer required by the Justice Department violated First Amendment guarantees on freedom of speech and unfairly stigmatized the films and those who exhibited them as distributors of distorted information on behalf of foreign governments.

Less well known is the fact that American-made documentary films destined abroad have not escaped either. Under a 1948 U.N. agreement, filmmakers pay no American export or import duties if the United States Information Agency certifies that their films are primarily "instructional" or "informational," rather than propaganda. In making its decisions, the USIA relies on relevant government agencies.

Under this administration, as revealed in the July-August issue of *American Film*, a 1979 Emmy Award-winning documentary on toxic waste, "The Killing Ground," was denied certification by the Environmental Protection Agency, which concluded that the program was "mainly of historical interest" since the U.S. "had made great progress in managing hazardous wastes." To the EPA, the news documentary is propaganda — not information — because its "tone . . . would mislead a foreign audience into believing that the American public needed arousing to the dangers of hazardous wastes [when] this is no longer the case."

There are a variety of other maneuvers currently in use by the government to keep information secret. One infamous example occurred last year when one hundred papers were withdrawn the day before the opening of the conference of the American Optical Society. Governmental officials threatened criminal prosecution should the *unclassified* information contained in these papers be shared with the invited guests from thirty-five nations.

While I have by no means covered the gamut of current government attempts to limit availability of and access to information, I suspect that I have given enough to show that government secrecy looms as a serious threat. It is, furthermore, an area about which we must inform ourselves fully and about which we must be prepared to stand up whenever action is required.

Technological Advances

I would now like to turn to the effects of technological advances on intellectual freedom. This is another area which warrants concern and in which positive action is a necessity. There is no doubt in my mind that such advances are going to substantially alter the manner in which the public receives its information and will also alter the manner in which librarians perform their acquisition, preservation, and dissemination responsibilities. For one thing, more and more of the information we need for our collections is being produced in non-traditional forms, for instance, on tape or on fiche. Now, this should not be a major philosophical problem. The profession has long contended that libraries are not the bastion of print — librarians make information and ideas available in whatever form they appear. But this may be easier said than done.

Let me give you a telling example. For its program at the ALA 1983 Annual Conference, the Intellectual Freedom Committee wished to devel-

op a twenty-minute videotape that would be used as a training tool. The tape was to be composed of two-to three-minute segments from various national television shows; the segments would be used to highlight visually the points the Committee wished to make. In order to produce this videotape, however, the Committee needed permission from producers of several shows, among them "60 Minutes" and "Phil Donahue." In every instance, permission to use such segments was denied.

I should note that one program was available for \$360. Another could be had for a similar charge — but with the caveat that it must be shown in its entirety. And even ALA's non-profit status and the one-time educational use didn't secure permission to use the others. As to accessibility, we dickered for six months before our requests were ultimately rejected.

The points that the television clips would have illustrated were subsequently verbalized — but there is no doubt in my mind that the effectiveness was substantially reduced. Indeed, there is a growing realization that the medium of communication can be as powerful in its capacity to persuade or deter as the message itself. It's been said time and time again that one picture is worth a thousand words. At this point, I would wager that one picture is worth even more! It's one thing to have a variety of messages in printed form residing side by side on shelves in a library. It's quite another matter to have one message in prime time on national television (television being the medium from which most of the people receive most of their information) and another message, which may be of equal importance but not as well known, liked, or accepted, relegated to 2:00 A.M. on a local station. The importance of any given idea, then, because a function of the time slot in which it is made available. How are librarians going to decide on what to expend substantial amounts of money? Many messages, by virtue of their original dissemination, are going to be viewed as less important.

There is, furthermore, an inherent censorship potential in the newer media of communication. The forms on which our messages can now be communicated are composed of plastic and other man-made materials. As a result, they are inherently unstable, with a life expectancy of only ten to twenty years. Videodisks, at best, have a life of ten years — and this time is substantially reduced the more the disks are used.

In my opinion, the magnitude of the preservation problem vis-a-vis the new technological advances is so great that I have difficulty convey-

ing it in words. Never before have we faced a problem of this magnitude.

Another major intellectual freedom concern associated with technological advances is that the media are easily manipulated. They can be added to or subtracted from with nary a second thought. Witness the eighteen minutes missing from the Nixon tapes. How are we ever going to determine that the information we acquire for our collections contains the original message and not an "edited" one? And place this question in the context of the current administration's drive to keep information from the public. I remind you that 1984 is merely two months away.

Never has the concept of intellectual freedom been in greater need of people to stand up for it.

The spectre such questions raise is both mind-expanding and mind-deadening! Not the least of my concerns involves the accuracy of the information we're responsible for. Some of you may remember that until the 1967 revision of the *Library Bill of Rights*, Point 2 of the document read, in part, and I quote, "Books and other reading material of sound factual authority should not be proscribed or removed from library shelves because of partisan or doctrinal disapproval." During the 1967 revision, the phrase "of sound factual authority" became a primary target for removal. Criticism of the phrase arose when a librarian in Belleville, Illinois, used it to exclude a Protestant publication when he, being a Catholic, described as lacking "sound factual authority."

The phrase was removed by the Intellectual Freedom Committee when it determined that some of the most profound and influential publications in our culture lack the element of "sound factual authority," and the phrase itself could easily be abused to thwart the intent and purpose of the *Library Bill of Rights*. It was apparent that the phrase also effectively precluded the association from defending fiction or any of those great works which start from philosophical premises that have nothing to do with fact. Be that as it may, what is a librarian's responsibility for "edited" or manipulated information? A case in point, albeit in the print medium, is revisionist literature. During Banned Books Week, I received a complaint from a man in California who contended that his local public library refused to display some materials that had been "banned." Among others, these

materials included *Did Six Million Really Die?*, *Anne Frank's Diary: A Hoax*, and *The Hoax of the 20th Century*, by Dr. Arthur Butz, all of which have been published by the Institute for Historical Review, and all of which contend that the Holocaust never occurred but is merely a Zionist fabrication. Such materials, of course, do not constitute the first examples of revisionist history that we have seen. I remember back in the late '60s when Beria fell from favor in the Soviet Union, and we were requested to remove the pages dealing with Beria from the Soviet Encyclopedia. All libraries which had purchased the encyclopedia were provided with an article on the Bering Sea — of equal length to the one on Beria — and with instructions to pull out Beria and "tip in" Bering Sea! Had American librarians followed the directives of the Soviet officials, Beria would have been wiped out of our Soviet Encyclopedias. I suspect that this did not happen. But in regard to revisionist history, what is our responsibility? Are librarians responsible for having represented on their shelves information and ideas that we know are fabrications? Should we acquire this material? If so, where do we file it — under fiction? What do we do?

The question is much more serious in terms of the new electronic media. I can easily envision a situation — as I'm sure you can — where we don't even know what the original message is. Who had a hand in "editing" before it even came to our attention? We wouldn't have even known that eighteen minutes were missing on one of the Nixon tapes — if that section of tape had been physically removed.

There is no way that I am going to exhaust, in this brief amount of time, the potential problems that the new technologies may generate for librarians in their traditional roles as gatekeepers to the marketplace of ideas. But let me quickly give you two examples of problems — relating to the confidentiality of library circulation records — that have come to our attention in the last few weeks.

One librarian, stating that her library was part of a consortium of systems which had joined together to automate their circulation records, pointed out that all the libraries which contributed to this circulation base had access to all the other information in that base. The confidentiality of library circulation records was, in her opinion, a joke in her own system. She could identify extremely easily what every patron in every one of the consortium member libraries was reading at any given point in time.

The second example involves a library system

which also has automated its circulation data and, as a result, is in a position to easily tell any patron who calls on the telephone what materials that patron now has in his or her possession and the due dates for them. Leaving aside the question of an individual actually being the person that he or she claims to be, the librarian had called to say that a parent had telephoned and asked what materials her child had checked out from the library and when they were due. The mother, ostensibly, was concerned because she would be responsible for any fines incurred by her child. Now, the state where the librarian works does have a library confidentiality statute on the books. It was on this basis that the librarian refused the parent the information. Subsequently, she checked with her attorney and was told that the parent-child relationships did take a precedence over the state confidentiality law. In other words, the librarian must provide to the parent the information requested. In the past, I doubt we would have faced this question, and even if we did, it probably would have been extremely difficult to answer. Now it merely means flicking on a



North Carolina State University professor Elliot Engel, entertaining those at the conference banquet with a discussion of the life and times of Charles Dickens. (Photo by Frank Sparger.)

switch and giving one, or possibly a few, commands to a computer.

The world of libraries is changing and, occasionally, more rapidly than we can cope with. These changes are going to bring substantial and new problems regarding intellectual freedom in libraries. It is, indeed, a growing area of concern and one in which we must all participate to find the appropriate solutions.

"Traditional" Attempts

Finally, then, we come to the third area of censorship pressures, namely, attempts to remove from local libraries materials which contain ideas and information the complainants believe to be inaccurate, untruthful, harmful, or so on. As I mentioned earlier, such "traditional" attempts at censorship may be decreasing. While I cannot provide you with a figure, I can point out how these continuing attempts have changed in the recent past and how they are remaining "traditional."

First, censorship attempts in local libraries and schools continue to come from every state in the union and touch on almost every area of human knowledge. The complainants include those on the political left as well as on the right; members of fundamentalist religious groups and patriotic organizations; teachers and librarians (unfortunately); and most often, parents of school children.

The reasons for attacking specific titles remain the same today as they have been during the last few years, namely, that the materials are unAmerican, communistic, or immoral; that they handle sex too frank or in too adult a manner; or that they present members of minority groups or women unfavorably.

To be more specific, the targets of current censorship pressures are focusing on adolescent novels by authors such as Judy Blume, Gertrude Samuels, and Norma Klein; best sellers by writers such as Evan Hunter, Judith Guest, Harold Robbins, and Sidney Sheldon; sex education books; modern classics by John Steinbeck, Alexander Solzhenitsyn, John Knowles, and Kurt Vonnegut; elementary school social studies and reading textbooks; frank descriptions of ghetto life by authors such as Richard Wright, Gordon Parks, and Claude Brown; and materials dealing with witchcraft or the occult.

While censorship from the "right of center" has received the most media attention in the past few years, similar efforts by persons and groups holding other social and political views are also

In summary, then, not a lot has changed in the last few years. The number of censorship attempts may be decreasing, but the content of the attacks has not altered noticeably, and the people complaining are still our same old friends.

And yet there have been changes. They are not blatant, and on a case by case basis, they are rarely obvious. But when one looks at several hundred incidents over a period of months, a subtle change in the nature of the complaints begins to take shape. First, in a growing number of incidents, the attack is not against specific titles but rather against subject areas. One book might be singled out — say, a book on homosexuality or sex education or mythology. But the demand is to remove all materials "like it." It's the nature of the beast that while such demands create a lot of noise and provide the substance for a lot of press continuing. Groups like the Council on Interracial Books for Children advocate the adoption of "guidelines" to weed out allegedly racist and sexist materials. Women Against Pornography seeks to ban all materials that, in its opinion, degrade women. And special interest groups of an apolitical, ethnic, or religious character are also active. The urge to censor is the exclusive property of no particular political or social trend, be it right, left, or center. (In fact, I have a friend who claims that the urge to censor is man's *most* elemental drive!) conferences, they are rarely successful. Partially, this is due to the impossibility of the complainants reviewing every piece of material in any given library, to identify those which contain, in whole or in part, information deemed "inappropriate." More important in withstanding such demands, however, is that procedures for review of materials in many libraries are geared to individual titles not to demands for wholesale removal of areas of information.

A second subtle change in the nature of complaints against materials is rather ingenious (and far more serious in my opinion), for it involves the theft of the word balance — as in "balanced" collections, one of librarianship's cherished concepts. Phyllis Schlafly can take credit here. In November of 1981, she decried the lack of conservative materials in libraries and told her supporters "How to Improve Fairness in Your Library." The term "fairness" quickly metamorphosized into "balance," and in the process, this term became a numerical standard. In other words, if a library contains one book or magazine or film on one so-called side of an issue, then it *must* have one on the other side of the issue. The numerical standard assumes, furthermore, that there are *only* two sides to every question. The fact that grada-

tions of ideas and varying perceptions of issues lead to *many* sides of a question or issue has not been given serious consideration. "Balance" is a numbers game: "eighteen books in favor of abortion, but only four against abortion."

To counter a concept of libraries based on numbers, the Intellectual Freedom Committee identified new descriptive terminology, namely, diversity. Diversity of collections is, to me at least, a more accurate reflection of the library's societal role. For not only are libraries obliged to include many differing views in their collections, but materials representing the broadest diversity of human thought and creativity should be actively sought, irrespective of the opinions, prejudices, values, and tastes of the librarian and whether or not a given numerical or other balance of views can be achieved at any given moment.

The third and final shift in the quality of current censorship pressures comes from parents who previously demanded control over children's reading to protect them, but who now demand control over children's reading because "children belong to their parents."¹ Based on this philosophy, librarians in many communities are being told to restrict *all* materials and to permit children to read *only* those for which they have brought a note of permission from their parents. And in all too many instances, the "solution" of such pressures is restricted shelving.

This may be the first time you've heard this — but it really is comforting to know that our whole

world is not changing! Merely two-thirds of it!

And these changes are going to bring to librarians substantial and new problems regarding our responsibilities to acquire, preserve, and disseminate information. The pressures can be seen in the new technological advances and the current attempts by the government to keep information from the American people. Overriding it all, visibly and daily, are the continuing attempts on the local level to remove from libraries and schools materials containing ideas that someone or some group finds abhorrent.

I believe that the next several years are going to be crucial in how we deal with the ramifications of each of these three areas. And as we stand tall and step forward to meet the future, it is perhaps important to keep in mind James Madison's words of over 150 years ago:

A popular government, without popular information, or the means of acquiring it, is but a prologue to a farce or tragedy; or perhaps both. Knowledge will forever govern ignorance; and a people who mean to be their own governors must arm themselves with the power which knowledge gives.

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Thomas Wolfe in October

James W. Clark, Jr.

October had come again, and that year it was sharp and soon: frost was early, burning the thick green on the mountain sides to massed brilliant hues of blazing color, painting the air with sharpness, sorrow and delight—and with October. Sometimes, and often, there was warmth by day, an ancient drowsy light, a golden warmth and pollinated haze in afternoon, but over all the earth there was the premonitory breath of frost, an exultancy for all the men who were returning, a haunting sorrow for the buried men, and for all those who were gone and would not come again...

With this sublimity Thomas Wolfe opens Book III of his second novel *Of Time and the River*, whose early working title had been "The October Fair." Decades ago, John Hall Wheelock, as well as Louis Untermeyer and John S. Barnes, emphasized the poetry of Wolfe's lengthy prose treatment of "the riches of the seasons..." By mining this same account, Jonathan Daniels celebrated his friend's life and work in an address at the biennial conference of the Southeastern Library Association in Asheville on October 14, 1960. Wolfe's month has come back again.

October 1983, has, in fact, few equals in Thomas Wolfe annals. On the third day, when he would have been eighty-three, a bronze angel, stylized and larger than life, was unveiled in fabled Pack Square. Friends and family members joined the Thomas Wolfe Society and the local chapter of the United Daughters of the Confederacy in dedicating the statue, which is the work of Daniel W. Millsbaugh. The day before this ceremony in Asheville, Pulitzer historian David Herbert Donald's essay entitled "The Troubled Career of Thomas Wolfe" dominated the "Book Review" of the *New York Times*. At work himself on a biography of North Carolina's most famous literary son, Professor Donald evaluates four new Wolfe books: *My Other Loneliness: Letters of Thomas Wolfe and Aline Bernstein*, edited for the UNC Press by Suzanne Stutman; *Welcome to Our City*, Wolfe's 1923 play in ten scenes, edited by Richard S. Kennedy; *The Autobiography of an American*

Novelist, which is Leslie Field's edition of Wolfe's two excursions into personal literary theory; and *Beyond Love and Loyalty: The Letters of Thomas Wolfe and Elizabeth Nowell*. Editor Kennedy has bound together with this correspondence of the author and his indefatigable agent a previously unpublished story entitled "No More Rivers." As a piece that obviously satirized identifiable members of the Scribner firm, the story was cut in half by Nowell and Wolfe, but the result still found no place in print during Wolfe's lifetime. A different fate explains Wolfe's "Last Poem," which appears for all to see in the October issue of *Vanity Fair*. Earlier this year, Charles Scribner III dislodged this 1934 manuscript from inside the drawer chamber of Maxwell Perkin's oak desk on Fifth Avenue. The poem is an October piece in its pleading for the return of the writer's "wild first force," for the music of "pain and joy and exultancy strong..."

These three sensations affirm that October has always been, will always be, the festival of Thomas Wolfe. He and his work are painted with October and live in its "ancient drowsy light." His first book — still his foremost today — was published on October 18 — two weeks after his twenty-ninth birthday and ten days before the crash of the stock market in 1929. It was typical that his literary fortunes climbed as universal bust whispered in the wind. Almost exactly a year before, Wolfe had been raging and ranging across Europe; recovering from a serious Oktoberfest fight, he received word that a man at Scribners was interested in his manuscript. That man turned out to be Maxwell Perkins, the fatherly blue pencil of October Wolfe who a decade later became the famous writer's literary executor. In *Look Homeward, Angel* itself, W. O. Gant, the fictional father, makes his way into the hills around Altamont on a "gray-golden day" in late October that is "bright and windy." Eugene Gant tells us of his own early identification of the "wood-smoke and burnt leaves" odor of October. His favorite brother Ben dies and is buried in October. In this particular instance, the novel is strictly autobio-

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graphical. Ben Wolfe died October 19, 1918. In response to Ben's death, Wolfe in time wrote and later included in *Look Homeward, Angel* the medley of "It was October" reflections that is the fore-runner of the celebrated passage in *Of Time and the River*. Yet more importantly, the first novel ends with Eugene, after encountering Ben's ghost in the town square, preparing to escape into life as October is arriving in the marvelous hills. The young man heads north in the same time of year that his father had climbed into the mountains.

Wolfe's fascination with abundance and multiplicity in style and substance is an October trait, one, incidentally, that made the dedicated craftsman dependent upon an editor; it is hard to believe the totality of his studious creativity in the lifelong month of his birth. In school, young Wolfe would have discovered writing, Eugene's "line of life," in October. October 23, 1908, is the actual date on the future author's first letter, a note to his sister Effie. He is pleased to say: "I am getting off to school in time every morning, and I am never late." The teacher who is the original for the Margaret Leonard of *Look Homeward, Angel* would have discovered the sensitive boy, in life as in fiction, in the fall, another October song. As a student at Chapel Hill, Wolfe began to edit *The Tar Heel*, the campus newspaper, on October 11, 1919. He was a senior. This is an excerpt of his first editorial:

The enrollment of the University far exceeds that of any past registration. Rooming accommodations in town have been completely exhausted. There are four, and in many cases five, boys living in the same room. This is very undesirable for the boy who likes to study in a quiet room . . . It matters not what he is studying, you should remember that you are infringing upon his rights as a roommate when you allow . . . friends to come in . . .

Our October Wolfe could be a librarian or at least someone to stand at the door of the reading room and set the stage for study. He was, in fact, an avid and voracious reader, and it would have been his first October at Harvard that he set upon the books in the great Widener Library with intentions to devour every one. In October of his second year of graduate study, 1921, his one-act play "The Mountains" was performed in the Agassiz Theatre at nearby Radcliffe.

Since the fall of his arrival in Cambridge, Wolfe had kept an informal notebook, but not until his first departure for Europe did he make a resolve to be more formal about it. October 26, 1924, his first day at sea, he wrote:

Today, for the first time in my life, I am beginning a more or less methodical record of the events which impinge on my own experience. I do this, I believe, because for the first time in my

life I feel an utter isolation from such reality as I have known; because I know that I must live a good week longer with the people on this ship and that try as we may, we cannot get away from one another. The opportunities for observation are humorously unique.

Traveling and at home he kept his October resolve, filling over thirty pocket notebooks during the remainder of his life.

It was on the voyage home the following August that Wolfe met Aline Bernstein, the older woman who became his mistress and supporter for a brief period of years beginning in October 1925. In New York they were "inseparable." His plans to write an autobiographical novel were shaped under her influence, and in the summer of 1926 they went together to Europe, first to Paris, where Wolfe outlined or made lists for the projected fiction, and then to England. There in London, after Mrs. Bernstein sailed for New York, he began the first version of what ultimately, with her indulgence and the skill of Perkins, appeared as *Look Homeward, Angel*. When Wolfe later wrote down the story of how this novel came into being, he put it this way, however:

I would get a great, hollow utterly futile feeling inside me, and then I would get up and switch on the light and read the words I had written that day, and then I would wonder: why am I here now? why have I come?

By day there would be the great, dull roar of London, the gold, yellow, foggy light you have there in October.

This forceful experience of a creative North Carolinian in England caused him to view October as a benchmark in each remaining October of his life.

Certain October letters of 1926 and 1928 bare the "pain and joy and exultancy strong" of the protracted evolution of *Look Homeward, Angel*. These selections (notes deleted) from Stutman's Wolfe/Bernstein correspondence show all. The first excerpts are from his long letter to her as he turned twenty-six alone in London:

My dear, your letters are the only thing that hold me to the least reality in this world. I have determined to write more often — I don't know how well I shall succeed. You are the only person who seems to me to have flesh and blood substance: — I want you to understand that I am living in a kind of mighty dream, where I wander about extensively, examine everything, and find everything unreal[.] In this way my days pass, I enter and leave my room, write, fall heavily upon my bed for an hour, write again, go out on a bus, wander, rove, eat. Thus I think of you all the time, begin a letter, sleep, write, add to the letter, and finally, wondering in horror how it shall ever get to you, I remember suddenly that there are postage stamps, and strange things called ships, in which I don't believe . . .

Do you know, my dear, that in writing this book, the last thing I shall ever write, I feel for the first time as if I'm throwing my strength not at the empty air but at some object. I am deliberately writing the book for two or three people, — first and chiefest, for you. There is not the remote shadow of a chance

that it will ever get published — if I cared to write salable stuff I would: I know most of the tricks, but something takes possession of me when I write, and I wear my entrails upon the page. I can't help it: I am writing, like any sensible person, for some audience — but unhappily my audience has never existed[.]

But, somehow, I am rather happy about the book. I am fashioning it somewhat as one of the men of Plantin's time might have fashioned his, or as Burton the Anatomy. I know that, at the most, it's one for two or three people. But it is evolving as a huge rich pageant, with a blending shift and interweave in the pattern. It ought to make good reading for those two or three...

If my book breaks down, and I can't finish it I don't know what I'll do. I shan't stay in England, and I don't think I'll come home. Find out more definitely from your lady friend what "piece work" is, and how much it pays. Let me know about it.

I have about \$600 left. I'm not in need of anything...

London/October 14, 1926

My Dear: —

I had two letters from you to-day — one was a one page note, I got a cable from you the other day.

I moved to Bloomsbury from Chelsea 10 days ago: I am living at 57 Gower Street; I have a huge room; much furniture; red curtains on my bed; plaster statues under glass, engravings of the Crimean War — but there's room to move. I have worked well.

I will tell you how I feel. I live in my pyjamas until about one o'clock, when I go to the Express[.] I write in the mornings — I am heavy after lunch and beer; I wander about the book shops in the Charing Cross Road until 4 or 5. I go home, have tea[.] from six to eight or nine I work. Then I eat and drink. After this I work from 11 or 12 until 1.

Your letters describe your desire for me, and then you add, as if you wanted me to deny it "but perhaps you are better there[.]" I am sunken; I am about incapable of action; I am the super-Hamlet pinned beneath the weight of his own spinning; I live under the sea, I think of you continually, I do not know how I shall emerge[.] I intended to go to Oxford last week; I think I shall go at the end of this one... I got your cable this morning — you said you were hopeless and tired. My dear Jew, my life is yours. I am held from submission because I believe sometimes that during the ten days between the writing and delivering of this, trickery has crept in. But I believe in you at bottom. I am terribly depressed to-day. The rainy weather has set in; a leaden drizzle falls constantly — London reels with mist and fog[.]

Since you left I have written over 60000 words of a book that may be almost 200000[.] I cabled you a long message this morning in which I said I would come back without complaint whenever you want me. I think now I shall go to Oxford tomorrow, if possible stay a month, and do all I can. Then I should like to go to Germany for a few days. I don't know — all I do know is that I want to get on with the book. Your letters about New York have depressed me — I found that even the easy promises of work in the movies went the way of most easy promises — faded... When I finish the book I want to earn my living in some way[.]

The thing we have got to find, I suppose, is whether we can be together and work, too. I am so low today I hardly know where to turn. Your letters are the only things I have left — I have lopped off everything; and your letters have almost taken the heart out of me[.] I do not mind being in anyone's employ as long as I can render faithful service; I can hold my head up as long as I write honestly and hard for four or five hours a day...

October/Wednesday/October 20

My dear:

I came up to Oxford Sunday afternoon; I have stayed ever since — on this High Street at the Mitre Tavern, a famous old and chilly place[.] The term has just commenced; all up and

down the High Street and in and out of the colleges swarm apple cheeked boys. I feel very old — I can never be a part of this again. I went out looking for rooms. Those I found were far out, miserable, cold, dispirited — there's very little coal. Yesterday I found this place — it's called Hilltop Farm; it's 20 minutes walk from the center of Oxford but like the country, up a noble avenue of trees, flanked by green playing fields. The house is a fine residence; I have a sitting room and bedroom — both magnificent places — I get breakfast and dinner at night as well for 3:10 a week[.]

I am settled here now in my sitting room, with a cheerful fire in my grate[.] The weather here has been raw & cold, several heavy frosts. Last night there was a blazing moon, but today rain is falling, there's a mist low over everything. I am going into town presently to the Post Office to see if I have any mail from you. Did you get a cable from me saying that my address until further notice was Poste Restante, Oxford. I got one from you, telling me to finish the book before I came back. I'm afraid my dear, it will be several months before the book is finished[.] I want to stay here a month, and work like Hell. By that time I hope to have on paper roughly three parts of it — There are four parts — but one is an introduction that will be comparatively short. I have almost finished the third part; I am well on with the first. I am fairly sure I have done more work since you left than most of the Oxford boys will get done during the entire year... I have watched some of the American students here — they submit reverently to all the constraint of the life, hush their voices, and try to be as unlike themselves as possible[.] No one seems to have thought yet of the possibility of becoming a civilized person at home, yet we have, it seems to me, the materials from which civilization ought to be made — abundance, plumbing, warmth, light, comfort — the nasty little people sneer at these, but fine people, like fine horses, need them — even plumbing[.] Also, when any of our people have ideas, it seems to me they are likely to be quicker, truer, and less worn[.] I have been away four months, I wonder how much longer I shall stay[.] Have you been able, in the midst of your woes, to perform the single little errand I asked of you — namely to get from Miss Lewisohn without talk my plays? Have you been able to realize that I get sick every time I think of them in conjunction with the rather interesting reptilian face, and that I no longer want them to pollute the air near this very extraordinary, sensitive, although somewhat inarticulate-because-what-she-has-to-say-is-so-unusual person? You have not, but please, please do.

[Oxford]Thursday/October 28, 1926

My Dear: —

Unfortunately, I'm going to write you a nice letter, which will explain its brevity. I'm writing you this in my sitting room at ten o'clock in the morning after breakfast. I got your letter yesterday in which you speak of your relief over my cablegrams. I am relieved to get the letter.

I have been thinking of getting home in time for Christmas or New Year's. The book stands thus: I work five or six hours every day on it now — I see my way through the first three books as straight as a string. I brood constantly over the fourth and last — the book lifts into a soaring fantasy of a Voyage, and I want to put my utmost, my most passionate in it. The prefatory action to these four books I can write down in ten days.

I am confident now I can get the central body on paper by Christmas — that is, the first three books. But I am also confident I can not get the last book in by that time. But if then three books are done, I know that the whole will get done wherever I am. Listen, my dear: last night I worked till past midnight, a late hour for me now, and did over 2000 words. The book is swarming with life, peopled by communities, and governed by a developing and inexorable unity.

I think I shall stay here until late November: it is a fine house, out in the country, a quarter mile off the road that goes

from Oxford to the village of Cowley. "There was a roaring in the wind" last night ...

Sailing to New York aboard the *Majestic* two months later, Wolfe asked his notebook: "What rut of life with the Jew now?" He was soon to have the answer. Aline Bernstein settled him in a studio on Eighth Avenue, one he had occupied before. And rather than have him return to the teaching job he had had last spring and summer at New York University, they agreed that she would support him while he continued writing. Following several months of feverish composition, Wolfe spent the middle of the summer of 1927 out of the swelter of New York City. He wrote instead at the Rhinebeck estate of his friend (another patron) Olin Dows. Suzanne Stutman writes that by "the winter of 1928, Wolfe was working himself to exhaustion, teaching, writing, and dictating his finished manuscript. The arguments and recriminations became unbearable, until finally Wolfe refused to see Mrs. Bernstein at all. Each went to Europe alone. Wolfe later referred to his European trip as 'The Grand Tour of Renunciation.' Mrs. Bernstein yearned to meet with him in Europe, but he consistently avoided her, although he maintained a steady stream of letters." The manuscript of his first book had been left in New York; work on the material that *Of Time and the River* would eventually be made of was already underway.

Munich/Thursday/October 4 [1928]

Dear Aline:

I got your cable today — I was very pleased and glad to know that you had remembered me on my birthday which I had about forgotten. But I am sorry I did not find a letter from you as well — it has been six weeks or more since you got home, and during that time I think I have had only three letters from you. This would be often enough if your letters were of any length, but they have been scarcely more than note — little dashes that you wrote down and sent off in five minutes. This is one reason why I have not written you since coming to Munich — my own letters were not so numerous but they were ten or twenty times as long as yours — it may be childish, but it seemed only right to me that you should catch up.

Today is the first time that I have been for mail since Saturday. I went to the hospital Monday and got out this afternoon. I had a mild concussion of the brain, four scalp wounds, and a broken nose. My head has healed beautifully, and my nose is mending rapidly, although I may lose the little loop in it that you were the first — and the last! — to admire. I am shaven as bald as a priest — in fact with my scarred head, and the little stubble of black hair that has already begun to come up I look like a dissolute priest.

What happened I am too giddy to tell you about tonight. I shall begin the story, and try to finish it tomorrow. I had been in Munich three weeks — during that time I had led a sober and industrious life — as I have since coming abroad. It is now the season here of Oktoberfest. What the Oktoberfest is I did not know until a week or two ago when it began. I had heard of it from everyone — I thought of it as a place where all Bavarian peasant people come and dance old ritualistic dances, and sell

their wares, and so on. But when I went for the first time I found to my disappointment only a kind of Coney Island — merry go rounds, gimcracks of all sorts, innumerable sausage shops, places where whole oxen were roasting on the spit, and enormous beer halls. But why in Munich — where there are a thousand beer drinking palaces — should there be a special fair for beer. I soon found out. The Oktober beer is twice as strong as the ordinary beer — it is thirteen percent ...

I'm glad I'm alive. I've meant to lead a good life, and I've led a bad and wasteful one. But out of all this waste and sin I believe — in spite of all logic — that some beauty will come. I love you, and as long as I love you beyond myself — as long as I could think of you then while I wallowed a beast in the mud, and believed myself to be near death — as long as you came to me then — then all is not lost, all good in me is not dead ...

It is apparent that the Oktoberfest brawl had the effect of smoothing the edge that had turned up between Wolfe and Mrs. Bernstein, who had returned to New York in late August. From there her indulgent and persistent correspondence directly affected Wolfe's first book as never before.

New York/October 18, 1928

SCRIBNER INTERESTED BOOK WRITING DEAREST LOVE = ALINE

[New York]October 18, 1928

My Dear Tom:

I sent you a cable concerning your book two days ago, but unfortunately it was returned to me, I enclose notice from Western Union. I have not heard from you since you arrived in Munich. I presume all my letters were too wearisome for you. I hardly know what to do, as the Scribner people are anxious to talk to you and it seems too good a chance to miss. I write you still to Munich, as I know of no other address and apparently you do not care to keep me informed. I hope you are alright in health ... My dear, I always want to write how much I love you, but what use is it? Aline

New York/October 20, 1928

SCRIBNER INTERESTED BOOK DEAREST LOVE = ALINE

Vienna/October 23, 1928

Dear Aline:

I have been here four or five days — sent my long letter in two sections a day or so after I got here. I hope both parts arrive at the same time and that you are able to read them — I know it will be a job (to read it) as the writing is a wild scrawl, and very soiled and crumpled. But it is a good description of myself at the time I wrote it ... I have lost all capacity and desire for work — the kind of work I thought I wanted to do. I circle and twist about all day in the labyrinthine streets — so strange and narrow and crooked — of the old City here, taking down the names of the books on display in the bookshop windows — scrawling, scribbling insanely the names of the books other people have written, and unable to continue with one I had begun for myself. I have no confidence and no hope. The huge vomit of print that inundated that world has sickened me and killed — for the time at least — all my creative energy. Only my mind seems to stay alive — my heart is leaden and hopeless — but my mind keeps working like some animal trying to find its way out of a maze ...

[New York, Late October 1928]

My Dear Tom:

I was in a great state of worry over not hearing from you for so long and today received an alarming post card saying you

have been in a hospital in Munich with a broken nose etc. The lower half of the writing I could not make out well, as the pencil was somewhat rubbed out. I cabled you twice this week, both cable returned saying you were not in Munich. So the moment your card came I wired you. You must write one telegraph immediately to Madeleine Boyd, I will enclose her Paris address. Scribner's want to see you about your book. I am so excited, and wonder how the new one is coming on... I do not know whether Olin is sending you money or not, and wonder whether your finances have anything to do with your coming back to America. I do not flatter myself that I have anything to do with it, you told me before you left that Olin promised to help out. I was paid yesterday by the theatre, and have \$750. I will send you some if you need it to come home, \$500... I thought surely you would stay a long time in Munich and write, but I might have known you would not do what I expected. Anyway, you have had a long vacation and should feel strong and rested. I envy you the extraordinary quality you have of detachment from responsibility. I know it is an attribute of genius. Maybe it is the genius I envy you, for I know I have it not. But I think you hardly take the proper responsibility toward yourself. I am here preaching tonight and better stop. My whole career or profession, or what ever you call it, has resolved into two aching legs and a bad head. But I look well, some of my Carlsbad cure is still with me. I'd like to go there and do look after yourself,

Love, Aline

Mdeleine Boyd
c/o W. A. Bradley
5 Rue St. Louis en L'Ile
Paris

Vienna/Thursday Night/October 25, 1928

Dear Aline:

I'm going to try a *short* letter to you to see how it goes. I sent off my last huge scrawl in two installments a day or so after I got here, and I hope you got both parts together, and were able to read the contents — as ugly and sordid as they were. It has been a matter of 3½ months since I landed this time upon this land of Europe — and what have I to show for it? Some 30000 or 40000 words actually written, some three or four books full of notes — which I may use, a half fair-to-middling reading knowledge of the German language although I still speak very badly, a heart full of hopelessness, a broken nose that is taking a crooked twist across my face, a criminal stubble of hair upon my head, and a large white scar on which no hair will grow — and a great, grand, unfading love for you, my darling, which seems to be the only beautiful and redeeming thing in my life, and which is so much better than the rest of me that I cannot believe it belongs to me, or is a part of me...

I circle the maze of the Old Town here like a maniac, taking down the names of hundreds of books in the windows — trying to dig out of all the nightmare horror of dust and forgetfulness and junk with which Europe is weighted down, something that may have a little beauty, a little wisdom for me. This terrible vomit of print that covers the earth has paralyzed me with its stench of hopelessness — I can not lift my head above the waves of futility and dullness — I have no hope, no confidence, no belief in my ability to rise above the level or even the worst of it. Impulse is killed in me, life is dead — for I am sure so much of this — most of it! — was begun hopefully, was thought good by its perpetrators, found praisers. And to think that this world is full of people who say this and that confidently, who write criticisms, and talk confidently of literature and art, who peck around in the huge mess with a feeling of complacency and pleasure — I can not follow them, understand them... This life, the glorious city is in its yellow leaf. I am going to Budapest, then back here, then to Florence, Rome and Naples, and then home. I am going to work and try to make some money. God bless you, my dear. I hope your write [to] me. Tom

Vienna/Sunday Night/October 27 [1928]

My dear Aline:

In several of your letters you have begged me to make use of "this precious time" — not to waste it — to make something of my life here while I have the chance. Every one of these words stabs me — I know how right you are, and how little I have made of my chances — how I have wasted everything most precious — paramously yourself — and made a wreck of everything I wanted to make beautiful. I do not know the reason for it. It seems to me that the people who lose all reason in this world are the people who try most desperately to find it. I know I have always been after the reason of things — I am now more than ever — and my brain is weary and wants rest, and can not get it. It is like something that hunts round and round inside an iron cylinder trying to find some way out when there is none.

My dear — if only I had a little of your calm certitude, your wisdom, your beautiful vision; or if only I had some of the false certitude of other people — of men who believe only in the bank business, or furniture, or automobiles; or of others who believe that no painting is good that is not like the Picasso's, or no writing that is not like Gertrude Stein's or Dickens or Pirandello's. I am going through a horrible struggle of the spirit, and unless I find some way out I am done for. It is not new — it has gone now for several years. You have seen it, and I do not think you have ever understood it very well, for in your own work you have been so certain: you have so fine a talent and you have found the thing you like best and for a while you are best fitted. Dear happy Aline — you were right about me. I'm a Bum — but I've always wanted to be something better. I am not lost yet, there is still hope and life in me, and with God's help, and my own, and above all, almost, I hope with *yours*, I'm going to pull out of it. My dear, will you save these letters that I have written



North Carolina State University professor Elliot Engel, entertaining those at the conference banquet with a discussion of the life and times of Charles Dickens.

you. They have been poor jumbled letters, but outside of my notes, they give the only fairly consecutive account of my life for the last four months. Please save the last one about the Okto berfest — it is a broken mumbling sort of nightmare, but I put down without any literary varnish some of the things that were happening at the time. I have not yet been able to see the whole thing clearly — I don't know what it means — but I believe there may be a strange and moving story in it ...

[Vienna]Monday Night [29 October 1928]

Dear Aline —

I got two more of your blessed letters tonight and a cable about Scribners. In my present state Scribners does not make even a dull echo in me — I have seen so much print that I feel it is criminal to add to it. Perhaps you can help me get back a little vanity, a little self-belief, a little boastfulness. God knows we all ought to have some, and all my egoism has plunged downwards and left me stuck in the mud. But every word in your letters I love and cherish — My dear, I am coming back to America, and get some kind of paying work, and then perhaps, if you want it, we can have some kind of life together again. Everything I write you runs on into words — I am going to be definite for once now: I love you dearly, I have acted badly while wanting to act well, I want to redeem myself, I want to see you again, I want to try to act fairly and humanly towards you from now on, I want to go to work. I am coming back to America next month — one week in Budapest, two weeks in Italy, and home if possible from Naples ...

Vienna/Tuesday Night/October 30 [1928]

My Dear —

Thank God I have recovered my paper out of the depths of my travelling book-case — paper in Vienna seems to be a kind of precious gold leaf, and is doled out at high prices a sheet at a time. Also, I have found a pencil I can write with — the fountain pen which I started so nobly lies buried somewhere in the mud or dust of the Oktoberfest. Today I got a letter from Mrs. Boyd — on her way to Paris — saying a Mr. So-and-So was interested in my book. She gave me her Paris address, and I answered her at once from Cook's. She said she hoped I would not do anything with it except through her — a very gratifying apprehension — and I told her in my letter that she could depend on me to stick closer than glue if anything came of it in any way through her efforts. She also said she hoped my new book was almost finished — and my heart began to throb up and down like a sore tooth. I have made thousands of notes, and written scenes here and there, and gone and investigated and explored all over ...

Circumstances were to be such, however, that Wolfe and his indulgent mistress were not to make another book together, and Mrs. Boyd was to be superseded by agent Elizabeth Nowell.

This letter from Mrs. Bernstein to Wolfe places the great book they did make together in its most intimate October light.

New York/The Gotham[October 1934]

Dear Tom. —

Some years ago, when you went abroad on your Guggen-

heim fellowship, you gave me the manuscript of "Look Home-ward, Angel."

I think it no more than just to tell you that I am sending it to Mr. Perkins, for him alone, with the stipulation that it will under no circumstances be given to you or any member of your family. He has stood by you as a loyal friend, as I have always had it in my heart to do; and although on your part, the relation between us has come to an end, on my part it never has, and never will so long as I breathe.

I loved you and always will, in spite of your unjust repudiation of me. For many years I have clung to simple faith in the old fashioned words of loyalty and truthfulness, and now realize how foolish I have been.

I am sick, returned from hospital a week ago, and I am obliged to give up all of my work for at least a year, and doubt if I will be able to return to it. I am also dead broke, and going to California for part of the winter. My good friend Aline MacMahon is treating me to every thing, even such clothing as I need. It is not easy for me to accept but I have to. We do not know what is becoming of the house, trying to sell it or rent it. So I thought it best to send your book to Mr. Perkins not knowing what might happen to it. I do not in the least mind the loss of my comfortable living, but the turnabout of my faith in you has really done me more harm than any physical or objective thing.

I still have faith in you as a writer, but you will achieve the beautiful thing only if you look deep into your heart for the truth. You just can't go wandering on putting musical words to paper. Too many people are doing that. — I leave about Nov. 15 and wish you luck, but I know luck means nothing. I am old and wise enough to have found that out.—

As always, devotedly yours
Aline

Whenever sensational October comes back again, it will be the season of the massive ghost of Thomas Wolfe. Halloween as a notion for library cases and boards can give way in college and university facilities to displays of Wolfe's October books, letters, notebooks, and biographical materials. Jonathan Daniels called his friend "warm and good, tumultuous, angry and comic, too." While the prose poetry of October is one very memorable item, Wolfe's account of himself for Aline Bernstein, October 25, 1926, deserves to be well known too:

I am invincible in defeat, supreme in my victory over all lost faith: you have given me that, it cannot be taken from me. O great lost demon of my youth, wild boy that beat across mysterious seas, strange seeker of enchanted coasts, I haunt around the grey walls of my house to find you. Where is the apple tree, the singing and the gold? Where are the moonbright feet of the running girls — the Arcadian Meadows — the goat hooves and the glimmering thicket faces? I will sing of him and celebrate my sorrow; I will invoke him, over all loud laughter, for he was godlike, deathless faith, unending beauty hung like lanterns in his eyes, and he is gone.

All men must lose a god to gain a castle[.]

The Open Door: Parent Oriented Programming

Peggy Byrd and Ruth Roland

Peggy Byrd

I recently entered the full-time job market. I applied for a specific position and progressed through all the interviews. After the last round, I was feeling especially proud of myself, and I met a member of the faculty in the hall. She said, "I just wanted to tell you that I told that committee that we wanted someone who didn't know too much, and Peggy Byrd was exactly what we wanted."

The older I get and the longer I stay around this world, the more aware I am of my role as someone "who doesn't know too much," so every once in a while the Fates seem to take over guiding events through an experience designed purely for the enriching of Peggy Byrd. One such event happened last spring when I had a cup of tea with Ruth Roland.



Peggy Byrd and Ruth Roland are independent consultants. Their speech was co-sponsored by the Children's Services Section and the North Carolina Association of School Librarians. We thank Judie Davie for providing the journal with this transcript of their talk.

In the course of our tea party, we talked about ourselves as mothers with the "responsibility for hearth and home," and we talked about ourselves as "librarians without portfolio" but with a very real commitment to the profession. We had tried the volunteering routine in a variety of school settings, and we were weary of health room duty and typing circulation cards; so we decided to look at what was going on in our community. We looked at our colleagues in the public schools and in public libraries. We saw how much the realities of everyday life were affecting what we knew to be their hopes and dreams in librarianship. Unbeknownst to the other, both Ruth and I were identifying an area in which we could offer active service to the community and use our skills in librarianship. Lacking media centers of our own, we decided that we would pool our resources and identify one service area, actively recruiting an audience for that *one* service. What we chose to offer was children's literature and reading guidance to parents and educators in our local community. The result of that morning's tea party was the Open Door.

We were very aware of many people in the community saying, "Parents must get involved in their children's reading life," but no one was really telling parents *how* to do that. So one thing that we felt a very real commitment to was to offer a structure to parents who wanted to get involved but didn't know quite how to get started. We actively pursue that one population, broadening parental understandings of children's literature and sharing ways they can use reading at home in a comfortable environment in a carefully planned program of selection. In other words, we do what *all* of us want to do when we go into librarianship: we are trying to get kids and books together, using the adults in their lives as our vehicle.

We thought we would share the organizational pattern that we are evolving, tell you what elements in our community we tapped and of the responses that we have gotten, because we have hit the jackpot! We have spoken to a need. And we have gotten the response we hoped we would.

Our brochure is very modest, and we sent two hundred of them—to day care centers, to public libraries, to public schools, to PTA chairmen, to some service groups. We have gotten a good percentage of responses from this very small number of mailings.

We've gotten inquiries from groups that wanted staff development. Teachers needed crash courses in children's literature, four to six hour workshops, mostly updating what they knew of children's literature in their teacher education programs x number of years before. We've had day care inquiries, agencies who want to offer parent programs to stimulate reading in the home by giving parents guidelines in choosing books.

PTAs wanted very short programs on the selection procedure, usually in concert with book fairs. We've had inquiries from book dealers who wanted to know if we could plan workshops in concert with book fairs that *they* were sponsoring. One very interesting group that inquired was a teacher education program for paraprofessionals and non-college graduates who were going into their teaching program who had had no experience in children's literature. They need a fullblown course in children's literature. Finally, we have tapped a specialty preschool in our area that specializes in the arts for three-, four-, and five-year olds, and though they had used literature heavily in their program for the children, they really did not anticipate parental interest in using literature at home. This school has been very interested in the package that we are talking about with their parent groups.

Those were the responses we got from the brochure, and now we are getting that very nice second wave of communication through the grapevine, which has served us *very* well. The best inquiry we've had was a university in Texas wanting to know if we'd do a continuing education program for parents over several weeks next summer.

Churches are contacting us for family night supper series, which is a marvelous way to get parents and grandparents into our workshops. We are now able to say, quite literally, we have had agencies from Murphy to Manteo contact us, so we've gotten statewide coverage. And we thought we were going to have a nice quiet little cottage industry!

We must say now—and repeat it often—that we are serving as your advance men; we are your publicity agents, because what we're doing is reminding parents of the wealth of community resources that are available to them. We're not

your competition; we're your sales representatives. When we do a workshop in a community, we will draw materials from the public library collection, because it's a very nice bonus to be able to say, "The materials that are 'starred' on your bibliography are available at the South Succotash Public Library." We supplement with Open Door purchases only to the extent that we need to provide breadth in the topics we are presenting.

So the program of the Open Door seems to be communicating with a population that has both broad-based needs and very specific topical needs. Parents want very basic instruction in the selection of children's materials—how you go about doing it—and a lot of hands-on experience. You know and we know that when an individual sees a book and likes it on the spot, she or he will use it in whatever context it is taken. We provide a lot of hands-on experience, a lot of on-the-spot evaluation, and discussions; and it seems to click.

Friends in the profession want to know how our workshops are put together, what we do in these workshops, and where we're going now that this thing has really begun to snowball, what sort of patterns we are moving into with this series. The one person who gives all these inquiries a cogency and a structure and a sense of order is my friend Ruth Roland.

Ruth Roland

In putting a workshop together, we follow three basic steps: planning, presenting, and evaluating.

We individualize each of our workshops to meet the specific needs and interests of that sponsoring agency. Therefore, we like to involve the sponsors from the very beginning in the planning process. We usually submit a suggested list of topics. The members of the sponsoring committee then choose the topics they want presented. They are not limited to this list, but we have found the list helpful in guiding their selection choices.

Together with the planning committee, we decide on the different components of the workshops: the length, the group size, and the topics. The planning process not only identifies the specific topics but also gives us a chance to get a feel for the group that we'll be working with, so that we can adapt our presentation for that particular workshop. We have enjoyed working with the different planning groups, and we have found what we expected to find: most groups are interested in a basic course in children's literature presented in two-hour time blocks.

The presentation also depends on the needs and the interests of the specific sponsoring agency, and hopefully after the planning process, we have a fair picture of what that group expects. When we started out, we naively thought we could work up a few basic workshop outlines and bibliographies and repeat them at each workshop. We found that this has not been the case. We have truly individualized each of our workshops to meet the needs of the sponsoring group.

Of course, there are certain things that should be a part of every workshop. Two of our primary goals are: (1) to provide the parents with criteria for selecting literature; and (2) to give them the hands-on experience with the materials. Parents should be given the criteria for selecting books and nonprint materials in a supportive and nonthreatening way. Our workshops are informal, and discussion and questions are encouraged. After all, we're trying to get parents to use libraries and librarians, and we want them to feel comfortable with both.

We present the selection criteria in several ways. For example, a local bookstore is sponsoring Tuesday morning kaffee klatsches. We get together with the bookshop owners and select one topic a month to present to the parents that attend. In each of these sessions, we hand out a very short bibliography. Sometimes we list the criteria for this type of literature on the bibliography. Sometimes we go over the criteria as we are presenting the materials. When we are addressing a large group, we have a slide show that we've developed to present the selection criteria. Most of our groups have had no more than twenty-five participants. We divide into two groups when it's time to actually look at the materials. This gives everyone a chance to handle and examine the materials. This hands-on part of the workshop is my favorite part. I love to hear the "oohs" and the "aahs" and the "Oh, I remember this one," or "I wish they had books like this when I was a child," to which I promptly respond, "There's no reason you can't enjoy them now that you're an adult."

The parents in our workshops have been very eager to give their opinions on the illustrations found in the picture books. They may not feel qualified as literary critics, but almost everyone has an opinion on the art work of the book.

Our hands-on role becomes more challenging when we are working with a larger group. If we cannot break down into small groups, we try to allow plenty of time at the end of the presentation for browsing and for conversation. We'll soon

be doing a short PTA program as a lead-in for a school's book fair. When we go over our selection criteria, we will suggest some resources and books that are good for family read-alouds. Then we will be available, along with the media specialist, at the book fair to answer questions and aid in selection.

A nice side benefit to the hands-on part of the workshop is the communication that is set up between the parents and between the parents and us. We feel that this further helps to reinforce the idea of librarians as being service-oriented. We make it very clear that we are librarians, and that librarians can be part of the team to bring these parents the information that they want and need.

We have gotten very enthusiastic responses from parents when we show them selection tools. We have found that parents want to know about *Children's Catalog*, *Elementary School Library Collection*, *A to Zoo*, and *The Bookfinder*. They also want to know how to use them. Recently we were with a group of ministers who wanted to know how they could find books on family relations. They were especially interested in books dealing with adoption, divorce, and death for intermediate age children. We took about five minutes, showed them the *Elementary School Library Collection* and how to use the subject index. In a short time, they had a wealth of material in many formats to meet their needs. We showed them *ESLC* not only because of its usefulness, but also because it was available in their local public library. Whenever possible, we try to make the parents aware of the resources that are available in their local area.

The final element of our workshop is the evaluation process. We wanted the evaluation to be informal but also helpful to us for future planning. Most of the evaluation is gathered orally from the parents during the course of the workshop. We also have a short evaluation form which we ask them to fill out. They can give some general reactions to the workshops and indicate topics of further interest for future workshops.

The programs of the Open Door have continued to expand as we become aware of new opportunities and areas of service. For example, we have just finished putting together a workshop dealing with the building of self-esteem and literature to support that development. We will be presenting the literature portion of the workshop, and a marriage and family therapist in our community will be presenting techniques for building self-esteem. We think that librarians have a unique opportunity to pull together

experts from many fields and offer this expertise to parents' groups. It has been our experience so far that professionals, not only in the library field but in other areas, have been very interested in what we are doing and very supportive of our efforts.

We had decided, in our first year, to concentrate on materials for children from birth through grade six. Because of the interest that we have received, we are already gathering a bank of names of people that deal with other areas, such as the adolescent experience, storytelling, and values clarification.

Peggy Byrd

Several significant things are increasingly apparent to us the more we do these workshops.

First: Given a satisfactory time slot, parents will come to hear about children's literature. The interest runs extremely high. You will be very surprised and delighted if you make a similar effort in your own local setting at how much interest is there. The secret is to identify the time slot that people can use. We have had good luck with the weekends, evenings, and with the noon-hour sack lunch idea.

Second: Given a satisfactory time slot and location, fathers will come to a session on children's literature, and for me, that is the nicest of our "discoveries." I've done this type of workshop in local churches using the morning Sunday School time and the Wednesday evening family nights, and in each one of these series, I've had equal numbers of moms and dads. Now we find

that churches are calling us because they know that we will do things in those two atypical time periods.

Third: Parents will come if they are part of the planning process. We insist that the parental group be included in this initial planning process to set the tone for mutual communication and to put the stamp of "local concerns being met" on the workshop.

Fourth: Parents are discovering and rediscovering that reading at home with their children (even as they move into teen years) is one of the nicest bonds to reestablish within the family. My children still think of the state of Colorado as the place where we camped and read *Pooh* and *Ramona* and froze to death.

I'm reminded of one of my favorite movies, which is *Miracle on 34th Street*, in which Kris Kringle is hired by Macy's to serve as the holiday Santa Claus, and he says to the parents who are frantic with shopping, "Why are you buying this here? Go across the street to Gimbel's and save \$10."

Well, we are in that same posture, I think. We are saying, "We'll get you started, but then go across the street to the public library, because that's where your treasure trove of materials is going to be, or go to your school media center for a splendid nucleus." We send them to you better able to articulate their needs and with a foundation in what to look for in children's books.

The last big discovery in doing parent and educator workshops is in a paraphrasing of John Greenleaf Whittier: "The finest words of tongue or pen are simply these: let's do it again."



NCLA Conference Committee (l-r): William Kirwan, Mertys Bell, Ariel Stephens, Sharon Crowe, Robert Burgin, Larry Roland, Leland Park. (Photo by Frank Sparger.)

Pay Equity

Nancy Perlman

I would like to do five things in this presentation. First, I would like to define the issue of comparable worth. (Comparable worth is synonymous with pay equity, and I will probably use them interchangeably.) Second, I would like to give you some background to explain the development of comparable worth as an issue in this country. Third, I would like to talk about what is happening around the country to address the problem of pay inequities. (There is a great deal happening, and there is actually a great deal happening for librarians.) Fourth, I would like to discuss some of the major arguments against comparable worth and how those arguments can be answered. And finally, I would like to discuss some of the things that you might want to do following today to address the issue of comparable worth.



Nancy Perlman is founder and Executive Director of the Center for Women in Government. Her speech was sponsored by the Roundtable for the Status of Women in Librarianship. A transcription of that speech appears in the journal. (Photo by Frank Sparger.)

Before I begin with these five things, I would like to tell you a true story. It is a story I think is important because it says a great deal about assumptions we have about groups of people and how powerful and far reaching those assumptions can be. I grew up in Tucson, Arizona. We moved there when I was eight years old from Ann Arbor, Michigan. When I tell this story, I have to give you some facts about me and about Tucson. I am Jewish, and when we moved to Tucson, lots of people assumed that there weren't very many Jews in Tucson. (I assume the same thing about North Carolina; it's probably not correct either.) At any rate, when we got to Tucson, it turned out that there were three synagogues: there was a Reform synagogue, which is the modern, not very traditional synagogue; there was a Conservative synagogue, which is middle ground; and then there was a super-Orthodox synagogue, and that synagogue was very small—there were a small number of families that belonged to it. But over the years, off and on, there were enough families to support a rabbi. Now a friend of ours, our ex-next-door neighbor from Ann Arbor, whose name was Bea Kahn and who was also Jewish, was out visiting Tucson. She and my mother were sitting around the kitchen table, and my mother was telling her about the great scandal in the Jewish community in Tucson, with great glee. A Jewish woman had been arrested and convicted for hiring someone to shoot her husband, to kill her husband. Now, this is not supposed to happen, and after she was convicted, they sent her off to the state prison in Florence, Arizona. Bea Kahn was shocked at this to start with, but then the story continued. It turned out that around the time this woman was in jail, the Orthodox synagogue did have enough families to support a rabbi. So this young man and his family, his wife and children, came to Tucson. He settled in and became active in community affairs. One of the things he did was become the Jewish chaplain for the state prison system. Because of that, he would go off to Florence, Arizona, and counsel with the Jewish prisoners. He met this woman who had tried to kill her husband, and they fell in love.

They fell in love, and then the rabbi convinced the parole board to let her off early under his supervision, and the parole board did that. She came back to Tucson, and they ran off together. Then they were caught, and she was sent back to the state prison, and the rabbi and his family left town. So my mother is embellishing this story, and Bea is very shocked. At the end of the story, there was a long silence at the end of which Bea said, "A Jewish rabbi?" Now, I tell that story because obviously she had very strong assumptions about Jews and about rabbis, and those assumptions were very good. (It turns out that in this case they weren't true, but they were very good.) These kinds of assumptions about groups of people aren't always so good, and oftentimes these bad assumptions about women or minorities or the disabled or Hispanics are built into our personnel systems—into how we classify jobs, how we establish salaries, how we decide to promote people, and so on. Assumptions are very important, and they have been built into our institutions.

Definition and Development

So what is comparable worth? What about pay equity? Comparable worth is an attempt to find out whether the salaries of jobs predominantly filled by women are artificially depressed because those jobs have been historically filled by women. In other words, they have been artificially depressed because of some of those assumptions, those not-so-good, not-so-true assumptions about women workers. By artificially depressed, we mean that the wages paid for the work in female-dominated jobs are lower than the wages would be in those same jobs if the jobs had been filled by men.

Why do we care? Why has this issue developed? It has developed because we have a very longstanding and persistent wage gap in this country. I am sure most of you know (and there is a very good article in your *Ms. Management* about this problem, particularly for librarians) that, on average, we have had a gap between the earnings of men and women. In 1957, women received on average 64¢ for every dollar earned by a man. In 1974, the wage gap had widened, so that women were only earning 57¢ for every dollar a man earned. In 1982, we were back up between 59¢ and 64¢ for every dollar earned. So here is a good twenty-year period; and we don't see the gap closing, we see it getting wider. It is a problem. In 1981, full-time year-round working women were paid \$12,000 compared to \$20,000 earned by

men. (That makes it seem even worse, I think, than the 59¢: you don't get a real sense of it. But \$12,000 compared to \$20,000.)

A lot of people said that this wage gap was due to a number of things. One of the things was education level. It must just be that women who work aren't as well educated as men. But, of course, you know that isn't true, and that in fact women with four or more years of college earn on average only as much as men with one to three years of high school—they earn \$12,000 on average. So, all that time and money you spent educating yourselves as women or as men entering female-dominated occupations simply don't pay off in the same way education does in terms of salaries in male-dominated jobs.

In 1981, full-time year-round working women were paid \$12,000 compared to \$20,000 earned by men.

This wage gap has persisted although we have very strong equal employment laws. We really didn't think it would; we thought the laws would take care of the problem. We do have the Equal Pay Act, and that, as you know, says if men and women are filling the same jobs, they must get paid the same salary. When that law was passed, people really thought that it would take care of the wage gap, that the wage gap was because employers were choosing not to pay men and women filling the same jobs the same salaries. We also have Title VII of the Civil Rights Act, which says that there shall not be discrimination in the setting of salaries. We've had that for a while, and yet that too has not closed the wage gap. And what we have had to do is take another look at our employment system and figure out why, when we say that there shall be no discrimination, we have seen this gap that has been so persistent.

Occupational Segregation

After much analysis, we think that the reason for the gap is that there is enormous occupational segregation in this country and that the wages of female-dominated jobs are substantially lower than the wages of male-dominated jobs. This is no surprise to you, but let me explain how segregated our work force really is. In 1982, fifty per cent of all women in this country worked in

only 20 of a total of 427 occupations. Men, on the other hand, were spread among all job occupations. Less than 20 per cent of the men were in the ten largest male-dominated occupations. So we were crowded as women into a very small number of occupations, and those were low-paid occupations. We did a study, when the Center first started, of New York State Government employment, and we found that 90 per cent of the career ladders were sex-segregated. Ninety per cent were either female-dominated or male-dominated, and most were male-dominated. As a matter of fact, although half the state employees in New York are women, two-thirds of them were in only two occupations — clerical and paraprofessional, where paraprofessional were mostly jobs in hospitals, hospital aid jobs. So you see enormous segregation, and then somehow the wages of these female-dominated occupations are lower than the wages of male-dominated occupations. But if there is segregation, it may or may not be bad. It may be that we choose to be librarians or nurses or clerical workers and that it doesn't really make any difference in what happens to us later. But that's not the case; it makes a great deal of difference, because we earn less and we are promoted less often. So the next question is, do the wages of female-dominated jobs reflect the value of the job? Or are they lower because the jobs are filled by women? Why, for example (and these are true examples), does a parking lot attendant make more money than a secretary? A sign painter, more money than a registered nurse? A liquor store clerk in Maryland, more money than a teacher with a master's degree? A dog-catcher, more than a nursery school teacher? Intuitively, I think we all know that something is wrong from these examples. There is now a substantial and growing body of evidence that the salary-setting process has not been free of bias.

So what has been happening with this new understanding of the labor market and wage setting? Whether you feel it in North Carolina or not, comparable worth really is emerging as a fact of life in this country. It is becoming a slowly accepted principle in both private and public sectors, and it is happening through four major types of activities. The first is through state and local government job evaluation studies. The second is through government commitment to close the wage gap and to establish a process to do so through legislation. The third type of activity is bargaining and organizing, both union and nonunion. The fourth activity is litigation. Let me go back and give you examples.

State and Local Job Evaluations

In terms of state and local job evaluations, in the last several years, there have been over twenty-five public jurisdictions that have funded job evaluation studies. These include Michigan, Connecticut, the state of Washington, Illinois, Maine, Wisconsin, Virginia Beach, and New York. They have done this to identify the extent of wage depression in female-dominated jobs. The findings of these studies, wherever they have been and whether they have used one type of methodology or another, have been very consistent. They have found approximately a 20 per cent discrepancy in wages based on the sex of the people filling the job, not on the established value of the job to the employer. For example, they are finding that librarian jobs are receiving 80 per cent of what they should be if you really, truly evaluate the work of the librarians accurately.

In 1982, fifty per cent of all women in this country worked in only 20 of a total of 427 occupations.

Let me just briefly explain to you what a traditional job evaluation methodology looks like. Usually, these studies have three steps. The first is very important; it is to establish accurate, full, and explicit job descriptions. As you know, a lot of us have job descriptions that are ten or twenty years old, that may even then not have reflected the real work of the job. These are being redone. I was talking to someone at the American Library Association before giving this speech, in preparation. She said that some of the studies have found that librarian jobs, for example, are never given points for working conditions, and yet it is a very stressful job. With nurses now, they are starting to think in terms of stress because of contact, perhaps, with patients who are troubled. But librarians also have constant contact with the public, and there is a great deal of stress involved with that as well. So what they usually do in a big state study is questionnaire people in an occupation. There will be a questionnaire, and it will make you think through what it is that you really do in your job. Then, if you questionnaire twenty librarians and twenty nurses, you take those descriptions and you combine them and you get an aggregate, accurate job description. You establish what a typical librarian does, what the job requirements and tasks are. That is the first step.

The second step of a study is to assign points to each job. There are four major factors that are usually used in terms of assigning points; skill, effort, responsibility, and working conditions. In many of the studies, there has been a joint labor-management committee under the guidance of a job evaluation specialist. These joint committees sit in a room with the job descriptions, and they together, through consensus, assign the points. The third step is to compare jobs which have similar points to see if they have similar salaries (obviously, that's what you would think), to see, in effect, if women's jobs with 200 points get paid the same wage as men's jobs that receive 200 points. It is at this stage that you find discrepancies, and I will give you some examples from studies that have been already completed. I will be giving you examples of jobs that received the same number of points. In Minnesota, a registered nurse is a female-dominated job; she got 275 points. A vocational education teacher is a male-dominated job; that job also received 275 points. The difference in wages is \$500 per month: the vocational education teacher receiving \$2,260; the registered nurse, \$1,723. In the same state, the typing pool supervisor received 199 points. A painter (this is a painter of a room) received 185 points, less than the typing pool supervisor. Yet, the painter made \$1,700, and the typing pool supervisor made \$1,300. In San Jose, California, a senior librarian (a female job) got 493 points; a senior chemist (a male-dominated job) also got 493 points. The chemist made \$1,119; the librarian, \$895. In Washington state, a licensed practical nurse (female) got the same number of points as a correctional officer, and yet the correctional officer made \$436 more per month. So you see a very consistent pattern. These are from studies that have been done in states where no one has disputed the findings. It may be that the methodologies in each place were slightly different, but there has always been this consistent pattern of undervaluation of female-dominated jobs. New York state is now undertaking a study through the Center for Women in Government. We are looking at not only the impact of sex on the salary-setting process, but also race, to find out whether state service jobs that are filled with minorities have also been artificially undervalued. So this is the first major type of activity, these state and local government comparable worth studies, but there are methodologies now being developed where this is not needed, where a small jurisdiction can say, "Okay, we have librarians, we have secretaries, so on and so forth. Let's get an accurate job description for

those jobs and then plug them into the big studies." Because in fact, if a librarian here has the same job description as a librarian in Washington state and you have other male-dominated occupations in your employment setting that are similar, then why can't you use those major studies to compare and see whether there are discrepancies, as long as you have good job descriptions to compare?

Legislation and Bargaining

The second major area of activity in terms of comparable worth is state and local government legislation or executive order to close the gap or to establish a process to do so. This has been going on in many more jurisdictions than you would ever think. In 1981, for example, California law established the policy of setting salaries on the basis of comparability of the value of the work. In the same year, three comparable worth resolutions were passed in Hawaii requesting all employers, both public and private, to establish the concept of comparable worth in those work situations. In 1981, the city of San Francisco adopted a policy of pay equity for city workers. Most important and probably the biggest pay equity victory anywhere started in 1982, when Minnesota passed a law which both established the state's commitment to comparable worth and also established a procedure for earmarking a certain amount of the budget to pay for pay adjustments. This summer, they appropriated money (\$22 million) to start closing their wage gap. It was a very interesting case, because they had had a very traditional job evaluation consultant come in (Haye Associates) and do a study. The study was being attacked for not being fair enough to women in their jobs, and a woman state legislator said, "Wait a second. It may not have been the perfect study, but they still found a substantial gap. Why don't we use the material that we have now, go back to the legislature, and try to get them to act on the evidence we have now. Later on, we'll go back and do a better study and try and refine things. But let's not throw away what we have, whether it's imperfect or not, because we now have enough evidence to move forward."

A third area of activity is bargaining and organizing, both union and nonunion. This has been going on all over the country, sometimes through the negotiating process. In Connecticut, Local 1199 of the Hospital Workers had a contract settlement that established a pay equity fund equal to 1 per cent of the payroll. One per

cent of the total payroll now is set aside. It's an extra appropriation. What they do is look at where their job evaluation and study has shown undervaluation and use that 1 per cent to start closing the gap. In Santa Clara, California, the service employees union negotiated 5 to 10 per cent pay equity increases on top of general increases of 16.5 per cent. They also negotiated a joint appeals board with both labor and management representatives to hear challenges to classification decisions. So, if you as a librarian felt that the classification decision was not appropriate, that in fact there was a larger gap than what was being addressed, you could go and make a complaint. In the private sector, at AT&T, the Communications Workers of America in 1980 negotiated a joint labor-management occupational/job evaluation committee to develop a new job evaluation system for nonmanagerial employees, and it has comparable worth as a goal. This new system is now being tested by AT&T and the union. This is very interesting because most things, have happened in the public sector where it is easier to take on this kind of issue. But AT&T was interested in the new job evaluation plan because they were creating totally new jobs. Unlike most organizations which create jobs that are similar to other jobs in other businesses, AT&T couldn't go into the labor market and say, "Okay, well I have a secretary here and I'll peg that salary to a secretary's job elsewhere." They were creating whole new jobs because of new technology, and they really felt that they had to do it right. They had to take a lot of things into consideration, and comparable pay was one of the things. Nine to Five, the organization of working women in Boston, had a nonunion campaign against John Hancock Insurance, and they won a 10 per cent wage increase there for clerical employees.

What's happening in this area for librarians? I would like to give you some union examples and some nonunion examples. At Temple University in Philadelphia in 1978, the librarians filed an EEOC case. They withdrew the case because they negotiated a very interesting comparable worth settlement in the contract. The librarians proposed not getting more money but moving themselves from a twelve-month to a nine-month appointment, an academic appointment, at the same salary. What finally happened is that the University agreed on a ten-month contract. So librarians there, at Temple University, now work ten months for the salary that they had been receiving for twelve months before. In the next year, in the second year of the contract, they had

a 2.3 per cent increase that was tied to pay equity. That's the first example of that kind I have ever heard. In Los Angeles, AFSCME (American Federation of State, County, and Municipal Employees) has just filed EEOC charges. In San Jose, I think all of you heard about the first comparable pay strike; librarians were part of that strike. They were also represented by the American Federation of State, County, and Municipal Employees. They won a 15 per cent comparable worth increase over two years. So librarians in San Jose are getting that increase as well. The Newspaper Guild negotiated a very interesting contract, and they didn't call it comparable worth, they didn't even talk about pay equity. They decided that they would compare librarians to reporters, and based on that comparison they won upgrades through their negotiations, so that the salaries of the librarians were increased to match the salaries of reporters. In San Diego in 1977, EEOC charges were filed. Those were withdrawn too, and the union negotiated an increase which the city absolutely refused to call a comparable worth increase. But they did win a 10 per cent adjustment on top of an 8 per cent cost-of-living increase. I think all of you have heard about the bad news in the federal government where the Office of Personnel Management is attempting to downgrade the librarian positions. But I would like to tell you that, because of a great deal of political and union pressure, the decision has been delayed. Whether it will be delayed forever, we don't know, but it's really been substantially slowed down because there has been so much political and union pressure. What about non-union examples? You know they had that San Jose strike. After the strike was settled, the director of the library in Long Beach, California went to the city manager and pointed out the facts that Long Beach had a similar situation as they had in San Jose in terms of comparable worth. Because of that conversation and nonunion negotiation, the salaries of librarians were increased by 5 per cent. A pay equity increase of 5 per cent. In Fairfax County, Virginia, with all levels of the library working together with the director of the employee association of the county and the director of personnel, there has been a long period of negotiation (which has not been successful) with the county board of supervisors and the librarians have just filed an EEOC suit. In Canada, where there is a comparable worth law, librarians receive \$2.3 million in increases by using the federal pay equity legislation. There it is dealt with on a case-by-case basis; if you feel you're not getting a fair salary, you complain to what is their

EEOC, they investigate, and then they make a decision. So \$2.3 million has gone to librarians in Canada.

Litigation

The last area of activity is the litigation area. You can see that there is a lot of overlap because, in fact, some of the state studies have been initiated as a result of union pressure. The unions have gone to EEOC and have also bargained, so that there is a great deal of mixing of these strategies. Litigation has been very important. The major issue in terms of litigation is whether Title VII of the Civil Rights Act does cover comparable worth situations. The people who are fighting comparable worth say that there is no law in this land that says they must pay the same salaries for jobs that are not exactly the same. So the big dispute in the courts is whether Title VII, which says you cannot discriminate in the setting of wages, really covers situations where the jobs are not identical. There have been some very important, very supportive federal court decisions. In the *Gunther v. Washington* case, the Supreme Court decision explicitly states that Title VII of the Civil Rights Act does apply to wage discrimination cases in which men and women do not fill exactly the same jobs. The Supreme Court did not endorse the concept of comparable worth, but they said that Title VII goes well beyond the Equal Pay Act and the fact that people are not filling the same jobs does not mean that you don't have protection under the laws. We just had an extremely important victory in Washington state, where the first comparable pay study was undertaken in 1974. There have been two or three subsequent studies, all showing the same thing. At one point, there was money in the state budget to start increasing the salaries of female-dominated jobs, and then the female governor, Dixie Lee Ray, took that money out. So finally the union went into court, and they just won the case. They even had ex-governor Evans testifying that, in fact, there was a great deal of discrimination in the setting of salaries in the state. There has been no monetary award attached to that victory, and the state says it is going to appeal. But it was a very important decision. Then there was the *International Union of Electrical Workers v. Westinghouse* case, which was a case where there were the clearest facts in terms of downgrading of the salaries of females jobs being intentional. In most cases it is really not intentional; it may be those old assumptions that you carry with you when you say that a librarian should be a grade V as opposed to a

grade VII. But in the *Westinghouse* case, it went back to the forties, when Westinghouse brought in a job evaluator and told him to evaluate all the jobs in the plant. So this job evaluator did that, and they came up with points for jobs. Obviously the jobs with the same points should have gotten the same salaries. But then Westinghouse looked over the list of the jobs with the same points and noticed that some were filled by women and some were filled by men. So they said, "Oh no, we're going to lower the salaries of the jobs filled by women by 30 per cent." They did this very openly. They even had documents in their files saying it; there was a kind of personnel manual that said they had done it for reasons, too numerous to mention, having to do with sociological facts of life or something. It was almost funny in retrospect. But it was not until IUEW and Westinghouse settled last year that the gap had been completely narrowed, that gap that was based on the 30 per cent depression of the wages of those female jobs. So we have a lot of things going on in the federal courts in terms of Title VII. We also have many state laws which specifically prohibit unequal compensation for comparable worth. And they use the words *comparable worth*. As far as I know, none of these state laws has ever been tested. I think you will see a lot more activity in that area, especially when there is some unease about whether the federal courts will be sympathetic or not.

So those are our four major types of strategies for working on comparable worth: state and local government research projects; legislation at the state level endorsing comparable worth and a way to close the gap; organizing and bargaining, both union and nonunion; and litigation.

Myths About Comparable Worth

Now what about the reasons we shouldn't be doing anything about comparable worth? What about what we consider the common myths about comparable worth? I would like to talk about those a little, because I am sure you have heard them, and then tell you what I think some of the answers are to those myths. The first myth is that you cannot compare dissimilar jobs for the purposes of setting salaries. This is known as the apples-and-oranges argument. The second myth is that you cannot interfere with the free market system by establishing comparable salaries. The third myth is that you cannot pay women workers what their jobs are worth because it will cost too much.

Let's turn to the apples-and-oranges myth. It

turns out that for decades employers have been comparing dissimilar jobs for the purposes of establishing salaries. In fact, modern employer-initiated-and-administered job evaluation systems were developed about forty-five years ago, first to evaluate managerial jobs. These systems were used to create organizational hierarchies and to justify wage structures. They were later used with some revisions to evaluate other jobs—blue-collar jobs, service and clerical jobs. So this has been going on, this comparing of dissimilar jobs, for years and years. In addition to private employers, the federal government has also been involved in evaluating dissimilar jobs for the purposes of setting salaries. The U.S. Department of Labor for years has published the *Dictionary of Occupational Titles*, and in the *Dictionary of Occupational Titles*, there is a ranking of jobs from what the department has believed in the past to be the most important and most valuable to the least important and least valuable. The *Dictionary of Occupational Titles* has been offered and used by thousands of firms as an aid in setting salaries. For example, if I set up a library and I want to know what to pay, I would go to the *Dictionary of Occupational Titles*, and it would say "Librarian." It was really a ranking, and the example of the dogcatcher being more valuable than a nursery school teacher comes from an old edition of the *Dictionary of Occupational Titles*. It was a way for employers to easily find out what they should be paying. Employers who have been happily comparing dissimilar jobs for years have suddenly said that job evaluation systems cannot be used to compare male-dominated and female-dominated jobs. They say that it is impossible to compare apples and oranges. But the National Academy of Sciences, which did a very important job evaluation study, parts ways with these opponents and in its study concluded that, even though there are some difficulties, such comparisons are feasible as long as care is given in collecting and analyzing information about jobs, in other words, if care is given when you do that first step in coming up with accurate job descriptions. But to go back to the analogy of apples and oranges, the analogy alludes to the difficulty of finding one method for describing and evaluating dissimilar jobs. Of course, it is true that any particular apple may not be equal to any particular orange; they have different shapes and tastes and textures and so on. But there are general characteristics of fruit, such as the number of calories, the vitamin and mineral content, which make it possible to compare specific apples and specific oranges. In some

ways, nutritional value, for example, the apples and oranges may be equivalent. In the same way, dissimilar jobs may not be identical but may be comprised of tasks and characteristics that are equivalent or comparable. The comparable worth issue emphasizes the need to design job evaluation systems that are free from sex bias—systems, if you will, that will pay the orange and apple equally for giving us the same amount of energy; systems which do not pay the orange less than the apple simply because it's not red. I hope that takes care of the apples-and-oranges argument.

The second argument is the free market argument. The concern that social reforms will destroy our economic system is not at all new. When we were preparing testimony on comparable worth, we decided to look back and take a historical perspective and see what kinds of arguments had been given against similar reforms. We found that in the 1880s employers testified in the Massachusetts legislature that a proposed law would lead to chaos in the productive process, that employers would move out of the state, that it would destroy the excellent relationship between employers and employees, and that it would lead the country into socialism. This dangerous legislation was a child labor law prohibiting children from working more than eight hours a day. So some of the same arguments that we were hearing about comparable worth, in terms of how dangerous it was, we had heard about other social reforms. Our history showed that those social reforms had really been reforms; they had not destroyed the economic fabric of our country. Employers are invoking a similar list of disasters when talking about pay equity. They primarily focus on the inviolability of the free market system. Essentially, the argument is that the free market system always has and always should determine wages and that if it does not, economic havoc will ensue. But I think that this is a very weak argument, and there are many reasons I think that it is weak. In the first case, unfortunately or fortunately, there is no such thing as a free market, as a pure free market. As a society, we interfere all of the time in the marketplace. Sometimes we interfere for economic reasons to protect employers, to bail out a Lockheed or an Amtrak or a Chrysler. These are interferences in the free market system; we are not letting the laws of supply and demand and so on and so forth take over. We also interfere to protect employees because we have certain social values. We do have child labor laws because we think that it is more important to educate children than to have them working twelve hours a day.

We also have wage and hour laws limiting the number of hours that people are allowed to work and we set minimum wages because we feel that the lives of our citizens should include a certain amount of leisure as well as a living wage. We also have anti-discrimination laws that say, "Thou shalt not pay women and blacks or Hispanics less simply because you can get them cheaper, because they're desperate for jobs." It is not just government, however, that manipulates our so-called free market system. Employers also actively interfere. In Boston, Nine to Five, the association of working women, discovered the existence of something called the Boston Survey Group. This is a group of employers who employ large numbers of clericals. It turned out that this Boston Survey Group met every year to fix the wages of clerical jobs in order to keep the salaries low. The law of supply and demand (something that was supposed to be sacrosanct to employers) was ignored in this process. Another weakness, I think, in the free market argument is that there is currently sex bias in market wage rates. As I have said, the most common way of establishing a job salary is by paying what other employers pay for a similar job; this is called paying market wage rates. The use of these rates, however, does not reflect the value of a job relative to other jobs in the same firm and may well reflect prior discrimination by other employers. In effect, the reliance on the market wage rate is one important way through which the depression of women's wages is transferred to employer to employer to employer. The librarians in Fairfax County came up against this argument. The County Board of Supervisors said, "We are paying what other counties and other governments pay librarians. That's all we have to do. We have no other obligation." But in fact, in a Title VII case, *Norris v. The Arizona Governing Committee*, the judge makes the point explicit. He said, "Title VII has never been construed to allow an employer to maintain a discriminatory practice merely because it reflects the marketplace." There is also often a biased response to the marketplace on the part of employers. Sometimes organizations respond differently to market situations depending on whether the job that they are concerned about is made up by women or men. According to market theory, when there are shortages in occupations, salaries of these occupations should rise. There's a great deal of evidence, however, to suggest that this often does not occur when the occupation is female-dominated. An example of this was uncovered through testimony in a comparable worth case, *Lemons v. The City of Denver*.

In the city of Denver, gardeners and tree trimmers were paid more than nurses although nurses were in short supply. It turned out again that once a year all hospital administrators met to set the salaries of nurses in the Denver metropolitan area. The law of supply and demand was not allowed to function. Denver hospitals were willing to absorb a shortage of nurses in order to keep the salaries depressed. I am sure that some of you have read that some hospitals have gone to the extent of recruiting nurses from the Philippines rather than paying nurses a fair wage.

The Issue of Cost

The third comparable worth myth involves the issue of cost. According to the opponents of pay equity, increasing women's salaries will lead to economic chaos. Employer advocacy organizations have estimated that the cost of implementing comparable worth would range from \$2 billion to \$150 billion. Now that's quite a range, the high estimate being seventy-five times greater than the low estimate; it's an estimate which makes me question the accuracy of the prediction. But I don't mean to indicate that comparable worth advocates are not concerned about cost. Rather, I think that they are interested in dealing with accurate figures in a reasonable manner. In the state of Minnesota, for example, the Council on the Economic Status of Women prepared a report on comparable worth. This was at the stage when the legislature was just trying to decide what to do about the issue. The report included specific figures for the cost of achieving pay equity and also identified a variety of salary pools which could fund these increases. Contrary to what we have been led to believe about cost, the hard data in Minnesota indicated that pay equity increases would amount to only between 2 to 4 per cent of the total budgeted for state salaries. There is also a great cost in fighting similar reforms through legislation. The Council on the Status of Women did a very clever thing in Minnesota. They presented some very convincing evidence regarding the cost in litigation fees for fighting a similar reform within the Minnesota State University system. They had a case in the University system that had been going on for years and was still going on. In that case, it turned out that litigation cost more than the amount needed to raise the salaries of women's jobs. This was very convincing, obviously, to the legislature. As a result of that information and the pressure from the union (AFSCME) and women's organizations, the legislature finally did

pass that bill. In New York state, in the study that we are doing that was jointly negotiated by the union, we are also trying to deal with the cost question reasonably. This study will include economic forecasting to project state revenues as well as to assess the potential costs of closing any wage gap related to sex or race segregation. Now these employers—some of these states, along with AT&T, Colorado Springs, and others—are making what I think are wise and fair decisions. Our history of economic reforms really makes it very clear: things do go easier for employers who voluntarily comply with our laws. If employers wait to be forced to pay nondiscriminatory wages, they will not have the opportunity to cooperatively phase in salary increases, no matter how expensive these increases may be. In the state of Washington, the union is asking for \$500 million in back wages. This is a lot of money for that state to absorb. Now, it may be that the court doesn't award that. That is very different than the state of Minnesota, which is starting to close the wage gap. They appropriated \$22 million to start that process. There's not a question of back pay there. So I think we have a lot of evidence on our side that things are much worse if employers fight some of these reforms. Finally, I think the most critical thing to remember is that the cost of correcting discriminatory practices is no justification for violating the law. In 1978, the Supreme Court ruled (and this was in a case involving unequal pension contributions in the Los Angeles Department of Water and Power) that the cost of correcting discriminatory practices is no justification for violating Title VII. The Supreme Court stated that the cost argument of the employer "might prevail if Title VII contained a cost justification defense comparable to the affirmative defense available in a price discrimination suit. But neither Congress nor the courts have recognized such a defense under Title VII."

Recommendations

Where does all this leave us? What would I recommend to you? I recommend that you become leaders on this issue. Specifically, I think that you have a special talent and responsibility to educate the public and policy makers about comparable worth. I can't think of a group that could do it better. Second, I think you must

become political, with a small *p* and a big *p*. You, more than any other group, have connections with community organizations, with church groups, with leaders, with politicians. Next week, the North Carolina Assembly on Women and the Economy is meeting. How many of you are going? How many of you know about this meeting? Good. Let me read something from the Employment Task Force report. The Employment Task Force report has two recommendations on pay equity. The first requests the governor and the General Assembly to fund an outside study of the state's job classification system to identify ways to provide greater equity in the system. The second recommendation requests the General Assembly to enact legislation committing the state to the concept of comparable worth and having as its first priority for study and implementation predominantly female occupations such as teachers, social workers, librarians, and clerical workers. I don't know how people get invited to that conference but I would say that librarians should be there in full force because you have a very unique opportunity here where the governor, I assume, is really listening to what's going on. So press hard. All of you can write letters to your legislators as well as to the governor. I think now is the time for you to organize yourselves politically (small *p*), to put pressure on in terms of comparable worth. Things could happen in North Carolina if you want them to. You have to think very broadly and build coalitions. Library technical assistants and clericals and obviously men who are librarians are affected. It is very important to work with nonlibrary groups who are concerned about comparable worth. It may be that there are unions in this state that are trying to take on this issue. Whether they succeed or not is very important to you, whether you are organized or not, because this is a concept that mushrooms. Once there has been a victory in one place, it becomes a slightly more acceptable concept, and that victory can be carried forward. That is what happened with the librarians in California; San Jose won, the union won the strike, so San Diego said, "Maybe we can use this victory for ourselves." I also think that you must build, as a group, short-term and long-term strategies based on a thorough analysis of your situation, using research, legislation, litigation, public education. I think it is up to you to keep the pressure on.

The Guidelines for Making Interlibrary Loan Work in This State

Carolyn Sue B. Farr

In standing up for libraries, North Carolina librarians should promote library cooperation and resource sharing through interlibrary loan. Each year, interlibrary lending enables thousands of patrons in all types of libraries to access information they might not obtain otherwise. However, participating libraries must follow accepted guidelines if interlibrary lending is to succeed.

Prior to the adoption of a new code in July 1983, interlibrary lending in this state was governed by the 1972 *Interlibrary Loan Code for North Carolina Libraries*,¹ approved by the Executive Board of the North Carolina Library Association (NCLA) on August 18 of that year. The 1972 code was drafted in response to the publication by the American Library Association (ALA) of the 1968 *Model Interlibrary Loan Code for Regional, State, Local, or Other Special Groups of Libraries*.²

In 1980, ALA published a new *Model Interlibrary Loan Code for Regional, State, Local, or Other Special Groups of Libraries*.³ At the March 1981 NCLA Spring Workshop, Library Resources Committee Chairman Patrick Valentine presented a request from H. William O'Shea, NCLA President from 1979 to 1981, that the committee examine the 1972 North Carolina code in light of the 1980 ALA model code. Committee member Michelle MacCaughelty Neal agreed to report on the new model code at the committee's meeting during the October 1981 NCLA/SCLA Joint Conference. In her report, she stated that the 1980 model code could affect interlibrary lending in North Carolina if adopted and suggested that a "representative group of librarians" examine the 1972 code to determine desirable and needed revisions.⁴

After Mertys Bell assumed the presidency of NCLA in October 1981, she directed the Library Resources Committee to revise the 1972 code. Committee members included Patrick Valentine, of the North Carolina Foreign Language Center,

chairman; Duane Bogenschneider, of the Microfilm Corporation of America; Sue Farr, of the Division of State Library, project coordinator for revising the code; Emerson Ford, of Duke University; Mary Hamil, of Davidson County Community College; Karen Measell, of the Wake County Public School System; Barbara Miller, of Pembroke State University; Michelle MacCaughelty Neal, of the University of North Carolina at Chapel Hill; Miriam Ricks, of North Carolina Central University; Karen Seawell, of the Moore County Library; Edward Shearin, of Central Piedmont Community College; and Evelyn Thomas, of Davidson College.

To obtain input from other librarians concerning the new code, the committee published notices in North Carolina library journals.⁵ In addition, codes adopted by other southeastern states since 1980 were requested.

On July 22, 1983, the Executive Board of NCLA approved the new *North Carolina Interlibrary Loan Code*. The code was published in the Fall 1983 issue of *North Carolina Libraries*⁶ and was distributed at the 1983 NCLA Biennial Conference. Copies of the code are available from the Interlibrary Services Branch of the Division of State Library.

The 1983 code differs from the previous one in both organization and content. The number of sections in the new code was reduced, and content changes were made to enhance clarity and emphasize important principles. A brief description of major content differences between the two codes follows.

Differences Between the 1983 and 1972 North Carolina Codes

1. The 1983 code promotes access for all patrons to interlibrary loan by stating in the introduction, "Interlibrary loan service should be provided to all library clientele, including children and young adults." The committee included the latter phrase for clarification because of the concern expressed by several librarians about access to information for children and young adults through interlibrary loan.

Carolyn Sue B. Farr is Head of the Interlibrary Services Branch of the State Library. Her speech was sponsored by the Library Resources Committee. We appreciate her providing the text of her speech to this journal.

2. The need for libraries to exhaust local and state resources before borrowing out-of-state is emphasized in the new code's introduction and sections IV, A and B. The code states that "borrowing libraries should make a serious effort to exhaust local resources. These local resources include libraries of all types: public, community college or technical institute, academic, school, and special" (IV, B). The intent is that a borrowing library will first exhaust its own collection and then turn to other libraries in its community before contacting other North Carolina resources. This process includes consulting other collections through local union catalogs, phone calls, or visits to those libraries.

After exhausting community resources, libraries should then exhaust other resources in the state by following established channels (see item six below). A library may request materials from another state only after exhausting North Carolina resources and only if the requested materials are for "research and serious study," as specified in the purpose statement of the *National Interlibrary Loan Code, 1980*.⁷ The national code must be followed for out-of-state requests along with the procedures described in the *ALA Interlibrary Loan Procedure Manual*.⁸

3. Adhering to codes and proper procedures is possible only if interlibrary loan staff are informed of correct practice. Consequently, the new code highlights the need (in section IV, C) for staff to study the 1983 North Carolina code, the 1980 national code, the *ALA Interlibrary Loan Procedure Manual*, and the 1983 *Interlibrary Services Manual* of the Division of State Library.⁹ This latter publication is a complete revision and expansion of a 1971 manual.¹⁰ It discusses most aspects of interlibrary lending and explains in detail the use of the Interlibrary Services Branch of the State Library as a clearinghouse and switching center for North Carolina libraries.

4. The 1983 code stresses that libraries should inform patrons of the purpose of interlibrary lending (IV, D). They should be told of the vast information resources available through the state's network of libraries; however, they should also be advised that interlibrary loan services are not unlimited, not unrestricted, and not always free.

5. The new code includes references to the revised copyright law and guidelines, stating that requesting libraries are responsible for copyright compliance. To obtain a copy through interlibrary loan, the requesting library must indicate that the request complies with the law or the guidelines

(IV, E). Publications are available from ALA and other sources to help librarians understand copyright compliance.¹¹

6. The 1983 code emphasizes the routing of requests through established channels. In section IV, G, the Interlibrary Services Branch of the State Library is designated as the starting point for routing most requests after local resources are exhausted (unless libraries have established other agreements). The Interlibrary Services Branch accepts requests by telephone (the service commonly referred to as INWATS) and by mail from public, academic, and special libraries. School libraries must submit requests through their local public libraries. Requests not filled from the State Library's collection are referred to other North Carolina libraries when locations are reported in various union sources. Requests for loans and photocopies of specific titles are accepted as well as reference questions. The service is described in detail in the 1983 *Interlibrary Services Manual*.

7. The new code also stresses (in section IV, G) that "requests for materials owned by major university libraries should always be routed through the Interlibrary Services Branch of the Division of State Library unless prior agreements have been made." Although this practice was not stated in the 1972 code, the State Library for some time has been encouraging libraries (especially public libraries) to follow it to relieve the major academic libraries of some of the burden of interlibrary lending. Frequently, a request can be referred to a small library owning the publication, even though a patron saw it at a large library.

8. Section IV, I, of the 1983 code makes it clear that the borrowing library is responsible for requested materials from the time they "leave the lending library until they are received by the lending library." If an interlibrary loan item is damaged or lost, whether in the mail or by the borrowing library's patron, the borrowing library must pay for repair or replacement. Charges may be passed on to the patron, but if the patron refuses to pay, the borrowing library is still responsible. Libraries are encouraged to budget funds to cover such expenses.

9. The new code (in section IV, K) urges patrons to visit other libraries if they must use a collection extensively or if the material must be handled in a special manner.

10. Unlike the 1972 code, the 1983 code states that each library should have a written interlibrary loan policy available on request and that a copy should be on file in the State Library's Interlibrary Services Branch (V, B). An interli-

brary lending policy form, which libraries can modify as needed to describe their interlibrary loan services to other libraries, appears in an appendix of the *Interlibrary Services Manual*.

In summary, the 1983 *North Carolina Interlibrary Loan Code* reaffirms accepted interlibrary loan practices, placing greater emphasis on some than in the previous code and providing clarification as needed. It promotes efficient handling of interlibrary loan requests and reminds all libraries that interlibrary loan is a privilege, not a right.

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Over seventy vendors exhibited at the conference. (Photo by Frank Sparger.)

Making It Work: College and University Interlibrary Lending

Michelle H. Neal

The last time NCLA took a long look at interlibrary loan in North Carolina was at a workshop sponsored by the College and University Section in March, 1976, in Chapel Hill. Since then, there have been major changes in the ILL picture. These changes include the adoption of a new liberalized National Code, the development and tremendous growth of automated verification, location and transmission of ILL requests, the implementation of a new copyright law, and the growth of assessment of fees for the loan of books, even by some publicly supported libraries. Interlibrary loan librarians and personnel have continued to conduct ILL while learning about, adapting to, and at times being confounded by all these changes.

One of the main points of having ILL Codes is to support the sharing of local resources within a community, and then within the larger community of region and state. Before one flings the interlibrary loan net beyond the borders of the community or state, it is important to make all reasonable efforts to exhaust what is available locally. Librarians need to develop contacts with other librarians in the community, creating those "Zones of Convenience" that support interlibrary service and cooperation as close to home as possible. For example, there already exist specific agreements among various libraries for the sharing of resources, such as the interlibrary loan code for UNC system libraries. These types of agreements are intended to facilitate interlibrary cooperation based on mutually agreeable conditions and are often more liberal than the state code.

When it is necessary to extend library service through ILL, North Carolina library patrons have tremendous library resources to draw upon. For assistance in locating monographs, there is the North Carolina Union Catalog, and North Carolina locations are also found in the National Union Catalog and the OCLC data base. For institutions

that are without direct access to these resources, the NC Information Network, centered at the State Library in the Interlibrary Services Branch, headed by Sue Farr, provides ILL and reference service. The staff is expert at helping identify and locate materials in North Carolina libraries. They can also suggest out-of-state locations when material is unavailable in-state. The new North Carolina Code (in Section IV, parts F and G) underscores the importance of the North Carolina Information Network. The staff there not only assist those libraries that need help in verifying and locating materials once local community resources are exhausted, but they also provide access to the North Carolina Union Catalog to be sure that all in-state locations are made known to any North Carolina library. This includes libraries that use OCLC and the National Union Catalog regularly.

In practice, it is possible that college and university libraries are neglecting in-state resources because of the ease and speed of finding many other locations through OCLC. For those libraries that go to OCLC as the initial place to verify and locate materials, many North Carolina locations are listed and used. But if OCLC and NUC yield no in-state locations, before going out-of-state for monographs published through 1976, the next step should be to check the North Carolina Union Catalog. The microfilm edition is owned by eighteen libraries throughout the state, from Greenville in the east to Cullowhee in the west, and it is still available for purchase from the UNC-CH Library. The State Library will check it if your library has no direct access. For materials after 1976, to be sure there are no in-state locations, one should contact the Information Services Branch of the State Library.

While the preceding has dealt with locating monographs, ILL in academic libraries and in varying degrees in other type of libraries involves locating periodical and serial titles from which to acquire a needed photocopy of an article. Serial publications can be very elusive to verify and locate. Ways to share resources in serials include finding North Carolina locations in the national

Michelle H. Neal is Interlibrary Loan Librarian at the University of North Carolina at Chapel Hill. We thank her for providing *North Carolina Libraries* with the text of her speech, which was sponsored by the Library Resources Committee.

lists, such as the *Union List of Serials*, *New Serial Titles*, and now in OCLC. However, finding that a North Carolina library or any library has cataloged a serial in OCLC does not mean the library will hold the particular volume or issue needed. This is because OCLC does not indicate holdings unless one searches in an OCLC Union List. Currently the State Library is supporting development of an online Union List of Periodicals in Libraries of Western North Carolina, but it will be some time before it is operational. Therefore it is more important than ever that we share various North Carolina union lists and lists of individual libraries. *North Carolina Libraries*, Spring, 1983, carries an excellent summary of existing union lists and individual library lists in an article by Susan Pulsipher.¹ She includes addresses when these lists are available to inquirers. By acquiring these lists, it is possible to insure greater access to in-state resources and also to assure accuracy of holdings when sending ILL requests for copies from serials, especially if the serials were located in OCLC.

With the mention of photocopies, a brief comment on the copyright law is in order. The new North Carolina Code states (in Part IV, E), "The borrowing library is responsible for compliance with the copyright law (Title 17, U.S. Code) and its accompanying guidelines and should inform its users of the applicable portions of the law. An indication of compliance must be provided with all copy requests." In January 1983, the Register of Copyrights delivered the first five-year report to Congress. The Register recommended for further study such non-statutory issues as new technologies, a surcharge on copy equipment, and a compensation system based on sampling techniques. He also urged the Congress to add to, amend, or clarify the law itself in certain areas related to the copying of out-of-print music for research purposes, an "umbrella statute" for remedy of copyright infringement, the form of copyright notice used by libraries, and copying of unpublished works. There are still divergent views as to whether or not the law properly balances the rights of creators and publishers with those of users and libraries. Suffice it to say that the American Library Association has taken issue with the Report,² and further changes are ahead in the area of copyright. In practice, libraries are to continue to follow those interlibrary loan guidelines established at the time the law went into effect in 1978. For additional information on the copyright, the American Library Association has published several valuable pamphlets and books, including *Librarian's*

Guide to the New Copyright Law, which is available for purchase from ALA.³

As to the other major area of change—the imposition of fees for the loan of books—there is much concern on the national level, as reported in a recent article in the *Chronicle of Higher Education*.⁴ However, it is gratifying to report that in North Carolina such loan fees are limited to a few libraries. For example, the major medical libraries have been assessing loan fees at steadily increasing rates since 1977. However, as far as is known to the writer, except for these special libraries and one general library, charging for loans has not entered the interlibrary loan picture in North Carolina. If a library is considering such fees, it should consult with the librarians of nearby or similar libraries to inquire if other arrangements besides loan fees might be established for in-state loans.

Perhaps part of the reason that loan fees have not become widespread in North Carolina is that there is a long tradition of interlibrary cooperation in this state. It is a tradition that has been fostered by a flexible system of networking, centered in the State Library, and by a liberal interlibrary loan code. Encourage each other, in all types of libraries, because we share resources among all types, to continue to work for the responsible borrowing and lending of materials through interlibrary loan. Continue to initiate and fill requests under the guidelines of the Code. Supporting and following the North Carolina and National Codes, which are voluntary agreements, will go a long way in maintaining cordial relations among our libraries and the continuing provision of most loans in North Carolina without loan fees. As the introduction to the new codes states, interlibrary loan greatly expands the range of materials available to users; it is in the public interest and should be encouraged. Perhaps no one knows this better than North Carolina college and university librarians who daily share North Carolina resources for the benefit of their faculty, students, and staff.

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NCLA Conference: Report of Meetings

Terrant Addresses RTSS

Dr. Seldon Terrant, head of research and development of the Books and Journals Division of the American Chemical Society, addressed the joint meeting of the Serials Interest Group and the Resources and Technical Services Section on the topic of electronic publishing.

Dr. Terrant defined several types of electronic publishing: publication of an electronic version, publication of an electronic and a printed version, videotex, teletext, and electronic mail. He noted that publication of an electronic version only does not allow for a review process prior to publication or for abstracting or indexing. The American Chemical Society believes that publication of an electronic version only will not achieve acceptance and that both electronic and printed versions of texts will be available for the foreseeable future.

Dr. Terrant described an experiment done with electronic publishing at the American Chemical Society. Beginning in 1980, the American Chemical Society provided a number of articles from their journals on-line with keyword indexing. Twelve ACS chemists were given free access to the file and then asked to evaluate it. A similar experiment was done later on a file of thirty thousand articles updated biweekly, with academic, governmental and industrial chemists, and librarians as users. An additional 250 people were tested in 1982. The user evaluations identified as advantages of using electronic journals their currency and displayability and the ability to use contemporary language and jargon in searching the file. Disadvantages were the limitations in publication dates of the test file, the limitation to ACS journals, and the lack of graphics in the text (graphics cannot be displayed on-line at this time).

Some questions identified by Dr. Terrant as needing answers are (1) Who will train users? (2) How can user-friendly systems be designed without losing the present sophistication of the on-line file? (3) Who will pay for the searching? (4) How are authors and publishers to be compensated for their contributions to an on-line

database? (5) How do home computers fit in? (6) How will libraries alert patrons to the availability of on-line journals?

Dr. Terrant stressed that publishers are interested in learning what librarians want and urged us to make our wishes known, in regard to electronic publishing or other publishing matters.

McGilvray Speaks to Documents Section

As the Government Printing Office's marketing efforts get underway, the public will soon be bombarded with television and radio commercials proclaiming the wonders of depository libraries. Information packets that include brochures promoting the use of federal documents and a list of depository libraries will be distributed to all public libraries in the country. Dan McGilvray's message from the Government Printing Office: "Be prepared. The world is about to beat a path to your door, so dust off your doorstep." He predicted that by the end of 1984, depository libraries would experience a surge in demand for federal documents, including increased use of interlibrary loan. Since documents are increasingly being issued in microfiche, librarians should be aware of the need to make more portable fiche readers available. McGilvray added that GPO marketing librarian, Mary Lee O'Brien, welcomes suggestions and feedback about the program.

For other reasons, 1984 will be a transitional year for the Depository Library Program. The depository operation will probably move to the main GPO facility in Washington, D.C. Sarah Kadec, director of the Depository Library Program, has resigned to return to work for the Environmental Protection Agency. She had been a prime force behind the automation of the Depository Library Program. Her successor has not been chosen.

Barbara Appel and Philip Ziegler, of the Acquisitions Unit of the Depository Library Program, are constantly on the lookout for federal agency publications to include in the program. Since the Acquisitions Unit staff is limited, librar-

ians can help out by notifying Barbara Appel and Philip Ziegler if they are aware of a publication that is not a depository item. This will ensure that sufficient quantities of documents are made available for distribution and make the Depository Program more comprehensive.

RTSS Cataloging Interest Group Meeting

The first meeting of the Cataloging Interest Group of RTSS was held during the NCLA Biennial Conference, with 180 persons in attendance. A panel of nine persons addressed the topic, "The Card Catalog: Arrangement, Access, and Maintenance."

Mary Hamil introduced the panel and told why the topic was chosen for the meeting. Rebecca Floyd explained why North Carolina A&T had decided to continue filing its card catalog by the 1968 ALA rules even though the 1980 ALA rules had positive points. The reasons that East Carolina University decided to refile its card catalog to comply with the 1980 Library of Congress rules were discussed by Elizabeth Smith. Joyce Farris described the Catalog Information Desk at Duke University; the desk began with the implementation of AACR2 in order to assist catalog users.

Mary Holloway explained the competency goals and performance indicators for students in the public schools who receive instruction in the use of the card catalog. The Health Sciences Library at East Carolina University, as described by Sherry Anderson, retained a consultant to help determine the impact of AACR2 on its author catalog and to suggest an approach for changes in the catalog. Jinnie Davis described the traditional types of authority maintenance in the card catalog and the on-line editing system for TRLN as it is done at North Carolina State University.

Elizabeth Smith

RTSS Collection Development Interest Group Meeting

The RTSS Collection Development Interest Group held its organizational meeting at the RTSS breakfast on Thursday, October 27, during the NCLA Biennial Conference. It was decided to set up a resource center for the acquisition and dissemination of surveys related to collection development and the needs and interests of library patrons. Librarians who would like copies of pre existing surveys or who have surveys of their own to contribute to the center are urged to contact Harry Tuchmayer, New Hanover County Public

Library, Wilmington, NC 28401.

Plans are being made for future group activities. Anyone interested in becoming involved with the Collection Development Interest Group is invited to contact Harry Tuchmayer at the above address.

Gene Leonardi

Documents Section Business Meeting

Following the program, a business meeting was called to order by chairperson Dawn Hubbs. Cheryl McLean, of the North Carolina State Library, announced that the *Classification Scheme for North Carolina State Publications* is available for distribution. She should be contacted for copies of the *Scheme*. Janet Miller, of the Forsyth County Public Library, has been named as the new *Docket* editor.

Elections were held for the offices of vice-chairperson and secretary/treasurer. Nominees for the vice-chair office were Stuart Basefsky, Duke University, and Patricia Hammond, Western Carolina University. Stuart Basefsky was elected by a majority vote. Dawn Hubbs was elected to the position of secretary/treasurer; she ran unopposed.

Carolyn Jamison reported for the Committee on the State Documents Depository System. The committee met in Raleigh on October 7, 1983. At this meeting, the committee discussed the composition of the State Agency Task Force. The task force will be charged with developing a plan for the distribution of state documents in North Carolina. The committee hopes to have a report from the task force by late summer or early fall 1984 in anticipation of presenting legislative changes to the 1985 General Assembly. The task force, a subcommittee of the main committee, will be composed of state agency librarians and librarians from the Committee on State Documents Depository System; several names for members were suggested at the October 7 meeting. The full membership will be announced in the next issue of the *Docket*. Cheryl McLean, of the State Library, will chair the task force.

Ridley Kessler reported on the State Documents Plan. The second draft of the plan was distributed to depository librarians. The committee will meet soon to discuss the few comments received. Pat Hammond recommended that librarians contact Senator Mark Hatfield with their concerns for the retrospective Department of Energy microfilm collection. The meeting was then adjourned by Dawn Hubbs.

Pat Langelier

NCLA Conference: Resolutions and Awards

Resolution, North Carolina Library Association Conference, 1983

WHEREAS, the North Carolina Library Association has been assembled in its biennial conference in Winston-Salem, North Carolina October 26 to 28, 1983; and

WHEREAS, this conference has proven to be meaningful and beneficial for all participants;

BE IT RESOLVED, that the Association formally extends its thanks to the Honorable Wayne Corpening, Mayor of the City of Winston-Salem; to Dr. James N. Ziglar, Jr., Chairman, Forsyth County Board of Commissioners; to H. L. Pete Jenkins, County Manager of Forsyth County; to the director and staff of the Benton Convention Center; to the staff of the Hyatt Hotel; to Leland Park, Program Chairperson; to Robert Burgin, for local arrangements; to Arial Stephens, Conference Manager; to William Kirwan, Exhibits Chair man, and Sharon Crowe, his secretary; to Suzanne Mauze of the Chamber of Commerce; to all conference committee members; to William H. Roberts III, Director, Forsyth County Public Library and his staff for hosting the outstanding conference reception; to Larry Roland of Joseph Ruzicka-South, Inc., for printing of the conference program and to Brenda Cotten who coordinated the production of it; and to all the exhibitors for their excellent displays and helpfulness;

BE IT FURTHER RESOLVED that special thanks be given to general session speakers, Elliot Engel, Fred Glazer, Judith Krug, and to others who have spoken at this conference in general sessions and section meetings, and that our appreciation be expressed to all who by their efforts and presence at our conference contributed to its success.

Resolution, North Carolina Library Association Conference, 1983

WHEREAS, W. Robert Pollard has served the North Carolina Library Association with dedication and distinction as its Treasurer for the past four years, has handled the finances of the Association in an exemplary manner, maintained sound fiscal policies, has often doubled in the

capacity of executive secretary; and

WHEREAS, he has performed all duties and charges with rare diplomacy, integrity, and grace;

BE IT RESOLVED, that the North Carolina Library Association assembled in conference October 28, 1983 extends to W. Robert Pollard its warm thanks for the excellent services he has given the membership over a memorable period of years.

Resolution, North Carolina Library Association Conference, 1983

WHEREAS, Jonathan A. Lindsey, who was editor of *North Carolina Libraries* for five years; and

WHEREAS, he maintained high standards in producing the readable, worthy journal which served as an effective means of communication and enlightenment for the entire membership;

WHEREAS, under his editorship, distinction was brought to the Association when the journal was awarded in 1981 the H. W. Wilson Award for the Outstanding Library Periodical;

BE IT RESOLVED, that the Association assembled in conference October 28, 1983 does express to Jonathan A. Lindsey its sincere gratitude for his able leadership and distinguished editorship of the Association's official journal.

Resolution, James B. Hunt, Jr., Governor of North Carolina, 1983

WHEREAS, the quest for knowledge by school children in North Carolina is stimulated and developed through the use of educational resources and services provided by school library media programs; and

WHEREAS, school library media programs provide accessibility to a wide variety of necessary educational materials such as books, films, records, tapes, instructional television, and computer courseware, as well as the equipment needed for their use; and

WHEREAS, school library media programs provide learning activities, designed to develop reading and information skills necessary for lifelong learning and pleasure; and

WHEREAS, the full potential of school library media programs is dependent upon well-educated professional library media personnel whose varied abilities assist teachers and students in effectively using this wide range of learning resources; and

WHEREAS, it is fitting that special recognition be given to school library media programs and the role of school library media personnel in education throughout the State of North Carolina; now

THEREFORE, I, James B. Hunt, Jr., Governor of the State of North Carolina, do hereby proclaim April 11, 1984, as

SCHOOL LIBRARY MEDIA DAY

in North Carolina and encourage all citizens to become aware of the contributions made by school library media programs in our schools.

By the Governor:

James B. Hunt, Jr.

Resolution, North Carolina Library Association Conference, 1983

WHEREAS, Mertys Bell has served her term as President of the North Carolina Library Association with excellence and diplomacy; and

WHEREAS, her Executive Board, officers of sections, and committee members have worked diligently and faithfully in fulfilling their duties and responsibilities during their term;

BE IT RESOLVED, that the members of the North Carolina Library Association express their appreciation for their many hours of dedicated service in furthering the aims and goals of the Association.

Harry K. Griggs, Sr., Honorary Membership

Harry K. Griggs, Sr., of Reidsville, N.C., has been a teacher and principal of public schools since 1934, until he retired in 1974, after serving as principal of the first integrated high school in Reidsville.

Mr. Griggs has served on boards of numerous civic and religious organizations. He has devoted his considerable talents to the Rockingham County Public Library Board of Trustees since he was appointed by the Board of the County Commissioners in 1968 and has served continuously since that time. He was vice-chairman of the Board from 1973 to 1976 and chairman 1977 to 1983, during the time the Rockingham County Public Library experienced major growth in buildings, staff, and materials.

Mr. Griggs was elected vice-chair of the Trustee Section of NCLA in 1978. In 1979 he filled the unexpired term of the chairman who resigned



Harry K. Griggs, Jr., Honorary Membership. (Photo by Frank Sparger.)



Flora Plyler, Honorary Membership. (Photo by Frank Sparger.)

and was then elected to a two year term of chairman in 1979. He revitalized this dormant organization by writing a constitution and by-laws for the Section; by writing a newsletter and mailing to all trustees of public libraries in the state to solicit membership in the Trustee Section of NCLA. Mr. Griggs has represented his library and the state at national American Library Association Conferences since 1976 and he is currently serving as secretary of the Trustee/Friends Section of the Southeastern Library Association.

Flora Plyler, Honorary Membership

Mrs. Flora Plyler, a native of Oxford, was educated in the Wilson City Schools, and holds an A.B. degree from Randolph-Macon Woman's College. She has served on the Wilson County Public Library Board of Trustees since October 13, 1970, and currently holds the office of vice-chairman. Mrs. Plyler was an active member on the building committee during the library planning and construction period in the late 70s and early 80s. In 1981 she was appointed to the State Library Commission and is its chairman.

Mrs. Plyler's civic activities include work with the United Way, the Crisis Center, the Junior Woman's Club (which she served as president), and Women of the Church of the First Christian Church (which she also served as president). She is married to Beal B. Plyler, and they have two sons, Brent and William, one daughter, Mrs. Stuart Frantz, and one granddaughter.

Ever since she worked on the bookmobile years ago, she has been interested in library service in Wilson County.

Elizabeth H. Copeland, Life Membership

In speaking about the public library, Elizabeth Copeland has said, "This is the only agency that was ever created to meet all the educational needs of all the people. This includes the man who can read and the man who cannot read. This agency has something for every man, regardless of who he is and what walk of life he comes from." She recalls a man who was a cabinetmaker who could not read a text but who could make a piece of furniture based on a picture in a book she found for him in the library.

Elizabeth H. Copeland is a native of eastern North Carolina and graduated from East Carolina University, then received her library education from George Peabody College and Vanderbilt University she worked in research in Philadelphia before returning to North Carolina to be librarian for the Beaufort-Hyde-Martin Regional Library.



Elizabeth H. Copeland, Life Membership. (Photo by Frank Sparger.)



Barbara E. Heafner, Life Membership. (Photo by Frank Sparger.)

In 1954 she went to Greenville, North Carolina, to be director of the Sheppard Memorial Public Library, a position she held for twenty-six years.

Miss Copeland was active in professional organizations; and she served, among other positions, as president of the North Carolina Library Association.

She has also made contributions to the community, as well. She has been a leader in the Pitt County Interracial Council, the East Carolina Art Society, and the Episcopal Church Women.

Her philosophy of library service can be summed up by this statement which she made: "The public library is the most indispensable part of the community because it provides for the culture and education of the people and it serves all of the people, no matter what their financial or social rating."

Barbara E. Heafner, Life Membership

The public libraries of North Carolina have always depended on strong and professional leadership, and Barbara E. Heafner has exemplified the highest level of such leadership. A native of Gaston County, Mrs. Heafner began her library career in 1933 as librarian at New Hanover High School in Wilmington, but she soon returned to Gaston County to establish county-wide bookmobile service in 1937. She became director of the Gaston County Public Library in 1946 and director of the Gaston-Lincoln Regional Library when it was formed in 1964. When she retired in 1979, Mrs. Heafner had engineered the growth of this library system to nine excellent facilities, culminating in 1978 with the opening of a 60,000 square foot Main Library in Gastonia. The book collection had grown from 10,000 to 325,000 volumes; the staff, from 6 to 55 persons; and the annual book circulation, from 36,000 to almost 700,000.

Mrs. Heafner also was an active participant in NCLA, having worked on many Public Library Section committees, including the powerful Public Library Development Committee during the 1950s and 1960s. She actively participated in the initial efforts to secure State Aid for Public Libraries in 1941 and continued her work in this area until her retirement. She also spent the last years of her career serving as a member of the N.C. Public Librarian Certification Commission during 1973-1977.

Barbara E. Heafner has been a tireless proponent of public libraries for over forty-five years, and we are all continuing to benefit from her local and state-wide efforts.

Katherine Howell, Life Membership

Katherine Howell and Hurricane Hazel arrived in Wilmington at the same time in 1954. Hazel left after doing considerable damage, but Katherine stayed and did a considerable amount of building — both in construction and service. Known for her quick wit and charm, Katherine is most admired for her tireless efforts to bring to the town of Wilmington a first class library facility, which opened in 1981. Not only has she been active in professional organizations, she has been a community leader in historic preservation and cultural arts.

Katherine is a native of Rome, Georgia, a graduate of Converse College, and holds a degree in library science from Emory University.

George R. Linder, Life Membership

At his retirement testimonial dinner, George Richard Linder was characterized as a man of "strong faith, stubborn courage and wry humor." Librarians across North Carolina who know him can attest to these qualities ... and more! Other descriptors which might apply are "teacher, supporter, mentor and father confessor."

His efforts and enthusiasm have been administered in large doses to the libraries in which he has served as director, in both North Carolina and South Carolina.

He has been active in public library activities, having held numerous offices in the North Carolina Library Association, South Carolina Library Association, Southeastern Library Association, and American Library Association, with a particular interest in intellectual freedom.

His influence on librarianship is far reaching, and will continue to bear fruit for many years, through the contributions of the young people he has encouraged and supported in their efforts to attend library school and become successful in the profession.

In 1980 he was presented the Distinguished Library Service Award by the Durham County Library Association, an organization he was instrumental in founding.

Mr. Linder has devoted his life to libraries, and even in retirement he is active in library-related organizations and spends much time with his beloved books.

RTSS Best Article Award Won by Catherine Baron

The \$100 Best Article Award for 1981-83, for an article on a technical services topic published in *North Carolina Libraries*, was presented to



Katherine Howell, Life Membership. (Photo by Frank Sparger.)



George R. Linder, Life Membership. (Photo by Frank Sparger.)

Catherine Baron on Thursday, October 27, 1983, at the regular meeting of the Resources and Technical Services Section of the North Carolina Library Association.

The article, "Open Versus Closed Periodicals Stacks in a Research Library: How to Study the Question," was published in the Summer 1982 issue of *North Carolina Libraries*, the official publication of the North Carolina Library Association. Ms. Baron is presently a systems engineer for IBM in Raleigh. She wrote the article as a senior seminar paper in economics during her senior year at North Carolina State University. Her future plans include working toward a master's degree in technology for international development.

Doris Anne Bradley

Scholarship Winners Announced

Recipients of the North Carolina Memorial and Query-Long Scholarships were announced at the biennial conference.

Two North Carolina Memorial Scholarships were awarded for 1982. Gail Harrell was the recipient of one. Gail is studying at North Carolina Central University and works as a branch assistant at the Wake County Public Library System. Viola Ann Roth received the other award; she is attending Indiana University (Bloomington), where she is working towards an M.L.S. and a master's degree in musicology. The 1982 Query-Long Scholarship was awarded to Charlotte Darwin, who has completed her M.L.S. at East Carolina University and is presently employed as a high school librarian in Wayne County. In addition, three loans were made by NCLA in 1982.

Two persons were awarded North Carolina Memorial Scholarships for 1983: Joseph Tuttle and Tammy Young. Joseph is studying at the University of North Carolina at Chapel Hill and works part-time in the Math-Physics Library. Tammy is studying at the University of North Carolina at Greensboro and is a media coordinator in a Stanley County high school. Myra Hill, a student at North Carolina Central University who is employed by the Neuse Regional Library, was named recipient of the 1983 Query-Long Scholarship. Five NCLA loans were awarded in 1983.

Exhibitors Door-Prize Winner

Bette Joseph, a media coordinator with the Guilford County School System, was the winner of a \$100 door-prize given by the exhibitors at the NCLA Biennial Conference. The prize was established in order to promote attendance at the exhibits.

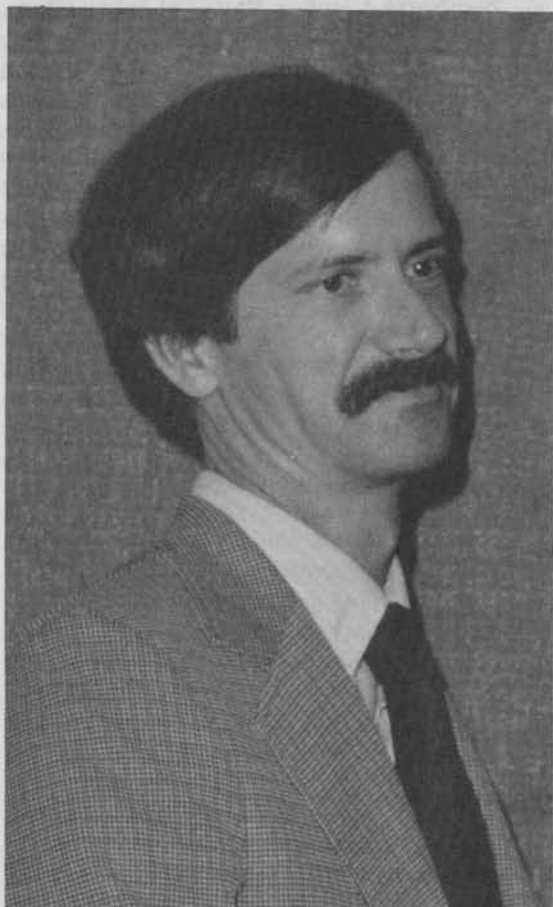
Ray Moore Award Goes to Klett and Seawell

The \$100 Ray Moore Award, given to the best article on public libraries to appear in *North Carolina Libraries*, was presented to Rex Klett and Karen Seawell during the banquet and second general session at the North Carolina Library Association Conference.

The award was presented for their article, "The Tar Heel Enclave: Public Library Salaries in North Carolina," which appeared in the Spring 1983 issue of *North Carolina Libraries*. Rex Klett is Anson County librarian and regional technical services librarian with the Sandhill Regional Library. Karen Seawell is librarian for the AHEC at Moses Cone Hospital in Greensboro.

North Carolina Libraries only goes to members in good standing of the North Carolina Library Association and to paid subscribers. Beginning January 1, 1984, *Tar Heel Libraries* (published by the Division of State Library) will only go to individual members of the North Carolina Library Association and will not be sent to subscribers of *North Carolina Libraries* who are not also members of the association.

NCLA memberships that have not been renewed by April 1 will no longer receive *North Carolina Libraries*.



Rex Klett and Karen Seawell, winners of the 1983 Ray Moore Award for the best article on public libraries to appear in *North Carolina Libraries*. (Photo by Frank Sparger.)

Biennial Reports 1981-83

The President

Everyone concurs with the theme of this conference — "Stand Up for Libraries." That's what we are all about. My remarks this morning might be entitled, "Stand Up For NCLA." As I look back over the past biennium and analyze the effect that my term of service to the association has had on me as a person, I find one overwhelming conclusion: that my respect and enthusiasm for this professional association and for you as librarians and friends of libraries has grown to boundless proportions!

With a theme incorporating *Vision*, *Venture*, and *Vitality*, I dreamed of climbing the mountain tops of professional attainment for the association. As officers, sections, and committees, we set our goals — our *visions*. Together we have *ventured* into new areas with vigor and *vitality*. True, we have been the occasional victims of Murphy's Law — "If anything can go wrong, eventually it will!" or "Nothing is as easy as it looks!" There was a budget crisis, for instance. We have experienced a period of austerity in our libraries as well as in our association. However, there have been some accomplishments due to your cooperation, dedication, and hard work. We have maintained our membership and are still the fifth largest state library association.

NCLA has participated in the study and progress toward statewide networking. Hand in hand with the State Library and representatives from all types of libraries, the NCLA Networking Committee has played an active part in the Feasibility Study for Multi-type Library Cooperation in North Carolina, and now we are looking forward to the proliferation of ZOCs (Zones of Cooperation).

Since the 1981 General Assembly reconstituted the State Library Committee as a Commission with more authority to evaluate and approve all major State Library policies, NCLA now has five official representatives on the State Library Commission (president and four section chairs — representing Public, School, College & University, and Junior/Community College Libraries).

The cause of *intellectual freedom* in North Carolina has been advanced by the activities of the association, particularly by the NCLA Intellectual Freedom Committee, chaired by Dr. Gene Lanier. They have carried the banner of intellectual freedom from Murphy to Manteo (and even to Chicago!).

The NCLA Governmental Relations Committee, chaired by Louise Boone, has shown us the way to lobby, with commendable results. From the snows of Raleigh during N. C. General Assembly — Library Day to the icy winds (and snow) of Washington, D.C., during National Legislative Day, librarians have "stood up for libraries!" Working cooperatively with the State Library, Friends of North Carolina Public Libraries, trus-

Editor's Note: The following pages provide the membership of the North Carolina Library Association with the biennial reports of sections and committees. These reports are important as a permanent record of the activities of the association and the accomplishments of its parts. We regret that in some instances a report was not received.

tees, legislators, and individual citizens, the \$3 million increase (per year for next biennium) in State Aid for Public Libraries was passed by the State Legislature in July 1983. So the improvement of library service for all North Carolina citizens continues.

The 1981-83 Executive Board has been a pillar of strength and support for the president. They have served us faithfully and conscientiously and have pursued our goal of increasing involvement by librarians and libraries.

The sections have done an outstanding job of planning and implementing workshops and conference programs. The 1981 and 1983 biennial conference programs have been superlative. Special mention should be made of the North Carolina Association of School Librarians Work Conference in the fall of 1982, which was so well organized and well attended. Workshops and symposia featured collection management, documents, reference performance and evaluation, status of women, serials deselection, regional forums by NCASL, and annual conferences by the Trustees Section.

The spring workshops (1982 at Greensboro College and 1983 at Guilford College) were proof of committee activities, involvement, hospitality, and professional fellowship. One of my goals was to involve more members from more types of libraries, and I would like to commend them for the results of their efforts.

The newly organized (1981) Roundtable on the Status of Women in Librarianship has already sponsored workshops, special studies, and a special publication, *MS Management*.

The latest addition to the association is a Roundtable for Ethnic Minority Concerns which held its organizational meeting during this conference.

One of our best methods of professional communication is through our publications. *North Carolina Libraries*, our official publication, has continued its high quality and has made changes in format which have enhanced its appearance and readability. Dr. Jonathan Lindsey rendered invaluable service as editor for 4½ years and deserves our lasting appreciation. When he left in the summer of 1983, we were indeed fortunate to have (Herb Williams, Bob Byrd, and now Patsy Hansel) and a dedicated editorial staff (which represents all sections) are to be commended. Also, we are cognizant of our debt to David McKay and Marge Lindsey at the State Library for *Tar Heel Libraries* as a source of information and for handling the cost of mailing this excellent publication to all NCLA members.

There are also other noteworthy NCLA publications: newsletters by the North Carolina Association for School Librarians, Children's Services, the Roundtable on the Status of Women in Librarianship, and numerous new brochures. The Library Resources Committee prepared the "Disaster Preparedness" Manual, the publishing cost of which was graciously underwritten by Perkins Library, Duke University. The program for this conference was handled by Joseph Ruzicka South, Inc. We salute you, Larry Roland and Brenda Cotten, and thank you.

Since the North Carolina Library Association adopted the national library logo, we have more signs of library service, an added arm for public relations.

Automation of libraries is improving our services, expanding our networks for sharing resources and information. Now, with the arrival of microcomputer technology, we are not only extending our educational services but we have found that microcomputers are cost-effective tools for functional and operational areas in all types of library environments. For small and medium-sized libraries, here is an affordable and adaptable means of data management. Libraries have an important role to play in the current computer literacy movement as students and citizens seek to become familiar with a new "way of life."

One of the projections we need to consider seriously is our role in the movement to eradicate or at least reduce illiteracy in our land. At last there is state and national concern about the staggering number of functional illiterates. According to *U.S. News and World Report*, May 17, 1982, "Twenty-three million Americans ages 16 and over, or one in five adults, lack the reading and writing abilities needed to handle the minimal demands of daily living." In North Carolina, there are approximately 1.5 million adults twenty-five years of age and older with less than a high school education and 835,000 adults who have not completed the eighth grade. As librarians, as educators, as an association, we must continue to focus public awareness on this problem and join with coalitions and other educational agencies in our communities to work toward lowering the illiteracy rate. Our Community Education Committee has just completed a survey of North Carolina library resources for Adult Basic Education. We need to enhance linkages with literacy associations, public libraries, universities, colleges (especially community colleges), radio, newspapers, television stations, and others across North Carolina — to make a concerted attack on illiteracy!

Finally, let me thank you again for your support, for an exciting and developmental experience, for a strong, active, concerned, cooperative Executive Board, for your participation and activities on committees and in sections.

Let me congratulate you on your election of an excellent slate of officers for the next biennium, especially our incoming capable president, Dr. Leland Park.

Mertys Bell

Documents Section

The NCLA Documents Section had three meetings during the 1981-1983 biennium. The first was the spring workshop "Legal Resources for Non-Law Librarians," April 23, 1982, at Duke University. The workshop was presented by Dick Danner, director of the Duke Law Library and associate professor of Legal Research, and Claire Germain, senior reference librarian, Duke Law Library. The fall meeting, November 5, 1982, Chapel Hill, focused on microforms, maps, and patents. Speakers were Bob Gaines, head, Documents and Microforms, UNC-Greensboro, on microforms; Kathleen Eisenbeis, assistant head of public documents and maps librarian, Duke University, on maps; and Jean Porter, documents librarian, North Carolina State University, on patents. The speaker for the 1983 biennial conference in Winston-Salem was Dan McGilvray, administrative librarian, U.S. Government Printing Office.

A Committee on State Documents Depository System has been formed with Carolyn Jamison of Appalachian State University as chair. The committee met twice in 1983 and has formed the State Agency Task Force with Cheryl McLean of the State Library as chairperson. The goal of the committee is enactment of legislation creating a depository system for North Carolina publications during the 1985 legislative session.

During the 1981-1983 biennium, Carolyn Jamison of Appalachian State University served as editor of *The Docket*, the newsletter of the Documents Section. Michael Cotter, East Carolina University, served as the section representative to *North Carolina Libraries*. Cheryl McLean of the State Library represented the section on the Membership Committee.

Cindy Pendergraft, Davidson College	Chair, 1981-82
Dawn Hubbs, UNC-Charlotte	Chair, 1982-83
	Vice-Chair/Chair-elect, 1981-82
Emily Correll, Public Library of Charlotte - Mecklenburg County	Vice-Chair/Chair-elect, 1982-83
Pat Langelier, UNC-Chapel Hill	Secretary-Treasurer, 1981-83



1981-83 NCLA Executive Board (l-r): Nancy Clark Fogarty, Dawn Hubbs, Emily Boyce, Mary Jo P. Godwin, Gwendolyn Jackson^{on}, John Pritchard, Mertys Bell, Carol Southerland, Robert Burgin, Ruth Katz, Doris Anne Bradley, Robert Bland, Shirley Jones, Gary F. Barefoot, Kathy Woodrell, William Bridgman, Leland Park. (Photo by Frank Sparger.)

Junior College Libraries Section

Goals

To advance the section through favorable publicity in relevant publications.

To expand the membership of the section.

To promote the exchange of ideas and to discuss the common problems of two-year college libraries in North Carolina.

Achievements

Cited in Ray L. Carpenter's article, "North Carolina's Two-Year Learning Resources Programs: A Comparison with the U.S. and the ACRL Standards," in the 1982 Fall/Winter issue of *North Carolina Libraries*, for funding the computer services for analyzing the North Carolina HEGIS data.

Appointed a Program Committee:

Andrea Brown, chairman; Beverley Gass, Mary Hamil, and Pam Wood.

Planned a program on "The Writer, the Citizen, and the Library." (Due to her father's death, Doris Betts was unable to address the group.)

Publicized information on the aforementioned program in *North Carolina Libraries* and *Mediator*, the North Carolina Community College Learning Resources Association's newsletter.

Planned and held a biennial conference program on "Thomas Wolfe in October" featuring Dr. James W. Clark.

Made informational reports at regional and state meetings of the North Carolina Learning Resources Association.

Represented on the North Carolina State Library Commission by Mertys Bell (NCLA president) and Shirley Jones (section chair).

Represented on the State Library Mission Statement Committee by Shirley Jones. Committee's document to be distributed prior to January 1984.

Represented on the Editorial Board of *North Carolina Libraries* by Andrea Brown.

Represented on the Advisory Committee for Statewide Continuing Education Study by Mildred Matthis.

Sponsored a membership campaign in February and March 1983. Sent a letter accompanied with the NCLA membership brochure to each two-year college in the state and encouraged new memberships as well as renewals. Membership totaled eighty-four at the end of 1982. In March 1983, the section had forty-four members. Renewals for membership were mailed in the spring. As of October 31, 1983, the section had eighty-two members in good standing.

Unanimously endorsed the Intellectual Freedom Resolution on October 26, 1982. (Section's Executive Board)

Represented at the November 12, 1982, meeting of North Carolina Legislative Research Committee on Obscenity Laws by Shirley Jones.

Distributed the questionnaire from the NCLA Goals and Objectives Committee.

Disseminated the new library criteria proposed by the Southern Association of Colleges and Schools and encouraged questions and comments.

Planned representation by Mertys Bell and Shirley Jones in Raleigh on Legislative Day, March 24, 1983. Did not attend due to inclement weather.

Represented in Washington, D.C., on Legislative Day, April 19, 1983, by Mertys Bell and John Thomas.

Represented at the ECU Alumni Summer Workshop (June 21, 1983) by Shirley Jones, who served as a panelist on the program, "Managing Effectively in the Library Environment."

Appointed a Nominating Committee:

Richard Wells, chairman; Elizabeth Pearson and Carolyn Oakley.

Elected officers for the 1983-85 biennium:

Vice-chairman/chairman-elect, Mary Avery (Rowan Technical College); secretary-treasurer, Susan Janney (Caldwell Community College and Technical Institute); director, Gwen Glover (Central Carolina Technical College); director, Frank Sinclair (Vance-Granville Community College).

Appointed by Andrea Brown, the incoming section chairman, Beverley Gass (Guilford Technical Community College) to serve on the Editorial Board for NCL.

Projection and Continuing Activities

To increase membership and strengthen participation in the section's activities.

To plan and cosponsor a program or workshop.

To explore further the possible program topics of "Microcomputers — Their Role in Libraries"; "New Technology — How Does It Affect Library Jobs?"; "SOLINET: Meeting the Challenges of the Future"; "Running Out of Space: What Are The Alternatives?"

To continue to assess the membership for its interests and concerns.

To provide means of sharing concerns.

To enhance visibility of section.

Shirley J. Jones, Chairman
(Wayne Community College)

Andrea Brown, Vice Chairman/Chairman-Elect
(St. Mary's College)

Renee DiPasquale, Secretary-Treasurer
(Piedmont Technical College)

Jim Bell, Director
(Tri-County Community College)

Karen Noel, Director
(Wilson County Technical Institute)

Andrea Brown, Editorial Board, NCL
(St. Mary's College)

Carolyn Oakley, Immediate Past Chairman
(Vance-Granville Community College)

Junior Members Roundtable

The goals of the roundtable were as follows:

To become fiscally sound.

This was necessary due to the fact that, at the beginning of the biennium, the roundtable was \$66.28 overdrawn.

Achievement: This goal has been achieved to some degree. The budget shows no deficit at this point.

To increase membership.

This was a necessary goal inasmuch as JMRT membership had fallen from a high of sixty-six members in the previous biennium to fewer than twenty at the beginning of the current biennium.

Achievement: Goal has been accomplished somewhat. Membership is now approximately thirty.

To create or update the bylaws and constitution of the roundtable.

Achievement: Goal accomplished. New bylaws and constitution will be adopted at the biennial conference.

The roundtable wishes to thank the association and Ms. Mertys Bell personally for the support given to the roundtable.

John A. Pritchard, Chairperson

Public Library Section

The work of the Public Library Section in the biennium was accomplished by these committees: Adult Services, Audiovisual, Development, Genealogy, Governmental Relations, Literacy, Personnel, Public Relations, Standards, Statistics, Trustee-Friends, and Young Adult. A brief description of the accomplishments of each of the committees follows.

The *Adult Services Committee* planned and conducted a workshop on job hunting services at the 1983 NCLA Conference. A manual for use at this workshop was printed and prepared for distribution.

The *Audiovisual Committee* planned and conducted a workshop on film maintenance, which attracted forty participants. The committee also prepared and disseminated a directory of audiovisual departments in North Carolina public libraries and worked on reviews of North Carolina films for *North Carolina Libraries*.

The *Development Committee* worked on guidelines for evaluating the legitimacy of user fees in public libraries and prepared a paper on this subject to be used by the Public Library Section as a basis for further study in the next biennium.

The *Genealogy Committee* prepared a slide/tape program on how to get started in genealogy and made the program available for distribution through the North Carolina Museum of History and the North Carolina State Library. The Genealogy Committee also prepared and distributed an information packet for librarians on the new North Carolina history curriculum in the schools.

During the short session in 1982 and the regular session in 1983, the *Governmental Relations Committee* worked with North Carolina legislators to assure adequate funding for public libraries. This committee was also active in plans and preparations for the North Carolina Legislative Day in March 1983 and the National Legislative Day in April 1983, both of which were quite successful. Due to the diligent work of this committee and other interested persons throughout the state, an additional \$3 million in State Aid to North Carolina public libraries was approved.

The *Literacy Committee* conducted a survey to find out what materials North Carolina public libraries have for adult new readers as well as what types of literacy programs have been or are being offered. The committee worked on a resource file of ideas for helping nonreaders and for meeting the needs identified in the survey. The Literacy Committee also had an exhibit at the 1983 NCLA Conference.

The *Personnel Committee* did a salary survey, and the results were published in *Flash*, a publication of the North Carolina State Library for public libraries. Workshops on use of volunteers were conducted in four locations. The first draft of a revised personnel manual was made ready for the next biennium's Personnel Committee.

The *Public Relations Committee* made arrangements for poster sessions and swap 'n' shop opportunities at the 1983 NCLA Conference. The preparatory work included mailings to prospective conference attendees.

The *Standards Committee* worked to evaluate output measures as a basis for standards.

The *Statistics Committee* made a study of forms for reporting statistical information to the State and suggested that this matter be referred to the North Carolina Public Library Directors Association for further study. The Planning Council of the Public Library Section agreed with this suggestion. The Statistics Committee also worked with the Standards Committee in a

study of output measures.

The *Trustee-Friends Committee* worked with the State Friends group on plans for workshops, made contacts with Friends to lobby for State Aid, and worked with other groups in the planning and execution of the annual Trustee-Librarian Conference in Chapel Hill on June 1-2, 1983.

The *Young Adult Committee* sponsored workshops on collection development (weeding), co-sponsored another workshop on young adult services, conducted the third annual young adult film review, and continued to publish *Grassroots*, a very popular publication which goes to librarians interested in young adult services in North Carolina and several other states and foreign countries.

The Planning Council of the Public Library Section met seven times during the biennium. Public libraries in Rockingham, Fayetteville, Charlotte, Winston-Salem, Hillsborough, Monroe, and Durham were hosts. The Planning Council, comprised of the officers of the section, the section representative on the *North Carolina Libraries* editorial board, and the chair and vice-chair of each section committee, conducts the business of the Public Library Section between biennial conferences. The following North Carolina public librarians served as Planning Council members in the 1981-83 biennium: Phil Barton, Nancy Bates, Margaret Blanchard, Nancy Brenner, Bill Bridgman, Robert Burgin, Martha Davis, Patrice Ebert, David Fergusson, Tina Foti, Mary Jo Godwin, Linda Hadden, Patsy Hansel, Doris Hurr, Barbara Johnson, John Jones, Mary McAfee, Nancy Massey, Wayne Modlin, Thomas Moore, Philip Morris, Doug Perry, Margaret Randall, Rich Rosenthal, Robert Russell, Karen Seawell, Deah Straw, Judith Sutton, Beverly Teterton, Jerry Thrasher, Art Weeks, Bobbie Williams, Ashby Wilson, and Linda Wright.

Chairman
Vice-Chairman
Secretary
Director
Director

Bill Bridgman
Judith Sutton
Patsy Hansel
Doris Hurr
Wayne Modlin

Reference and Adult Services Section

The Steering Committee of the Reference and Adult Services Section, meeting seven times during the biennium, planned an outstanding program during each year of the biennium and attended to other business. Among the business undertaken was the revising of the section's description on the NCLA membership brochure; having a representative (Frances Hall) on the Advisory Committee for Statewide Continuing Education; submitting the section's bylaws and proposed revisions to the Constitution, Codes, and Handbook Revision Committee for approval; endorsing the Intellectual Freedom Committee's Intellectual Freedom Resolution; and representing the section at RASD's Council of State and Regional Groups (Nancy Ryckman and Larry Barr).

On October 29, 1982, the section held a workshop entitled "Reference Performance and Evaluation: A Communications Perspective" at UNC-Greensboro. The morning session, conducted by Dr. Sara Fine, a practicing psychologist and faculty member in the School of Library and Information Science at the University of Pittsburgh, dealt with "Counseling Skills: A Personal Experience." The afternoon session, conducted by Ms. Elizabeth Stroup, director for general reference, Research Services Department at the Library of Congress, dealt with "Communications and Professional Performance: From Both Sides of the Desk." The ninety-eight registrants were within two of the maximum number the workshop could accept in order to permit the audience participation that the speakers desired. Anne Thrower and Mildred Morrison served on the Program Committee, which was chaired by Nancy Frazier. Nancy Ryckman and Nancy Fogarty were responsible for registration and local arrangements.

At the biennial conference in October, the section's program, "Information Skills for the Year 2000," featured John Lubans, Jr., (Perkins Library, Duke University), Walter Jacobs (College Board), and Jacqueline Meadows (N.C. School of Science and Mathematics). Reactors representing three types of libraries were Ilene Nelson, academic libraries; Duncan Smith, public libraries; and Arabelle Fedora, school media services. The program, which was planned by Lynne Barnette, Joe Rees, and Ilene Nelson, attracted approximately 250 conference registrants. At the brief business meeting following the program, officers for the next biennium were installed: Larry Barr, chairman; Jean Amelang, vice-chairman/chairman-elect; Stephanie Perrin, secretary-treasurer; Mary Love Wilson, Lynne Barnette, Nancy Frazier, Robert Hersch, Mary Avery, Joel Sigmon, and Dorothy Chandler, directors; and Ilene Nelson, NCL representative.

Nancy Fogarty, Chairman
 Larry Barr, Vice Chairman/Chairman Elect
 Ann Webb, Past Chairman
 Nancy Ryckman, Secretary-Treasurer
 Joe Rees, Anne Thrower, Mary Wilson, Frances Hall, Lynne Barnette, Nancy Frazier, Mildred Morrison, Directors
 Ilene Nelson, NCL Representative

Resources and Technical Services Section

During the 1981-1983 biennium, the Executive Committee of the Resources and Technical Services Section continued its efforts to offer opportunities for learning and sharing information on topics of interest in technical services.

As a primary means to this end, the section bylaws provide for the establishment of affiliated discussion and interest groups dedicated to consideration of specific areas. The first of these groups, the Serials Interest Group, received affiliate status in 1980. In order to assess the potential for additional groups and to identify topics for future programs, a postal card survey instrument was mailed to all NCLA members in April 1982. Respondents were asked to indicate their level of interest in five technical services areas and to list topics for discussion. The responses were computer-sorted to produce lists of those who

would help develop or participate in such groups. Suggested topics were also compiled for future use.

By Spring 1983, three additional interest groups had petitioned for affiliation and were accepted: the Cataloging Interest Group, the Acquisitions Interest Group, and the Collection Development Interest Group. The head of each group automatically becomes a voting member of the RTSS Executive Committee, thus affording an effective means of communication as well as support.

The Serials Interest Group held a workshop in serials deselection on October 8, 1982, in Chapel Hill. Sixty-seven persons attended. Speakers were Robert Broadus (University of North Carolina at Chapel Hill), Marilyn Williamson (Georgia Institute of Technology), and Anne Briley (East Carolina University).

The Acquisitions Interest Group met three times subsequent to its affiliation and heard presentations on automated acquisitions systems, descriptions of their new publications on serials management by authors Marcia Tuttle and David Taylor, and a report of networking in North Carolina by Marjorie Lindsey. Each meeting was attended by fifty or more persons.

"Collection Management and Development: Issues and Applications" was the title of a symposium jointly sponsored by the Resources and Technical Services Section and the College and University Libraries Section, which took place in Southern Pines on April 28 and 29, 1983. The planning committee for this event, chaired by Benjamin Speller, was made up of four representatives from each section. Principal speakers included Charles Robinson (Baltimore County Public Library), John Ryland (Hampden-Sydney College), and Wendell Wray (formerly chief of the Schomburg Center for Research in Black Culture). There were eighty-eight participants, and evaluations of the symposium were overwhelmingly favorable. A summary of the meeting was published in the Summer 1983 issue of *North Carolina Libraries*. The aforementioned Collection Development Interest Group was formed as a direct result of this symposium.

RTSS is affiliated with the Resources and Technical Services Division of the American Library Association through the Council of Regional Groups. The chair of RTSS and other members of the Executive Committee participated in CRG meetings at ALA annual conferences and midwinter meetings and found the



The NCASL Executive Committee, 1983-85: (seated, l-r) Judie Davie, chairman; Helen Tugwell, chairman-elect; (standing, l-r) Paula Short; Gwen Jackson; Judy Knight; Ethel Tyree; Gayle Keresey; Sherron Deal; Carolyne Burgman.

sharing of programming ideas and other information to be very stimulating and useful.

The Best Article Award of \$100 for an article on technical services published in *North Carolina Libraries* during the biennium was first presented in October 1981. The second such award was made at the section business meeting on October 27, 1983, to Catherine Baron for her article, "Open Versus Closed Periodicals Stacks: How to Study the Question," which appeared in the summer 1982 issue. Ms. Baron wrote her article as a senior economics project at North Carolina State University. She is presently a systems engineer with IBM in Raleigh.

Another award was established by the Executive Committee to be given for the first time in 1983. This was a grant of \$250 to support first-time attendance at the NCLA Biennial Conference of a technical services librarian. Mary D. Ruble, Library Technical Assistant and part-time library science student at Appalachian State University, was selected as the recipient and accepted her award at the business meeting.

In addition to the breakfast/business meeting, the other RTSS programs at the 1983 biennial conference included a discussion on electronic publishing by Seldon W. Terrant of the American Chemical Society, co-sponsored by the Serials Interest Group and RTSS, and a panel presentation on "The Public Catalog: Arrangement, Access, and Maintenance," under the auspices of the Cataloging Interest Group. The Acquisitions Interest Group met to discuss a number of topics of interest, including the handling of gifts, and the Collection Development Interest Group made plans for its future programs during an informal meeting at the RTSS breakfast.

Revisions to the section bylaws were prepared by an ad hoc committee chaired by Margaret Bennett and presented to the membership at the business meeting on October 27, 1983. The bylaws were approved as revised.

To promote awareness of RTSS activities, reports on its programs and projects have been published periodically in *North Carolina Libraries*. In 1983, the first group of abstracts of library school research papers on technical services topics was submitted to NCL for publication as an added service to readers. The Membership Committee, chaired by Mary Frances Crymes, designed an eye-catching brochure advertising RTSS, and ribbons for members' name tags were made available at the biennial conference.

As a final effort to learn how well the past activities of the Section have met the needs of its members and to acquire additional demographic information, the Executive Committee designed a membership survey form for distribution at the biennial conference. The data obtained should serve effectively as an additional planning tool for the incoming Executive Committee.

The following members were elected at the business meeting to serve as officers during the 1983-1985 biennium: April Wreath (University of North Carolina at Chapel Hill), vice-chair/chair-elect; Joline Ezzell (Duke University), secretary-treasurer; Lynette Finch (Nash Technical College), director; Lanny Parker (Wake County Public Libraries), director. The Nominating Committee was chaired by Pamela Doyle. Benjamin F. Speller, Jr. will be the new chair, and Gene W. Leonardi has been appointed section editor for NCL.

Doris Anne Bradley, Chair
Benjamin F. Speller, Jr., Vice-Chair/Chair-Elect
Carol B. Myers, Secretary-Treasurer
Margaret W. Bennett, Director
Lynne D. Lysiak, Director
Lillie D. Caster, Past Chair
Susan M. Kerr, Editorial Board NCL
Joline R. Ezzell, Serials Interest Group
Elizabeth H. Smith, Cataloging Interest Group
Helen R. Miller, Acquisitions Interest Group
Harry Tuchmayer, Collection Development Interest Group

Trustees Section

The Trustees Section sought during the biennium to create a greater awareness of the role of the trustees as advocates for the advancement of the public library system in North Carolina. The Executive Committee, composed of Gary Barefoot, chair; Dorothy Burnley, vice-chair/chair-elect; Jonnie Sue Ross, secretary; Beth Woody and Joseph Roberts III, directors; and H. K. Griggs, Sr., past chair, held two meetings during the biennium. Early in the biennium, trustee Irene Hairston was appointed to serve on the NCLA Membership Committee, and trustee Elizabeth Braswell was appointed to the Editorial Board of *North Carolina Libraries* by the committee. In late 1982, Joseph Roberts III resigned as director from the board because of pressing professional activities. He was not replaced.

Board action in June 1982 urged all trustees to contact their legislators to show support for continued and increased public library funding. In the spring of 1982, chairman Barefoot represented the trustees at ALA Legislative Day in Washington, D.C., and also attended the American Library Association meeting in Philadelphia in July 1982. The Executive Board in October 1982 voted unanimously to support the NCLA Intellectual Freedom Resolution opposing the abolishment of the "prior adversary hearing" portion of NCGS 14-190.2 and submitted a letter to that effect to the Intellectual Freedom Committee to be used in the legislative hearings.

In the spring of 1983, trustee Jake Killian represented the N.C. Trustees Section at ALA Legislative Day in Washington, D.C. The section underwrote part of his expense. The section also sponsored, jointly with the Public Library Section, the State Library, and the Friends of Libraries, a Library Day Reception for legislators in Raleigh on March 24, 1983. Throughout the biennium, the section and its membership proved to be effective lobbyists for public libraries as evidenced by the additional appropriation of \$3 million for each year of the 1983-85 biennium by the N.C. State Legislature.

During the past biennium the section also co-sponsored two successful Trustee-Librarian Conferences in Chapel Hill. The 1983 conference was on library leadership and was modeled after the ALTA WILL program on the national level. Past ALTA presidents Virginia Young and Nancy Stiegemeyer addressed the group of 150 assembled, the largest number ever to attend an NC Trustee-Librarian Conference.

During 1981-83, chairman Barefoot served on the N.C. Public Librarian Certification Commission by virtue of office and was also appointed as trustee representative to the Library Networking Steering Committee of the State Library, an effort to develop a comprehensive plan to improve cooperation among all types of libraries in the state.

Chairman Barefoot represented the section at all but two of the NCLA Board meetings and workshops. He also represented the section at various public library functions. Chair-elect Dorothy Burnley participated in the awarding of an ALTA Honor Award to the family of the late Raymond A. Bryan, Sr., benefactor of the Bryan Memorial Library at Newton Grove, North Carolina.

The biennial activities culminated at the trustee luncheon during the NCLA Biennial Conference in Winston-Salem, Oct. 27, 1983. Trustee citations were presented to H. K. Griggs, Sr. and Jake Killian for their outstanding work as trustees. Kay Vowvaldis, ALTA Region IV vice-president, addressed more than fifty trustees and librarians in attendance. New officers Jake Killian, vice-chair/chair-elect, and Irene Hairston, secretary, were elected to join chair Dorothy Burnley for the 1983-85 term. Two directors are to be appointed by the Chair. In her acceptance remarks, chairperson Burnley spoke of plans to push NCLA membership among trustees so that the section might be a stronger voice for public library advancement in the state and

the nation. Continuing activities of the section include the already planned Trustee-Librarian Conference for 1984.

Gary Barefoot	Chair
Dorothy Burnley	Vice-Chair/Chair-Elect
Jonnie Sue Ross	Secretary
Beth Woody	Director
Joseph Roberts, III	Director
H. K. Griggs	Past Chair
Irene Hairston	Membership Committee Appointee
Elizabeth Braswell	North Carolina Libraries Editorial Board appointee

Nominating Committee — Marion Johnson (Chair), Ruby Bivens, Mary Alice Lewis
Trustee Citation Jury — Edward Sheary (Chair), John Welch, Carla DuPuy

Community Education Committee

The committee had a five-part charge for this biennium:

1. To explore the feasibility of combining libraries and specific areas of service and resources.
2. To study relationships which may exist or may be developed between community college libraries, school libraries, and public libraries in the state.
3. To study the state law creating the Community Schools Act, explore the implications for libraries, and make recommendations.
4. To explore the role of the library in the community education process.
5. To recommend to the Executive Board whether or not this committee needs to be continued, and for how long.

The committee considered that the first function was completed by the publication in *North Carolina Libraries* of the Standards for Combined Libraries. Most effort was devoted, therefore, to accomplishing the second function.

In 1982, school, community college, and public libraries were surveyed to ascertain the types and degree of library cooperation.

The committee had some question as to whether it should be the focal point for NCLA's literacy efforts, since there is a functioning Public Library Section Literacy Committee in existence. It did conclude, however, that a cooperative effort, involving the community college, public library, community schools, the local literacy council, and other agencies/organizations appeared to be the most effective means of addressing the literacy problem indicating that a coordinating role for a NCLA committee might be advisable. If the Community Education Committee retained a role in literacy efforts, it was concluded that it would need to work closely with the PLS Literacy Committee. The chair of the PLS committee, who was added to our committee during 1983, continued as a member of the NCLA Community Education Committee.

Constitution, Codes, and Handbook Revision Committee

The Constitution, Codes, and Handbook Revision Committee of NCLA set for its goals during 1981-83 a study of the bylaws of each section and roundtable, and a study of the Executive Board minutes, and other association papers. This study was to be made for the purpose of making needed recommendations to keep the bylaws and the handbook current, and to promote uniformity.

These goals were met or significant progress was made on them. Each committee member was responsible for specific sections and/or roundtables. The members worked with bylaws in their assigned areas. The full committee reviewed general material, the Executive Board minutes, and the recommended

revisions for sections and roundtables.

Revisions were recommended for thirty-two pages in the handbook. This should be a continuing project.

Mildred B. Matthis, Chairman
Skip Auld
Doris Anne Bradley
Judith Davie
Emily Boyce
Catherine Leonardi
Sharon Smith
Rebecca Taylor
Carol Veitch
Norma Royal

Education for Librarianship Committee

Goals

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

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 in-service needs of librarians.

Accomplishments

A brochure outlining suggested steps to follow in the design of successful in-service experiences was designed and printed.

A revision of the *Library Education Directory* was begun, with publication expected in late 1983 or early 1984.

The committee was represented by the chairperson and one other committee member at all meetings of the Continuing Education Task Force project of the State Library.

Literature regarding continuing education experiences in library science from various library education schools across the state was displayed during the NCLA Conference in Winston-Salem, 1983.

Projections and Continuing Activities

Completion of *Library Education Directory* revision.

Continued work in the compilation of a list of state library publications, which will be sent to state continuing education providers as alternatives for publicizing the programs available.

The consideration of making NCLA membership lists available to departments of continuing education.

Helen M. Tugwell, Chairperson

Finance Committee

The Finance Committee met three times during the biennium. After reviewing the budget requests and the projected income, the committee recommended to the Executive Board that the association dues be increased.

The following dues schedule was approved by the membership by a mail ballot in December 1982:

Trustees and non-salaried librarian	15.00 (no increase)
Librarian — earning up to \$12,000	22.00 (\$2.00 increase)
Librarian — earning \$12,000-\$20,000	30.00 (\$5.00 increase)
Librarian — earning over \$20,000	40.00 (\$5.00 increase)
Contributing member	50.00
Institutional member	50.00

The Executive Board approved the 1983-84 budget of \$88,600 at its meeting on December 3, 1982.

The committee will continue to study various ways of handling the association's financial affairs in order to lessen the burden on the treasurer.

Nancy Massey
Joyce Orndoff
Bob Pollard
Jeanette Smith
Richard Barker, Chairperson

Governmental Relations Committee

The Governmental Relations Committee met at the spring workshops in Greensboro, at Greensboro College (March 19-20, 1982) and at Guilford College (March 18-19, 1983), to plan activities. Other committee meetings were held in the Cary Public Library on September 16, 1982, and January 25, 1983.

A major goal of the 1981-82 biennium carried over into 1982: to contact congressmen concerning federal funding of various library programs. As a consequence, North Carolina was represented in Washington for Legislative Day on April 20, 1982, by Gary Barefoot, David Harrington, Willie McGough, Leland Park, Annette Phinazee, Ariel Stephens, Mary Williams, and Louise Boone. On April 19, 1983, NCLA delegates to Legislative Day were Mertys Bell, William Bridgman, David Harrington, Eugene Huguette, J. K. Killian (trustee, Sandhill Regional Library), Annette Phinazee, Paula Short, Judith Sutton, John Thomas, and Louise Boone. David McKay was with the delegation in 1982, while Jane Williams represented the State Library in 1983. Library science students and some faculty members from North Carolina Central University joined the group each year.

Delegates who attended both Legislative Days were struck by the warmth and openness of the 1983 day compared to the gloom-and-doom atmosphere that prevailed in 1982. All congressmen or their aides were contacted. Information on library needs in the state was well received and follow-up correspondence went to all North Carolina congressmen.

During the September 16, 1982, meeting, the committee agreed that one of the most pressing needs was increased State Aid for public libraries. The committee agreed, further, to support action that might result in legislation to that end.

The North Carolina General Assembly was in session almost half the calendar year of 1983. Several bills were enacted that touch on library service: voters are to be registered in both school and public libraries; cost statements are to appear on state publications if more than two hundred copies are produced. The state budget adopted late in the session included \$3 million new money for each year of the biennium to fund a new formula for the distribution of State Aid to public libraries.

Continued participation in the Washington Legislative Day is one of the most practical uses of association funds. Carry-over of some delegates to Washington from one year to the next facilitates not only logistics for the day but bears fruit in discussion with congressmen and their aides. Association sections should put increasing thought into facts and figures that are placed in the packets given our Capitol Hill people. This material is vital in informing our congressmen of library needs all over the state. We should not miss a golden opportunity to inform and influence forces in Washington.

Louise Boone, Chairperson

Honorary and Life Membership Committee

Goals

To successfully complete the functions of the committee as set up in the by-laws.

Activities

Worked on revising the bylaws of the committee.

Committee sought nominations for Honorary and Life Members.

Worked on preparing biographical information to give to

Executive Board.

Presented nominations to Executive Committee.

Worked with honorees.

Achievements

Revised bylaws.

Presented Honorary and Life Membership Awards to six honorees: four Life Memberships (Katherine Howell, Elizabeth Copeland, Barbara Heafner, and George Linder) and two Honorary Memberships (Flora Webb Plyler and Harry K. Griggs, Sr.).

Plans

The committee would like to continue revising the bylaws, especially the criteria. We would also like to develop another award for those individuals who do not fall into either the Honorary or Life category.

Kathy Shropshire, Chairperson

Intellectual Freedom Committee

Goals

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.

To collect and make available to all interested parties information useful in combating attacks on intellectual freedom.

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.

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.

Achievements

Held quarterly meetings and maintained contacts by telephone or memorandums.

Reported activities regularly to the American Library Association Office for Intellectual Freedom, Southeastern Library Association Intellectual Freedom Committee, and North Carolina Library Association Executive Board.

Responded to over one hundred requests from librarians across the state in the form of advice, procedures, letters, telephone calls, and presentations.

Granted interviews by telephone to reporters from NBC, CBS, and AP and UP wire services.

Granted interviews for newscasts and special programs to WITN-TV (Washington), WCTI-TV (New Bern), WNCT-TV (Greenville), WTVD-TV (Durham), WUNC-TV (Chapel Hill), WRAL-TV (Raleigh), WKZL radio (Winston-Salem), and WZMB-FM (Greenville).

Granted interviews for special articles in *News & Observer* (Raleigh), *Winston-Salem Journal* (Winston-Salem), *Northampton News* (Jackson), and *East Carolinian* (Greenville).

Maintained contact with the American Library Association Office for Intellectual Freedom, PEN American Center, N.C. Civil Liberties Union, N.C. People for the American Way, N.C. Academy of Science, Freedom to Read Foundation, Media Coalition, Southeastern Library Association Intellectual Freedom Committee, many state intellectual freedom committees, Media Alliance, and various other allied organizations.

Prepared chronological news clippings notebooks on intellectual freedom.

Made presentations on intellectual freedom to North Carolina Association of Educators (Williamston and Goldsboro); North Carolina State University Education Day (Raleigh); book clubs (Winterville and Greenville); Legislative Research Com-

mission on Obscenity Laws (Raleigh); Lenoir County school media personnel (Kinston); Warren County school media personnel (Warrenton); North Carolina Junior High/Middle School Conference (Chapel Hill); Women in Communications/American Civil Liberties Union (Charlotte); North Carolina Community College Learning Resources Association Conference (Winston-Salem); Carteret County librarians (Morehead City); North Carolina Public Libraries Directors Association (Raleigh); Pitt-Greenville Media Society (Farmville); North Carolina Library Trustee-Librarian Conference (Chapel Hill); East Carolina University Alumni Association Summer Workshop (Greenville); North Carolina English Teachers Association Conference (Greensboro); North Carolina Association of School Librarians Conference (Winston-Salem); Division of Support & Post-Secondary Personnel Conference (Jacksonville); Bill of Rights Day, Pitt County Civil Liberties Union, League of Women Voters, etc. (Greenville); North Carolina Community College Learning Resources Association district meetings (Williamston and Supply); Phi Kappa Phi Symposium, East Carolina University (Greenville); Phi Delta Kappa (Greenville); various school media clubs (Greenville and Pitt County); Conference on the Bicentennial of the U.S. Constitution, National Endowment for the Humanities and N.C. State University (Raleigh); University of North Carolina at Greensboro Friday Forum for Librarians (Greensboro); North Carolina Association for the Gifted and Talented/Parents for the Advancement of Gifted Education Conference (Winston-Salem); Special Libraries Association Conference on Information Access (Research Triangle Park); Beta Phi Mu/Alumni Association Day, University of South Carolina (Columbia).

Participated in study on continuing library education.

Monitored Christian Action League's Rally for Decency workshops.

Reviewed numerous city ordinances concerning display of sexually explicit materials.

Distributed information on such topics as changes in Freedom of Information Act, Pico/Island Trees case, child pornography rulings (*People v. Ferber*), Senator Helms's activities, North Carolina Moral Majority activities, National Security Directive '84, and other matters of interest.

Testified in the North Carolina General Assembly in opposition of adversary hearing ruling.

Chairman appointed to Advisory Council of North Carolina office of People for the American Way and Intellectual Freedom Committee of the Southeastern Library Association.

Distributed response from attorney general's office to form letters requesting prior parental review and approval of certain types of instruction.

Chairman appointed by Speaker of N.C. House of Representatives Liston B. Ramsey as librarian designee on Legislative Research Commission on Obscenity Laws which made recommendations to the 1983 General Assembly.

Reviewed numerous selection policies and helped many libraries in their revision efforts.

Proposed and secured a line item in the budget of the N.C. Library Association for conducting intellectual freedom activities.

Chairman chosen to receive the Hugh M. Hefner First Amendment Award in Education from Playboy Foundation due to his grassroots efforts in fighting for first amendment rights, helping to defeat censorship legislation, and responding to requests from hundreds of librarians threatened by would-be censors.

Chairman chosen to receive the Mary Peacock Douglas Award from North Carolina Association of School Librarians for his contributions to school library development and protecting the right to read.

Maintained contact with members of the General Assembly concerning legislative matters.

Established relationships with official lobbyists for publishers, press magazine distributors, theater owners, television station owners, and North Carolina Civil Liberties Union.

Met with Barry Hager, North Carolina director of the People for the American Way, to plan for joint projects involving intellectual freedom.

Collected legislation from other states concerning confidentiality of library records; subcommittee currently working on bill for North Carolina.

Supported National Banned Book Week.

Arranged to cosponsor General Session at NCLA Biennial Conference in Winston-Salem with Judith F. Krug, director, ALA Office for Intellectual Freedom, as speaker.

Presented second NCLA Intellectual Freedom Award and arranged to have Social Issues Resources Series, Inc., supplement the award with \$500 to the recipient, \$500 to the library supporting the recipient, and conference expenses for the recipient (Rich Rosenthal).

Distributed new and revised interpretations of the Library Bill of Rights.

Secured endorsement of over twenty-five professional organizations in the state supporting resolution to retain adversary hearing; presented at legislative commission meeting.

Negotiated with University of North Carolina Center for Public Television for showing of videotape, "Censorship or Selection: Choosing Books for Public Schools," over its eight N.C. channels.

Had numerous letters to the editor published in state newspapers.

Projections and Continuing Activities

Continue goals identified at beginning of biennium.

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.

Introduce a bill in the N.C. General Assembly covering confidentiality of library records.

Respond to some of the findings from a survey conducted by the N.C. office of the People for the American Way and work with them in joint ventures.

Submit proposal to the Intellectual Freedom Roundtable (IFRT) for its State Program Award which will be presented to



Rich Rosenthal, of the Public Library of Charlotte and Mecklenburg County, receives the NCLA Intellectual Freedom Award for his efforts as a librarian in Lincoln County. NCLA Intellectual Freedom chairman Gene Lanier presents the award. (Photo by Frank Sparger.)

the state intellectual freedom committee that has implemented the most successful and creative intellectual freedom project.

Dr. Gene D. Lanier, Chairman, Greenville
Ms. Jean Amelang, Wilmington
Dr. Mary Ann Brown, Chapel Hill
Ms. Nelda G. Caddell, Cameron
Ms. Betty Clark, Durham
Mr. Clarence Chisholm, Greensboro
Dr. Elizabeth Detty, Salisbury
Ms. Arabelle Fedora, Winston-Salem
Dr. Jim Foster, Sanford
Ms. Barbara Hempleman, Swannanoa
Ms. Gayle Keresey, Wilmington
Mr. R. Philip Morris, High Point
Ms. Merrill Smith, Asheboro
Ms. Judith Sutton, Charlotte
Mr. Ashby Wilson, Raleigh

Library Resources Committee

During 1981-1983, the NCLA Library Resources Committee accepted the challenge of completing two major projects: production of *Disaster Preparedness: A Guide for Developing a Plan to Cope with Disaster for the Public and Private Library* and a new North Carolina Interlibrary Loan Code.

Under the supervision of Dr. John Sharpe, the *Disaster Preparedness Guide* was printed with the assistance of Perkins Library, Duke University. The *Guide* responded to a need felt by many librarians for a simplified, coherent plan of action to prepare for any natural library disasters. It was distributed to all public library and college library systems in North Carolina. Interest has already become manifest in further distribution within and outside North Carolina.

Under the supervision of Sue Farr, the "North Carolina Interlibrary Loan Code" was prepared by the Committee and approved by the NCLA Executive Board. The Code was printed in *North Carolina Libraries* (Fall 1983). The North Carolina State Library is also making copies available in printed format and will include the Code in its revised ILL Procedures Manual.

The Committee sponsored a program at the 1983 NCLA Conference on "Making It Work: Interlibrary Loan in North Carolina," with Sue Farr, Michelle Neal, Alice Peery, and Libby Smith as speakers.

Patrick Valentine, Chair

Media Committee

Donald Chauncey resigned as chairman of the committee in August 1982. Hugh Hagaman was appointed to fill this vacancy on August 3, 1982.

The committee met during the March 18 and 19 spring workshop and decided to put its efforts into providing two programs for the 1983 NCLA Conference. Both programs involved the use of computers.

The first of the programs was "Using the Computer to Control Circulation of Non-Print Materials". The presenters were

Barbara Baker (Gaston Community College), Diana Kester and Doug Joyner (Wayne Co. Schools), and Mel Schumaker (UNC-G).

The second program was "Computer Generated Graphics". The presentators were John Mann and George Paul (Guilford Technical Community College).

Both programs were well received with standing room only in a room set up for one hundred people.

Hugh Hagaman, Chair

Membership Committee

The committee met for the first time with all members present at the spring workshop of 1982 to plan for a revised membership brochure. Subsequently, new brochures were printed and distributed.

The committee met a second time in July, 1982, at D. H. Hill Library in Raleigh for the purpose of planning promotion for membership in the various sections and roundtables. Subsequently, meetings and newsletters were covered concerning membership.

We met a third time, March 18, 1983, at Guilford College in Greensboro during the spring workshop. Nine members were present, with Carol Southerland chairing. The following decisions were made:

1. The membership brochure will be reprinted with new dues structure and grammatical corrections.
2. Various committee members will see that library school graduates are especially encouraged to join.
3. A portion of the summer issue of *Tar Heel Libraries* will be devoted to membership.
4. Section committee members will attempt to reach those potential members from their types of libraries by using the membership computer print-out, for example: A. Trustees will have table and ribbons at their June conferences; B. Gwen Jackson of NCASL will invite by letter the vendors to join.
5. Cost of "I belong ..." stickers will be studied and requested at the July board meeting.
6. A membership table will be manned and/or "womanned" at the fall conference in October 1983.
7. We will not meet again before the fall conference.

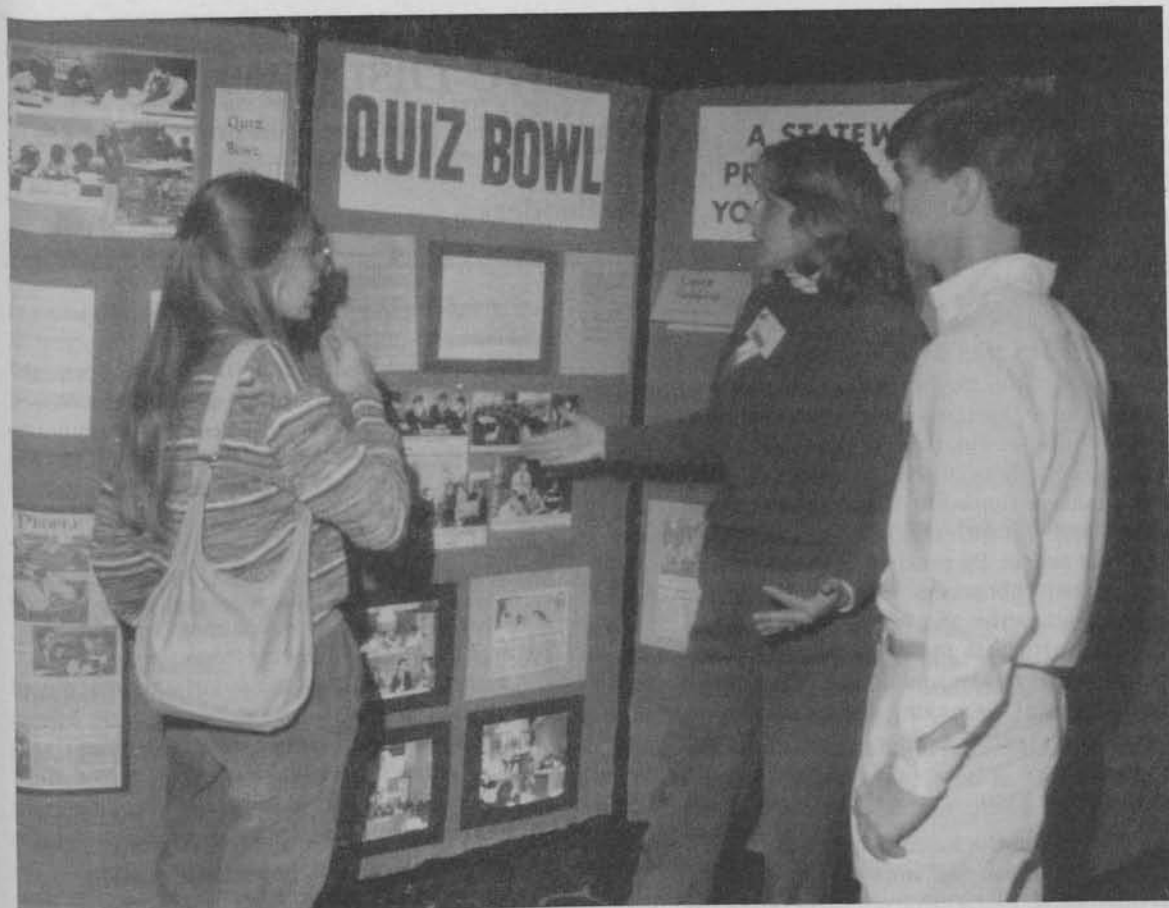
The Membership Committee chairman was asked by NCLA President to chair an Ad Hoc Committee on memberships as related to publications.

There was much activity from the Membership Committee at the fall NCLA conference in Winston-Salem. The membership table was busy from Wednesday at 8:00 A.M. until Friday afternoon at 3:00 P.M. RTSS members joined the Membership Committee in "manning the tables." The new Roundtable for Ethnic Minority Concerns kept the workers busy with new members.

"I belong ..." stickers were a big success, with the round ones (scarce) being quite popular. It seems tiny round stickers pose a real problem for small printing operations!

Carol Southerland, membership chairman, will continue to work with Bob Pollard, out-going treasurer, to close out a great biennium.

Carol Southerland, Chairman



The Public Relations Committee of the Public Library Section sponsored poster sessions during the conference. Here, Forsyth County Public Library's Laura Robbins and high school student Greg Camp explain the Quiz Bowl to interested librarian Jenny Sparger. (Photo by Frank Sparger.)



Librarians Duncan Smith and Barbara Anderson tout the virtues of the profession to UNC-Chapel Hill Library School student Cynthia Roberts at an alumni association reception. (Photo by Frank Sparger.)

Easy and Inexpensive Display Ideas for the Small Library

Anne Sanders

During the past thirteen years, I have made many posters, signs, brochures, flyers, and pamphlets for the libraries and bookmobiles in a four-county regional public library system. Two of the libraries have glass-enclosed display cases at each end of the circulation desk. I have prepared monthly exhibits in those cases for eight years. With meager funds, the task has been a real challenge, and it is with this in mind that I have written this article. By seeking alternatives to spending money, librarians with small budgets can provide attractive and fresh displays.

This article is for persons with little or no training in graphics and design. It is not intended as a blueprint for making displays but as a stimulus for the creative worker.

Some Basic Tips

Be ever on the lookout for ideas. As you shop or browse for yourself, notice the decorations and promotional items around you. Learn to look carefully through magazines and newspapers for "catchy" captions, phrases, words, and pictures for clip art. Look on every experience as an opportunity to get an idea. Just taking a walk can sometimes bring to mind a way to use leaves, shells, and other such items.

Learn who the collectors are in your area. A veritable unending supply of curios may exist in the attic of one of your library patrons. Since nearly everyone collects something, it's only a matter of finding them. Often, one collector leads you to another.

Plan a year of displays at a time by choosing a general theme to work around. You can always deviate from it if something more interesting pops up.

Make regular trips to hobby shops, gift shops, and dime stores just to look for display items. Go ahead and buy the items that catch your eye; plan a use later.

Keep your materials and supplies organized and in an accessible place. A quick glance through the boxes and shelves will tell you whether or not

you need to buy something new for your next display.

Plan around books. I use the displays primarily to promote books on a particular subject. Check first to make sure there are enough books on the shelves to complete your display. If you plan ahead, you can borrow through interlibrary loan the books you lack in your library.

Materials for Display

This list will grow with almost every display. So far, I found the following items useful.

Fabric: This has been essential to nine out of ten of the displays I have done. To date, I have accumulated about fifteen different colors and kinds of fabrics from burlap and felt to taffeta and velvet. This material is usually draped loosely on the shelf. It provides color and softness for the display.

Gift Wrap Paper: For a base, for cutouts, and for backdrops, this is attractive and useful. Just look at the variety available, and for less than a dollar, you have a versatile item to work with.

Other Paper Goods: Paper napkins, cups, plates, and placemats change design from year to year. You only have to browse, look, and imagine what you can do with them. Doilies are useful for a Valentine motif, of course, but can also be cut into snowflakes or used for lace collars and cuffs.

Boxes and Cans: Positioned under a drape, boxes and cans of assorted shapes and sizes are useful for stands. A display on more than one level is sometimes necessary.

Cake Decorations: I happened on these as I was looking for something else and have been adding several a year to my collection. So far, the collection includes a hunter, a fisherman, a tennis player, a jogger, a skier, dancers, basketball and football players, a surfer, a witch, a skateboarder, a ship captain, a golfer, and, of course, a bride and groom. I use them in a variety of ways with other miniature props for seasonal displays. Children love them.

Natural Objects: Pine cones, leaves, straw, vegetables, fruit, seashells — all make attractive fill-ins. I use sand a lot in the summer but always

Anne Sanders is Director of the East Albemarle Regional Library in Elizabeth City, North Carolina.

put it in shallow boxes lined with aqua terry cloth to make cleaning up easy.

Items From Home: I used just about every figurine, dish, placemat, and other portable object I own. Not only does it save money, it saves storage space at the library.

Baskets: For holding books or a Thanksgiving harvest, baskets are great. Keep your eye out for sales and get four just alike.

Artificial Objects: Plastic fruit, vegetables, flowers, and foliage are all versatile, durable, and easy to store.

Miniatures: Make your own little presents to put under a little Christmas tree. Buy any tiny object, such as a woodstove, when you come across one. I shop at a local flea market for my miniatures.

Imitation Turf: This is good for a putting green, football field, or meadow. It's expensive but will last until you retire. You need only four twelve-inch squares.

Jigsaw Puzzles: One of the United States and one of your state can be used with travel and local history themes. If you can't find a puzzle, a road-map will do.

Little Sign Holders: Make your own or buy some from a library supplier. Always caption your displays; you may think your theme is obvious, but the display will be wasted if you don't make your message clear. Save the covers from catalogs. The stiff white paper on the inside is good for signs and holders.

Book Supports: Use metal bookends or some other device to support the books that you want to stand upright.

Ribbons: I use the wide ones for borders and the narrow ones for little bows which can be used in many ways.



A display on *Scherenschnitte*, the art of paper cutting, shows how the work of a local craftsman can be used in an attractive exhibit.



Ballet shoes autographed by Patricia McBride form the focal point of a display on dance.

Linens: Hand-worked placemats, luncheon cloths, and napkins make good display devices for cookbooks and other home-oriented themes.

School-Related Items: Notebooks, pennants, and even football helmets from area schools are good for all-year decorator items in YA areas. For back-to-school themes, add artificial apples and small slates.

Greeting Cards: Save your Valentines, birthday cards, and all greeting cards. They can be cut out and pasted for posters.

Special Helps: These items are not cheap, but are worth the investment for the amateur. Lettering devices, kits with special pens, stencils, and adhesive tape can be used by anyone. Press-on or rub-on letters are attractive and easy to use. The only drawback is the expense, since vowels are used up before consonants, and a whole sheet must be purchased for the few letters you need. A calligraphy set is useful for anyone who is adept at freehand lettering. The effect is beautiful, but not everyone can do it. A stencil maker is expensive but ideal for the small library. Easy to use, small in size, and versatile, this machine (combined with a mimeograph machine) is only one step behind an offset press.

Photographs: Take a picture of every display and poster you make. These pictures are useful for many reasons and will portray one facet of the library's history.

Posters

Posters are my favorite things to make because of their possibilities. They can be small or large; one, two, or three dimensional; drawn on;

pasted on; stapled on; and even sewn on. For the creative person, a blank piece of poster paper is a playground, where scraps of material, magic markers, and rickrack can be used for interesting effects.

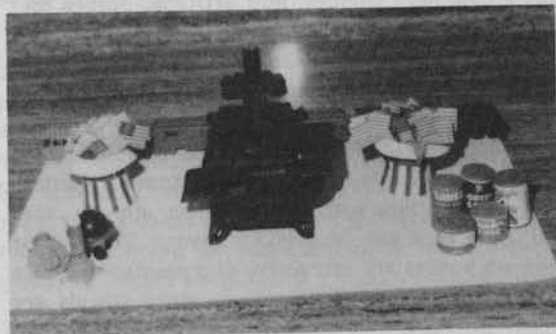
Go through junk mail for pictures and captions to paste onto a colored background. This is the easiest kind of poster to make, but it can be effective when used with a quotation or "catchy" caption.

Use fabric, fake fur, rickrack, buttons, glitter, fringe, doilies, felt, fake eyes, yarn, rope, ribbon, leaves, and other lightweight items for hair, borders, and outlines. These are especially helpful for the person who can't draw.

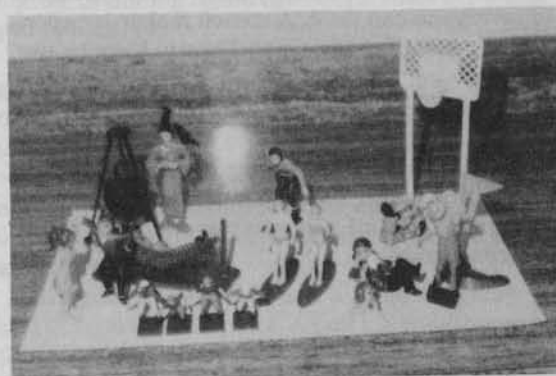
Study greeting cards, ads, and commercial displays for adaptable ideas. Despite your first impression, all of these are usually simple designs.

Use a lettering machine or some other kind of prepared letters unless you do good freehand printing.

Make a list of subject areas on the back of each poster to suggest books to accompany the poster. Have each branch listed on the back so that the posters can circulate to all bookmobiles and branch libraries.



"Buy any tiny object, such as a woodstove, when you come across one."



Cake decorations can be used in a variety of ways for seasonal displays.

Cut poster paper in half for most displays in order to economize. My theory is that it is better to spend a little time and money on a lot of posters than a lot of time and money on one poster.

Display posters on easels rather than thumbtacking them on a wall or bulletin board. This makes them more visible.

Keep posters simple. Curb your desire to fill up every inch and put in only essential information.

In conclusion, there is a vast supply of ideas "out there," but you have to be on the lookout for them. For example, a local craftsman's fair is one place to solicit interesting items for display. Most of the participants will be flattered to be invited to exhibit their wares. Likewise, while in a dress shop recently, I overheard a customer mention that she had a large hat collection. I immediately asked her if she would consider displaying some of them; she agreed. Another instance involved a friend of mine whose daughter is a professional ballerina. When the library recently acquired a number of books on dance, I borrowed a tutu, a pair of worn ballet shoes autographed by Patricia McBride, and some dance programs from her for the display.

After thirteen years of creating displays, posters, and other promotional items, I naturally feel threatened at times by burnout. When that happens, I get up, go out, and make my rounds. Something always turns up.

APPENDIX I

Themes I Have Used

Collections from patrons

- antique bottles
- handmade lace and other fancy needlework
- bargello and needlepoint
- antique dolls
- antique Christmas cards
- antique toys
- banks
- memorabilia and souvenirs of the Royal Family
- thermometers
- fans
- frog statues
- cupid statues
- seashells
- sheet music
- elephant
- pigs
- Victorian jewelry
- old kitchen utensils
- Depression glass
- paperweights
- old valentines
- tin soldiers
- egg craft
- decoys
- old children's books
- stained glass

Other

futurism
consumerism
heraldry
gardening
romance
inspirational books
health and beauty
cookbooks
birds
travel
all sports in season: hunting, golf, basketball
hobbies
all popular holidays
boating
current events
money management
do-it-yourself
past best sellers
animals
dancing
art
preserving and canning
school aids
banned books
Egyptology
Foreign Language Center
Ireland
investments
children's books from around the world
winterizing your home
fishing and boating
personal grooming and hygiene
old age
weddings
ways to earn money at home
ballet
local crafts
North Carolina books
self-help
back to school
child-rearing

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Librarians and Accreditation: A Survey of North Carolina Librarians

Kathleen R. Brown

In a 1977 article, Dudley Yates observed that "literature on institutional accreditation is sparse; literature on the specific subject of the library portion of accreditation is even more sparse."¹ This still held true in the spring of 1982 when doctoral students at the University of North Carolina at Chapel Hill School of Library Science explored accreditation and standards for academic libraries in a seminar conducted by Dean Edward G. Holley. Literature searches provided little basis upon which to judge the effectiveness of library evaluation in the accreditation process. As a means of gaining more information about the effects of accreditation upon libraries, a questionnaire was sent to the directors of North Carolina libraries that had recently participated in the Southern Association's accreditation process. This article will summarize the findings obtained from that questionnaire.

The Southern Association, like the other regional accrediting associations, utilizes a process which consists of a self-study conducted by the institution and a visit by an evaluating committee of qualified educators. Each member institution of the College Delegate Assembly must participate in the program periodically to maintain its accredited status. A newly accredited institution is expected to complete its reaffirmation five years after membership has been granted; thereafter it undertakes the self-study program once every ten years. After an institution has done at least one traditional self-study, it has the option of conducting a self-study in a nontraditional form.

Drawing upon the *Standards of the College Delegate Assembly*² and the *Manual for the Institutional Self-Study Program of the Commission on Colleges*,³ a questionnaire was constructed which touched upon various aspects of the Southern Association's accreditation standard and processes, including the self-study, the committee visit, the committee report, and follow-up activities. The questionnaire was sent to the

library directors of level II (bachelor's degree), level III (bachelor's and master's degrees), and level IV (bachelor's, master's, and doctor's degrees) institutions in North Carolina which had reaffirmed their accreditation in 1977 (the year the current standards were implemented), 1978, 1979 or 1980. The target group included four public and ten private institutions ranging in enrollment size from 620 to 9,587 students;⁴ all fourteen library directors responded to the questionnaire.

Only three of the fourteen respondents were not affiliated with their libraries at the time of the evaluation by the Southern Association. Seven were head librarians, and four were members of the library staff in a rank other than that of head librarian. Throughout the questionnaire, respondents who had participated in the evaluation process were given the option of answering "don't know" for appropriate questions. The questionnaire itself and aggregate responses appear as Appendix A.

Obviously, fourteen responses to a simple questionnaire can only begin to deal with issues related to a subject as complex as accreditation. Since the questionnaire was designed to facilitate quick responses, it did not explore problems in depth or reveal subtle differences of opinions or experiences. One respondent wrote that "many of the questions were hard to answer in a definite yes or no," and the number of people who added qualifiers such as "some," "partially," and "to a limited extent" to their answers confirms his statement. Given that this questionnaire is at best a rough instrument, it does, nevertheless, suggest areas of consensus and possible areas for future investigations.

Findings

One of the most noteworthy findings of the survey is that this entire group of librarians from diverse institutions characterized the accreditation process as being at least somewhat beneficial for their libraries (Question 18). While it is encouraging to know that the directors perceive accreditation as being beneficial, it could certainly be

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questioned whether the benefits outweigh the cost of conducting the evaluation and whether the evaluations result in significant improvement in marginal institutions. The fact that only two librarians considered the process to be "greatly beneficial" suggests the process could be improved.

Of the self-study, the team visit, and the committee report, the respondents seemed most satisfied with the self-study phase. Twelve of the fourteen institutions conducted traditional self-studies, and most found the *Manual* to be a useful aid in preparing the library evaluation for the self-study. In almost all cases, the library was represented by a staff member on a committee charged with examining the library, and most indicated that the self-study identified the library's strengths and weaknesses and presented recommendations designed to remedy those weaknesses.

Only seven, however, felt that the self-study projected the library into the future and identified short- and long-range concerns. Since the Association describes projection into the future and identification of goals as being "essential" elements of an effective self-study,⁵ this area evidently needs further attention. The situation could stem from a failure on the part of the Southern Association to communicate the importance of this objective, a failure on the part of the institution to deal with the issues, or a combination of both.

Most of the respondents considered the library evaluators to be well qualified and well prepared, but the ten who had been involved in the site visit split on the question of whether the evaluators had learned enough about the library to be able to evaluate its effectiveness. This might reflect the difficulty of trying to evaluate a library in a time period of two to three days. In spite of their reservations, though, nine respondents said that the evaluators had made some valuable suggestions or recommendations. The Association might want to examine whether more time, more efficient evaluating techniques and methods, and more training for library evaluators are needed to improve this aspect of the site visit.

Most of the directors saw at least the library section of the Committee Reports, the majority of which contained suggestions or recommendations pertaining to the library. In general, the respondents characterized these as being reasonable, practicable, and important, but they felt that the report was slightly more accurate in covering the library's weaknesses than its strengths. Only four said that the librarian/director was asked to comment on the Committee Report. (Five did not

know if the librarian's reactions had been solicited.) It is difficult to assess the significance of these responses without further information. In some instances, the administration might have chosen to ignore the library section of the report, while in others the nature of the report itself or examinations conducted during the self-study might have precluded further discussions.

Eight institutions implemented changes in the library as a result of the accreditation process, and five did not. (One did not respond to this question.) An interesting subject for a future study would be an analysis of the types and magnitude of these changes and a determination of whether they would have been implemented without impetus from the accreditation process.

The Accreditation Process

The final section of the questionnaire asked the respondents to express their opinions about certain aspects of the accreditation process. Several would like the accreditation standards to have separate sets of criteria for different types of institutions; more quantitative measures in the areas of collection size, staff size, budget size, and building size; and the requirement of faculty status for professional librarians. Only four said the standards should place more emphasis upon outcomes assessment (such as documenting the effects of the library upon students).

This last response presents a dilemma for the Southern Association, since its proposed *Criteria for Accreditation* states that each institution must "demonstrate its continuing concern for student educational achievement through a planned program of outcomes assessment."⁶ Because the accreditation process depends to a great extent upon how the institution approaches the self-study, those involved will have to understand the reasons for incorporating outcomes assessment and be committed to tackling the difficult problem of developing effectiveness measures.

If the College Delegate Assembly approves the proposed criteria at its December 1983 meeting in New Orleans, librarians will be asked to show how their libraries affect students. Possible effectiveness measures suggested by the respondents included the number of graduates going to graduate and professional schools, the reactions of students to the library, and increases in bibliographic skills and effective learning as a result of library experience. One person said he would be in favor of outcomes assessment if a workable instrument were developed, but that he had never

seen one. Among his suggestions for outcomes assessment were effects of library research on term papers and other written projects, the ability and willingness of students to use the library as an information resource, and the efficiency of the library in supplying information that students need. Two other respondents indicated that more work needs to be done in developing opinion polls and statistics on library use. These responses reflect the need for cooperation among the association, administration, faculty, librarians, and other components of the educational structure in devising effective measures for outcomes assessment and the need for more discussions of the issues involved in the professional literature of educators and librarians.

Ten people chose to answer the final question: "What changes would you like to see in the standards themselves and/or the accreditation process?" The responses displayed a wide range of concerns, although a few areas elicited multiple comments. Two respondents re-emphasized that they would like more quantitative standards, with one observing that the present standards "read somewhat like moral prescriptions." Several touched upon aspects related to the evaluation team. One respondent felt that the teams should have more trained librarians and that evaluators should be from schools of the same size, kind (public or private), and degree programs. Another suggested that the evaluators should "learn more about the library, possibly through a more in-depth site visitation than usually takes place."

Two people expressed concern about the library's collection, with one asking for "more emphasis on the quality of the collection," and the other urging "greater interaction of library with academic programs and evaluation of collection in relation to academic programs." One person wanted to "stick to the basics" established in the *Manual* and to "avoid the extraordinary and non-traditional approaches." Another believed the *Manual* could be improved by making it "more specific about projections, and about following an established format for writing the chapter — such as placing all recommendations at end of chapter as well as in body of text."

One final comment on the value of the accreditation process is worth quoting in its entirety, for it conveys the conflicts that can arise between the practical and the ideal in trying to evaluate an institution.

The accreditation program in theory has an honorable objective. I am sure most institutions do an honest job of reporting facts about their programs. However, because everyone has a stake in the institution's future

(their own salary checks!), perhaps our reports do not reflect all of our known shortcomings. Too, because of fear of reprisals some complaints might not be aired (for example: tenure and promotion procedures, administrative inadequacies, etc.)

One rather strong point for accreditation self-studies (as reflected in your questions above) is that it forces us to lay down our daily chores and make long-range plans — especially useful if the institution's administrators are not especially strong in planning for the future!

Conclusion

The responses to the questionnaire reflect some of the many difficulties involved in evaluating the library as part of the accreditation process. One senses that these librarians are more comfortable with the standards which are promulgated by the professional associations — standards which are differentiated by type of library and which are more detailed and concrete than those of the accrediting associations. But the fact that fourteen librarians were willing to take the time to respond to an unofficial questionnaire on accreditation indicates the existence of interest in the subject. More of this interest needs to be tapped so that the accrediting process can produce even greater benefits for libraries.

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APPENDIX A Survey

- Name of institution
- Your name
- Your position or title
1. Were you the Librarian/Director when the institution with which you are now associated was evaluated by the Southern Association of Colleges and Schools?
Yes, 7; No, 7
If "no," were you a member of the library staff in rank other than Librarian/Director?
Yes, 4; No, 3
 2. Did your institution conduct a traditional or a nontraditional self-study?
traditional, 12; nontraditional, 2

3. Did your institution form committees to examine the various facets of the institution's operations?
Yes, 14; No, 0
If "yes," was a separate committee formed to deal with the library?
Yes, 13; No, 0; Don't know, 1
If "yes," was the Librarian/Director a member of this committee?
Yes, 10; No, 3
If "no," did a member of the library staff in a rank other than Librarian/Director serve on the committee?
Yes, 2; No, 1
4. Does your institution offer graduate programs?
Yes, 7; No, 7
If "yes," did the self-study cover the library in its treatment of Standard Ten (Graduate Program)?
Yes, 4; No, 3 (two of these programs started after the evaluation)
5. Was the *Manual for the Institutional Self-Study Program* a useful aid in preparing the library evaluation for the self-study?
Yes, 13; No, 0; Don't know, 1
If "no," please comment:
6. Do you feel that the self-study identified the library's strengths and weaknesses?
Yes, 12 (three qualified their answers: "partially," "some," "to some extent")
7. Do you feel that the self-study presented recommendations designed to remedy weaknesses identified by the self-study?
Yes, 12 (four qualified their answers: "partially," "some," "to some extent," "limited"); No, 2
8. Do you feel that the self-study projected the library into the future and identified short- and long-range concerns?
Yes, 7; No, 6; Don't know, 1
9. Do you feel that the library evaluation(s) possessed the qualifications (such as knowledge, experience, background in a comparable institution) to be able to evaluate your library?
Yes, 9 (one respondent had two evaluators: one qualified, and one not); No, 0; Don't know, 5
10. Did the library evaluator(s) demonstrate familiarity with the library section of your institution's self-study?
Yes, 10; No, 0; Don't know, 4
11. Do you feel that the evaluator(s) learned enough about the library to be able to evaluate its effectiveness?
Yes, 5; No, 5; Don't know, 4
12. Did the library evaluator(s) make any valuable suggestions or recommendations?
Yes, 9; No, 2; Don't know, 2; Blank, 1
13. Did the Librarian/Director receive a copy of the complete Committee Report?
Yes, 8; No, 3; Don't know, 3
If "no," did the Librarian/Director receive only the library section of the complete Committee Report?
Yes, 2; No, 1
If "no," what, if anything, did the Librarian/Director receive from the administration of the institution in regard to the Committee Report?
Nothing. Copy made available in Dean's Office
14. Do you feel that the Committee Report accurately covered the library's strengths?
Yes, 7; No, 5; Don't know, 2
the library's weakness?
Yes, 9; No, 4; Don't know, 1
15. Did the Committee Report contain suggestions and/or recommendations pertaining to the library?
Yes, 11; No, 1; Don't know, 1
If "yes," would you characterize the suggestions and/or recommendations on the whole as being
reasonable? Yes, 11; No, 0
practicable? Yes, 9; No, 0; Blank, 2
important? Yes, 8; No, 2; Blank, 1
16. Was the Librarian/Director asked to comment upon the library section of the Committee Report?
Yes, 4; No, 5; Don't know, 5
17. Were any changes implemented in the library as a result of the accreditation process?
Yes, 8; No, 5; Blank, 1
18. Overall, how would you characterize the effects of the accreditation process upon the library?
Greatly beneficial, 2
Somewhat beneficial, 12
Somewhat detrimental, 0
Greatly detrimental, 0
No effect, 0
19. Should the Southern Association of Colleges and Schools develop a classification system of different types of colleges and universities for accrediting purposes?
Yes, 9 (one stated that the Association should allow for difference without being rigid); No, 3; No opinion, 1; Blank, 1
20. Should the Southern Association of Colleges and Schools develop separate sets of criteria to accredit different types of institutions?
Yes, 9 (one stated that the Association should allow for difference without being rigid); No, 3; No opinion, 1; Blank, 1
21. Should the Southern Association of Colleges and Schools introduce quantitative measures into Standard Six (Library)?
Yes, 9; No, 4; No opinion, 0; Blank, 1
If "yes," in which of the following areas:
size of collection, 7
size of staff, 8
size of budget, 8
size of building, 6
Other(s): One suggested ranges; Another felt any quantitative measures should be reviewed frequently.
22. Should Standard Six (Library) require faculty status for professional librarians?
Yes, 9; No, 4; No opinion, 1
23. Should Standard Six (Library) place more emphasis upon outcomes assessment (such as documenting the effects of the library upon students)?
Yes, 4; No, 5; No opinion, 4; Blank, 1
If "yes," what types of outcomes assessment would you suggest? (See article.)
24. What changes would you like to see in the standards themselves and/or the accreditation process? (See article.)

New North Carolina Books

Alice R. Cotten, Compiler

Suzanne Stutman, editor. *My Other Loneliness: Letters Of Thomas Wolfe And Aline Bernstein*. Chapel Hill: University of North Carolina Press, 1983. 390 pp. \$30.00 cloth, \$14.95 paper.

It was an extraordinary love affair. She was forty-four years old, artistic, witty, and urbane. He was just twenty-five, enormously gifted, immature, and provincial. She was married to a wealthy stockbroker and had two grown children and a wide circle of friends that included some of New York's best-known authors and actors. He, haunted by a bizarre and bewildering childhood, was tormented by loneliness and torn between his desire for intimate relationships and his driving need to be free of personal entanglements.

When Thomas Wolfe met Aline Bernstein aboard ship in the fall of 1925, neither of them could have foreseen that their love would become an obsession with each of them and remain so until Wolfe's premature death in 1938. Both of these talented artists wrote about their love in fictional accounts. She is the Esther Jack of *The Web and the Rock* and *You Can't Go Home Again*, and he is portrayed in her books, *Three Blue Suits* and *The Journey Down*. Nothing they wrote for publication, however, nor anything written about them by a biographer, comes close to depicting the reality of the destructive love that is revealed in this collection of the letters of Aline Bernstein and Thomas Wolfe.

Scholars and biographers of this famous couple have had limited access to their correspondence for about twenty years, though publication has been prohibited by the estate of Thomas Wolfe and by Mrs. Bernstein's heirs. Now, at last, through the good offices of Suzanne Stutman, whose diplomatic talents are exceeded only by her ability as an editor, readers are privileged to follow the course of this tumultuous romance from its early happy days in New York, through its gradual decline, to its painful and wrenching demise.

At the beginning of their romance, Thomas Wolfe and Aline Bernstein were supremely happy together. He apparently urged her to abandon

her husband and children and come to live with him. This she would not do, but she did support him financially and emotionally through his long struggle to write *Look Homeward, Angel*. She traveled abroad with him, and when he needed to break free and go abroad alone, she paid for that, too. She rented an apartment for him, cooked for him, and tried to teach him something of the creative self-discipline she practiced in her work as one of New York's leading stage and costume designers. After publication of *Look Homeward, Angel*, Wolfe was awarded a Guggenheim Fellowship and abruptly tore himself away from her and fled to Europe. That was the beginning of the end of the relationship, though the letters reveal that even as early as Wolfe's European travels in 1928 he wrote Mrs. Bernstein long, cruel letters, upbraiding her for some imagined infidelity. In the same letters, however, he would often reiterate how much he loved and needed her and then say that what he really sought was a "loving friendship" with her. In return, Mrs. Bernstein made it clear that a "loving friendship" was not what she wanted. She wanted a lover and a friend, though four or five years later, when Wolfe had virtually gone out of her life, she would have welcomed the "loving friendship" arrangement.

The mystery of why this gifted and intelligent woman willingly suffered humiliation on top of humiliation at the hands of a man twenty years her junior, who called her "my Jew" and reviled and abused her, is not solved in these letters. Her devotion to him in spite of his incoherent harangues and despicable behavior cannot be explained. The reader cringes for her in the face of each assault. Yet she resolutely returned for more.

Wolfe's letters are not all cruel and abusive; thus, we must assume that when they were together the poetry of his expression, his wide-ranging interest in literature, and his excitement about the world around him stimulated and enthralled her. She taught him about art and music, and he taught her about books and writers. His reports to her from his restless wander-

ings in the vast art museums of Europe are a delight, and his accounts of his adventures in little-known corners of great cities draw the reader down back alleys into rural countryside that charmed and delighted him.

Finally, Wolfe made a complete break from Mrs. Bernstein. He did not notify her when he came home from Europe in 1931. She read of his return in the newspaper. When she went to see him in his Brooklyn apartment in 1932, he joined his mother, who was visiting him, in reviling and humiliating her. And still she came back for more, writing and begging to know what she had done to deserve such treatment. Perversely, on occasions when Wolfe heard that she was ill or unhappy, he would write to her and tell her of his great love for her and say that she was the only woman in the world for him. The correspondence dwindled, however, in the face of his refusal to answer her letters. Finally, in 1936, Mrs. Bernstein stopped writing to him. The obsession continued for both of them, however, for when he was mortally ill in 1938, following brain surgery in Johns Hopkins Hospital, he called for her.

The story of this obsessive love is not a happy one, but at last these ill-suited lovers speak for themselves, undisguised by their fictional accounts. There is some of Wolfe's finest writing in these pages, and Mrs. Bernstein emerges as a strong and resourceful woman, talented and wise about almost everything except herself. Suzanne Stutman has served us well by bringing this correspondence out of the vaults of Harvard's Houghton Library and letting us discover for ourselves the tormented quality of one of literature's most puzzling romances.

The book will be of great interest to readers of Thomas Wolfe and those interested in the development of a young writer. As Aline Bernstein's letters contain many descriptions of her work as a stage and costume designer, the book is recommended for theater arts collections, as well as collections of biography and literature. It is especially suitable for public and college libraries.

Frances A. Weaver, University of North Carolina at Chapel Hill

Richard S. Kennedy, editor. *Beyond Love and Loyalty: The Letters of Thomas Wolfe and Elizabeth Nowell, Together with "No More Rivers," A Story by Thomas Wolfe*. Chapel Hill: University of North Carolina press, 1983. 164 pp. \$18.95.

The story of the editorial involvement of Maxwell Perkins in the shaping of Thomas Wolfe's *Look Homeward, Angel* is well known. Often pulled out by Wolfe's critics to substantiate their

opinion that he lacked self-control and that his fiction had little form or organization, the story fails to recognize the maturation of Wolfe's style or the importance of another editor to his career. A different Wolfe emerges in *Beyond Love and Loyalty*, an impeccably edited volume of correspondence between Wolfe and Elizabeth Nowell.

Elizabeth Nowell became Wolfe's editor and literary agent for magazine appearances in 1933 when he badly needed money to live on while writing *Of Time and the River*. Recommended by Maxwell Perkins, Nowell worked with Wolfe until his untimely death in 1938. She quickly perceived a tremendous talent and felt fortunate to be a part of Wolfe's literary life. She did whatever possible to assist him, often working late at night and on weekends to meet deadlines and reminding him to pay rent due on his apartment and warehouse storage space while he traveled in Europe. Though a young woman, Nowell had considerable common sense, tact, and editing ability. Wolfe respected her highly and valued her editorial opinions, though he sometimes chose not to incorporate her suggestions.

Elizabeth Nowell was successful in her triple role of editor, literary agent, and mentor. Wolfe made a good deal of money from her placements of his pieces in American and foreign magazines. These appearances kept his name before the reading public in the six years between the publication of *Look Homeward, Angel* (1929) and *Of Time and the River* (1935). She undoubtedly played a part in the maturation of his writing style as he moved away from overstated lyricism and developed a mastery of short fiction that is often not recognized. In the role of mentor, she frequently forwarded mail and messages, acted as a buffer in frustrating or time-consuming situations, and provided stability in times of crisis in Wolfe's personal life.

Noted Wolfe scholar Richard S. Kennedy, of Temple University, knew Elizabeth Nowell in her later years. While he worked on his doctoral dissertation and she on an edition of Wolfe's correspondence, they often shared information. Both Wolfe and Nowell are living people in this volume, due not only to the liveliness of the personalities and correspondence but also through Kennedy's introduction and the prefatory remarks to each section of the text. The general reader and the scholar alike will find the editing highly satisfactory. Kennedy's footnotes supply sufficient information without overwhelming the reader with details. The indexing is complete and accurate. The physical volume is beautifully designed and even feels good to hold.

Beyond Love and Loyalty includes "No More Rivers," a short story by Wolfe that appears in print for the first time in this volume. The Wolfe-Nowell correspondence fills in an important part of the Wolfe story. Kennedy has provided an edition with appeal reaching beyond the ever-widening circle of Wolfe readers and scholars. The topics of creative writing, of the editor-author relationship, and of the development of a twentieth-century author's style serve to make the book appropriate for senior high school libraries, public libraries, and academic libraries. That Thomas Wolfe is one of North Carolina's most famous authors will heighten interest in the book.

Andrea P. Brown, St. Mary's College

Marc W. Kruman. *Parties and Politics in North Carolina, 1836-1865*. Baton Rouge: Louisiana State University Press, 1983. 304 pp. \$37.50 cloth; \$14.95 paper.

Presented in a very scholarly format and clearly directed to professional historians, this is a work of considerable importance. Because of its nature, however, it will not appeal to a wide audience. It is recommended for college and university libraries, but except in the case of significant collections of North Caroliniana, it probably will be little used in public libraries. It is fully annotated and footnoted and has appendixes and a bibliographical essay. Characteristic of the "new history," it has the customary maps and figures as well as tables and graphs.

Unlike other books on the same subject, this study does not conclude with the events of 1860-1861 but continues into 1865, demonstrating that North Carolina's two-party system, virtually unique in the South, survived the war. Approximately the first half of the book, however, is largely a repetition of information previously published; nevertheless, the reader is introduced to new contemporary sources often not available to earlier historians as well as to monographs and other secondary studies published recently. Without this background, the latter portion of the author's work would have appeared less significant, so it must be accepted as an integral part of the study.

Chapters six through ten present both new facts and interpretation, such as the argument that the Whig party did not die in 1854 but that many of its constituents composed the American Party. The chapter on this subject represents a significant new contribution to knowledge of North Carolina history. The author's retelling of the facts of secession elaborates upon a study

made a number of years ago by J. Carlyle Sitterson but adds little that is new. Kruman's statement that North Carolina "passed an ordinance of secession" is technically inaccurate; the state instead repealed its ordinance of 1789 whereby it joined the union. In the final two chapters, the account of the role of Whigs, former Whigs, and Democrats working out new political alignments — and of the concern of the state's leaders over individual liberty, states' rights, and relations with the Confederate government — represents a worthwhile new interpretation based on careful new research.

In time, much of what Professor Kruman has recorded here will find its way into general histories of the state.

William S. Powell, University of North Carolina at Chapel Hill

Leo Snow. *Southern Dreams and Trojan Women*. Morganton: Astyanax, 1983. 297 pp. \$8.95; library discount, 50%. (Astyanax, P.O. Box 1101, Morganton 28655)

The family history of first-time novelist and high school teacher Leo Snow contains more drama and tragedy than an author's imagination could create, providing him with a fascinating historical basis for his first book, *Southern Dreams and Trojan Women*. Incorporating the brutal slayings of his aunt and grandfather by a deranged gunman in Greensboro on Christmas Eve 1947 and his father's tragic suicide in 1959, Snow weaves the events of the lives of his ancestors into a saga of courage and survival spanning four generations from 1904 to 1963. The author plans two more installments to his "Southern Dreams" trilogy, scheduled for completion by 1985.

The novel begins with eleven-year-old Todd McDowell (Snow's fictional counterpart) learning, for the first time, the story of his family's history from Mayzelle Clark, the long-time maid, confidante, and friend of his great-grandmother and grandmother. Snow places great emphasis on the importance of oral family history passed from generation to generation in the belief that the events of the present are largely shaped by the past. The body of Snow's novel is Mayzelle's story, interrupted briefly by scenes of Todd struggling to assimilate and understand that these remarkable characters are actually the grandparents, aunts, uncles, and cousins he has known and yet not known.

It is unfortunate that Snow's ambitious project, which deals with the compelling tales of a North Carolina family facing the dilemmas of poverty and the transition from farm to urban

life, is so unevenly handled and so flawed in its telling. In an uncomfortable marriage of fact and fiction, the author attempts to remain true to people, places, and events, while at the same time creating conversations and emotions which are painfully incongruous as well as often anachronistic. Equally disconcerting is the treatment of relatively inconsequential occurrences in great detail, while extreme and crucial moments are glossed over so quickly that the less-than-attentive reader might miss them altogether.

Snow's goal of portraying strong and dignified women resembling the Trojan women of his title is never realized, as he succeeds only in making his characters unrealistic and inconsistent. The women he intends to endow with heroic qualities are so saintly, insightful, and long-suffering throughout the catastrophes of their lives that the reader cannot possibly believe in their existence. Other characters, most notably the narrator's father, Arthur McDowell, undergo sudden and dramatic personality changes in order to suit twists of plot.

Southern Dreams and Trojan Women may find an audience among those who favor heroic stories of tumultuous times and demand little realism in their fiction. Snow indeed has a true and moving story to tell; however, a writer more removed from the emotions of this not-too-distant past may have better served the story by creating a more objective and therefore more believable novel.

Julie White Sanders, Randolph Public Library

Edgar Peters Bowron, editor. *The North Carolina Museum of Art: Introduction to the Collections*. Chapel Hill: University of North Carolina Press, 1983. 295 pp. \$19.95.

Heralding the opening of the North Carolina Museum of Art's new building, this publication should go far in achieving its goal of improving the awareness of and interest in the museum, both in and outside the state. "The first published survey of the museum's collections in thirteen years" (p. vii), this volume is produced on a grander scale than its predecessors.

Preceding the illustrations is a succinct history of the development of the museum, written by Edgar Peters Bowron, the museum's director since 1981. Bowron has seen the museum through a very turbulent time in its history and states in the preface his hopes for a "new era in the preservation, exhibition and interpretation of

the collections" (p. vii).

Approximately three hundred works are pictured, thirty of which are color plates. The arrangement is chronological, beginning with the color plates. Placing the color plates first captures the interest of the reader and serves as a quick overview of the various art styles and periods represented in the collections. In the black and white section, the illustrations of European art of the sixteenth through nineteenth centuries are subdivided by country and arranged chronologically. North Carolina art is the last section of plates. The following information accompanies each illustration: artist's name, nationality, and years of birth and death, if known; title of the work and its date; physical description (i.e., medium and dimensions) donor or purchase fund and accession number. The book concludes with an index of artists.

The selections illustrated here reflect proportionately those art styles and periods that have been added to the museum's collections. The high proportion of Italian Renaissance art, for instance, reflects the gift of the Samuel H. Kress Foundation, which is one of the major collections in the museum. Due to its controversial nature, twentieth century art was long avoided by those acquiring art for the museum. This imbalance shows in the black-and-white section of the book, with forty-eight Italian Renaissance plates as opposed to only twenty-two plates of twentieth century art. The prominence of modern art in the color plates section of this volume (nine of the thirty color plates), however, points to an increased interest in developing this area of the museum's collections. The reproductions are of exceptionally high quality and are printed on heavy non-glare paper. In spite of its soft cover binding, the book appears to be sturdy, and the pages lie flat when opened.

The museum's first curator, William R. Valentiner, envisioned the museum as an educational institution that would attempt to teach the public about art of the entire world. This volume demonstrates that that mission is still important to the current museum staff. One wishes for more color plates and more text providing interpretation of the art (and thereby better fulfilling the mission to educate), but these additions would increase the price of the work and make it prohibitively expensive for many libraries. This is an attractive book, made more so by its price. It should find a place in all of North Carolina's public and academic libraries and most school libraries as well.

Sue Cody Hiatt, University of North Carolina at Wilmington

Peter Makuck. *Where We Live*. Brockport, New York: BOA Editions, Ltd., 1982. 80 pp. \$5.00 paper-bound.

Good poetry creates its own world. As Louis Simpson writes about Peter Makuck's work in his introduction, "The poetry is in the building, the use of language, intimate, exact, colorful." One of Makuck's landscapes is eastern Carolina: "Between corncrib and outhouse/ A washline droops and drags its motley/ Flags in the dust. A Nash bakes/ In its blistering paint. A hog roots . . ." Recognize those sharecropper farms along Route 264 on the way to the coast?

The author, currently associate professor of English at East Carolina University, was born in 1940 in New London, Connecticut, and received a B.A. from Saint Francis College and a Ph.D. from Kent State. His first collection of short stories, *Breaking and Entering*, was published by the University of Illinois Press in 1981. Makuck was a Fulbright lecturer in modern American poetry at the Université de Savoie in 1974/75.

Here is rural France, where those endless flocks of sheep are always being herded from one field to another across the roads: "First the bellwether/ Bonking and bleating/ Then the others/ Hundreds/ Seeming too heavy/ For broomstick legs/ Moved/ Through a throat/ Of stone fence." His memories of growing up as a young American male, racing cars, skinning pelts, working construction, are conjured up with similarly picturesque details.

One of the best poems in the book, "Hang-glider," conveys precisely, even to the most earth-bound reader, the mystery and exaltation, "That tangled, high-pitched whisper/ Driving dogs to howl and leap," that leads some humans into life-threatening tests of skill and daring.

Where We Live, Peter Makuck's first collection of poems, deserves a place in North Carolina college and public libraries and would be appropriate for high school collections. Its accessibility and evidence of craft would be especially meaningful for students beginning to study and write their first poems.

Coyla McCullough, Burroughs Wellcome Co., Research Triangle Park

Linda Garland Page and Eliot Wigginton, editors. *Aunt Arie: A Foxfire Portrait*. New York: E. P. Dutton, 1983. 216 pp. \$15.95 cloth, \$9.95 paper.

Some oral histories serve up mere dry recountings of days gone by. Not this. *Aunt Arie*, comprising edited transcriptions of twenty-odd tape-

recorded interviews taken throughout the 1970s by Eliot Wigginton and his Foxfire crew, chronicles the life of a remarkable North Carolina mountain woman. Arie Carpenter, lifelong resident of Macon County, proves one of the more endearing and compelling personalities to surface from the Foxfire experience. Of an earlier profile appearing in *The Foxfire Book*, Wigginton explains: "... the fact that an afternoon with her was magic there is no question. That so many others who never met her responded to her — apparently as strongly as we did — through a mere ten pages of cold type and five two-dimensional black-and-white photographs is a mystery I'll continue to probe for the rest of my writing and teaching career."

Much of that allure becomes more apparent from this collection of pieces depicting the folkways of Southern Appalachia. It derives from her genuineness, limitless compassion, and most prominent, her unabashed zest for living. Tales of exacting farm life, marriage, religious practice, and sickness and cure are all told from a distinctive voice, a voice shaped by hard experiences and simple rewards.

Arie Carpenter, who died in 1978 at the age of ninety-two, ends her story with both an admission of human frailty and a reaffirmation of spirit: "Can't do hardly anythin' I used to. But I can still love." Indeed.

Aunt Arie should enjoy a wide audience. Various types of libraries (school, public, academic) will benefit from its acquisition, particularly those housing collections on North Caroliniana.

Ronald Vasaturo, Public Library of Charlotte & Mecklenburg County

Sydney Nathans, editor. *The Way We Lived in North Carolina*. Chapel Hill: University of North Carolina Press, 1983. 5 vols. Elizabeth A. Fenn and Peter H. Wood, *Natives and Newcomers*. 104 pp.; Harry L. Watson, *An Independent People*. 120 pp.; Thomas H. Clayton, *Close to the Land*. 100 pp.; Sydney Nathans, *The Quest for Progress*. 112 pp.; Thomas C. Parramore, *Express Lanes and Country Roads*. 110 pp. Each volume is \$11.95 cloth, \$6.95 paper.

Traditional histories of North Carolina invariably have concentrated on political and military accomplishments and on deficiencies of the state, usually reflecting the influence of "Great Men" who molded the state's character for better or worse. *The Way We Lived in North Carolina* is a dramatic departure from the norm. Funded by a grant from the National Endowment for the Humanities and sponsored by the Department of Cultural Resources,

ces, this five-volume series concentrates on the lives and accomplishments of ordinary people. Not only is the independent small farmer heralded in text and photograph, but native Indians, blacks, women, mill workers, craftsmen, and children all receive objective and sympathetic treatment by the authors. Rarely does a state history devote itself entirely to the daily lives, desires, and woes of the citizenry to the extent found in these five slim volumes.

Each volume makes lavish use of contemporary photographs, visuals from state historic sites, and marginal references to existing historical structures to stimulate the interest and the imagination of the reader. The series evolved from the premise that the past can be most fully understood through the joint experience of reading history and viewing historic sites, and the authors have successfully blended a well-written text with an imaginative and engaging visual display. The enormous wealth of historic buildings and photographs extant in the state thus becomes the backdrop and the example for this significant social and cultural history.

It is a history of the common man at its egalitarian best. Only in the two final volumes do men of wealth and influence gain more than vague passing mention, and even then these "great men" are reformers such as Leonidas L. Polk and Clarence Poe or industrial giants of the stature of James Buchanan Duke and J. Spencer Love. The series is almost completely devoid of references to political events, and the reader will search in vain for even a shallow treatment of the inevitable wars that had such a dramatic influence upon the lives of North Carolinians. The absence of political and military coverage is not a major deficiency; but the reader is forewarned that this series should be used in conjunction with the traditional works, not in lieu of them. It makes excellent collateral reading; copies should be in every high school, public, and college library in the state. *The Way We Lived* is a notable addition to the historical literature of North Carolina. The authors and editor must be applauded for their insightful treatment of the people of North Carolina, the ordinary laboring class that constituted the backbone and the heart of North Carolina's historic past.

Donald R. Lennon, East Carolina University

Cordelia Penn. *Landscaping with Native Plants*. Winston-Salem: John F. Blair, 1982. 226 pp. \$14.95

From the skyline oaks to flowering understory trees to the smallest spleenwort, Cordelia Penn praises native plants as subject for landscaping.

In her work as a landscape designer, she uses those plants native to the eastern United States to create landscapes and gardens furnished with beautiful, interesting, and well-adapted plants.

The scope of the book includes the eastern piedmont and mountains. The author discusses recommended plants, general information on landscaping, and specific landscaping problems. The chapters of the book are divided and arranged in logical and convenient ways. For example, the chapter on skyline trees is divided into several sections on the different types of deciduous trees and two sections on evergreens — broadleaved and coniferous. There is a final section in the example chapter on "other hardwoods" that contains those trees not recommended by the author along with her reasons for withholding approval. Other chapters have equally logical divisions.

The text of each chapter is followed by a chart giving botanical and popular names, physical features, habitat, range, and bloom start time (for three thousand feet in southwest Virginia, which coincides generally with bloom times for Boston, Massachusetts).

The chapters on "Woodland Wildflowers" and "Flowers of the Field" are particularly appealing to a flower gardener, but the book covers the whole range of plants — trees, shrubs, vines, flowers, and even weeds.

The chapters that give original landscape plans for several situations, from mountain house to condominium plot, are thought-provoking and interesting. The author presents alternate plans for the same site to encourage readers to think about the landscape possibilities. Ms. Penn's prose is clear and concise — sometimes to the point of abruptness. The landscaping sections are the most readable, which is no surprise, considering the fact that this is the author's area of interest. Two major drawbacks to the book are Ms. Penn's reluctance to name actual sources of plants and the inclusion of an out-of-character section on the use of insecticides, fungicides, and herbicides.

The drawings by Dorothy Wilbur add charm, interest, and information. The color photographs are also very good; more of them, particularly of Cordelia Penn's landscaping work, would be a useful addition to this volume.

Nancy R. Frazier, University of North Carolina at Chapel Hill

Leslie Field, editor. *The Autobiography of An American Novelist: Thomas Wolfe*. Cambridge: Harvard University Press, 1983. 152 pp. \$15.00 cloth, \$5.95 paper.

I did not know that if a man really has in him the desire and the capacity to create, the power of further growth and further development, there can be no such thing as an easy road.

Thomas Wolfe said this in 1938 in a speech published in 1964 as the essay "Writing and Living." Leslie Field, Wolfe scholar and Associate Professor of English at Purdue University, has given other students of Thomas Wolfe a fine new edition of "Writing and Living" and Wolfe's *The Story of a Novel* in one volume.

These two essays cover much the same period of Wolfe's life and complement each other. Both are based on speeches that Wolfe made to students in writing classes. *The Story of a Novel* is from an address before The University of Colorado's Writer's Conference in 1935; "Writing and Living" is from a speech before the 1938 Literary Awards Banquet at Purdue University. In *The Story of a Novel*, Wolfe tells of writing *Look Homeward, Angel* and of the mass of writing that might have become *The October Fair* had Maxwell Perkins not seen *Of Time and the River* buried in it.

Throughout both essays, but particularly in *The Story of a Novel*, Wolfe expresses the anguish and self-doubt that he felt as he filled the "big ledgers" with his many images. The second of the essays, "Living and Writing," has much of Wolfe's grand, consuming vision of America. He seems to feel much better about himself than he had three years earlier in *The Story of a Novel*. His hope and determination to write of the "whole of this swarming and imperial world" and, most of all, of the people, shine through the grand and emotional essay.

At the same time, Wolfe cannot forget the "unutterable despair, the corruption of man's living faith" that he had just seen in Hitler's Germany. In an amazing, vision-like climax, he describes a city much like his hometown, Asheville, yet under the police state of "spruce, lean, well-kept young men." His warning of what could be coming out of Germany is clear evidence of a new appreciation of the writer in a political world.

Wolfe gives the reader, in both essays, an important explanation of the creative gathering of images and the construction of characters that show the author's inner vision. He also shows an awareness of the need for editing and for restraint in writing, a restraint that he found difficult to practice.

The Autobiography of an American Novelist would certainly meet with Wolfe's approval. He wrote in "Writing and Living" that "every novel, every piece of creative writing that anyone can do, is autobiographical." Scholars are fortunate that

Leslie Field edited this book. His thoughtful preface gives the reader the history of the two essays and places the essay in relation to Wolfe's other work. Some curious readers want to know more about the misplaced portion of the manuscript of "Writing and Living" that Field and a colleague found in the manuscript of *You Can't Go Home Again*. Field mentions this in his prefatory note but does not tell the reader what portion of this published edition was originally missing.

The many people who study Wolfe will enjoy and learn from this book. Anyone reading in the area of creative development of American literature will find rich material here. More important, however, the general reader will be able to appreciate these descriptions of personal growth, of hard work, and of Wolfe's happy realization of self-worth. The book is well designed and shows attention to detail. Most libraries will want to purchase the sewn binding of the hardback edition.

Philip P. Banks, Asheville-Buncombe Library System

Other Publications of Interest

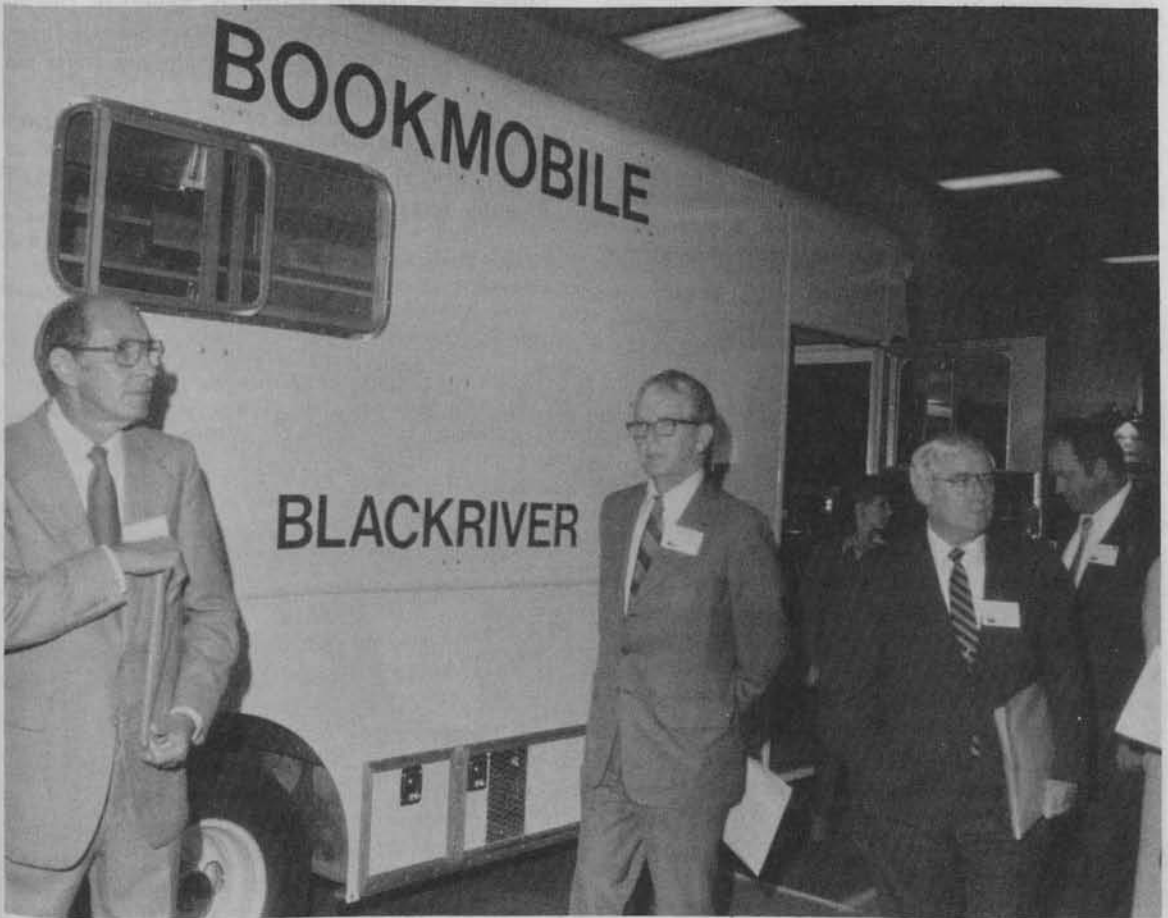
The Franklin County-Louisburg Bicentenary Committee in 1982 published the *Franklin County Sketchbook*, edited by George-Anne Willard, professor of history at Louisburg College. The 167-page paperbound volume contains chapters on the land, Indians, origin of the county, economy, education, religion, life styles, people, "memories," and celebrations. There are a personal name index and an excellent section on "Suggestions for Additional Reading." Dozens of historical photographs are both informative and add to the book's visual appeal. This book is appropriate for collections of local history and North Caroliniana in public, academic, and high school libraries. Price is \$12.00. Order from the Franklin County Bicentenary Committee, P.O. Box 179, Louisburg, NC 27549.

Thomas Wolfe: A Harvard Perspective, edited by Richard S. Kennedy, is the seventh Wolfe publication of Croissant & Company (P.O. Box 282, Athens, Ohio 45701). This 108-page hardcover volume contains the texts of all but one of the papers presented at the 1982 meeting of the Thomas Wolfe Society, held in Cambridge, Massachusetts. Essays include scholarly critical works and, perhaps even more interesting to librarians, an article by Rodney Dennis, curator of Harvard's Wolfe Collection, and one by the administrator of the Estate of Thomas Wolfe, Paul Gitlin, a New York attorney. An especially informative article by Kennedy is titled "Editorial Influence and Authorial Intention: A Manuscript Exhibition," and article about the fine Wolfe exhibit prepared for the

Society meeting by Suzanne Currie of the Houghton Library. Certainly all academic libraries in the state will want to get a copy of this book. Public libraries will want to consider it for collections of American literature as well as for local or regional collections. Price is \$12.95.

Public libraries across the state will want to order — in multiple copies most likely — the latest book by Sam Ervin, Jr. Academic libraries will also want to add this volume. ***Humor of a Country Lawyer*** is 205 pages of highly entertaining anecdotes about Burke County, education, the military, politics, religion, and law, concluding with twenty pages of Watergate humor. A six-page name index is included. The book is published by the University of North Carolina Press. Price is \$12.95.

Libraries with collections of local history, North Caroliniana, or religion will be interested in two new titles in a series published by the North Carolina Friends Historical Society (P.O. Box 8502, Greensboro, NC 27419-0502). ***New Garden Friends Meeting: The Christian People Called Quakers*** by Hiram H. Hilty, is the story of the Quaker settlement near Greensboro that began in the mid-1700s. ***White Plains Friends Meeting, 1850-1982***, by Frederic R. Crownfield, Hurley T. Simpson, and Margaret E. Crownfield, is about a Quaker meeting near Mount Airy in Surry County that got its start much later than New Garden. As with other volumes in this series, these two titles are written primarily for the general reader, though scholars will also find them useful. The books are paperbound, and each is \$7.00.



The NCLA Conference exhibits included two bookmobiles parked in the convention center exhibit hall. (Photo by Frank Sparger.)

Keeping Up

Librarian Receives Distinguished Alumnus Award

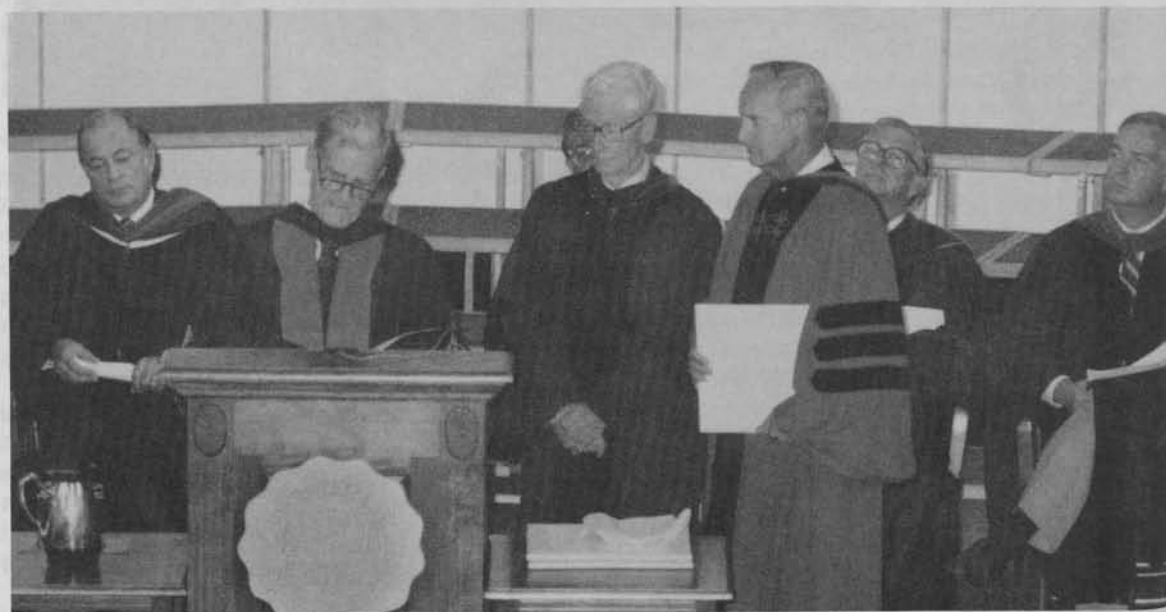
The University of North Carolina at Chapel Hill's Distinguished Alumnus awards were presented in October to an astronaut, a civil rights attorney, a state administrator, and an academic librarian during the University Day convocation celebrating the School's 190th birthday. The alumni honorees included Dr. Herman H. Fussler, former director of the University of Chicago Library. Fussler made major contributions to the improvement of library services to scholars during thirty-five years as a librarian. He was a pioneer in the development and application of new technologies and service concepts, especially in the area of microphotography.

"Professor Fussler has helped both to define and to guide the cutting edge of change in the great research libraries," his citation read. "While yet a graduate student, he published a fundamental

work, 'Photographic Reproduction for Libraries,' and he made the University of Chicago Library a leading center of micrographic work. He has explored new ways of employing computer technology to improve both the research capabilities and the efficiency of research libraries."

Fussler received undergraduate degrees from UNC-CH in 1935 (mathematics) and 1936 (library science). He was director of the University of Chicago Library for twenty-three years. A long-time faculty member and acting dean of the University of Chicago Library School from 1961 to 1963, Fussler was named Martin A. Rynerson Distinguished Service Professor of Library Science there in 1974. He has won numerous major awards in his field.

In 1973, an alumna of the UNC-CH Library School, Page Ackerman, university librarian at UCLA, also received a University Distinguished Alumna Award.



Dr. Herman H. Fussler (center), former director of the University of Chicago Library, receives a Distinguished Alumnus Award from the University of North Carolina at Chapel Hill. He is flanked by Henry Boren, secretary of the faculty, and chancellor Christopher C. Fordham III. (Photo by UNC-CH News Bureau.)

Sue Dodd Receives 1983 Piercy Award

Sue A. Dodd, associate research librarian in the Social Science Data Library of the Institute for Research in Social Science, University of North Carolina, received the 1983 Esther J. Piercy Award at a meeting of the Resources and Technical Services Division of the American Library Association during the association's annual conference in Los Angeles.

The award is given annually by RTSD in recognition of a contribution to librarianship in the field of technical services by a younger member of the profession who has shown outstanding promise for continuing contributions and leadership. It is named in memory of Esther Piercy, who was chief of processing at the Enoch Pratt Library in Baltimore from 1948 until her death in 1967.

Dodd earned a bachelor's degree in political science and a master's in international relations from the University of Kentucky. She received an M.S.L.S. in 1977 from the University of North Carolina. Prior to her current position, she was assistant director/research associate at the Louis Harris Political Data Center, University of North Carolina.

The citation to Dodd for the Piercy Award notes her many accomplishments in the profession:

This award acknowledges Ms. Dodd's recognition of the potential for machine-readable data files (MRDF) to all libraries and their patrons, and her efforts to bring this elusive medium under bibliographic control so that the material can be utilized to the fullest.

Since 1977, Ms. Dodd has been active at the national level of librarianship and information science as consultant, advisor, editor, and speaker on all aspects of MRDF. An example of her significant role is her work with the Library of Congress Network Development Office in devising MARC format for MRDF.

Ms. Dodd's book, *Cataloging Machine-Readable Data Files: An Interpretive Manual*, published in 1982 by ALA, is the culmination of many years' work on behalf of the library profession. Her al need, the courage to tackle it, the skill and ability to solve many problems in highly technical areas, and the determination to see al need, the courage to tackle it, the skill and ability to solve many problems in highly technical areas, and the determination to see it through to conclusion, thereby benefitting the entire profession.

Sue Dodd's hard work and achievement in a new and challenging area of librarianship and her promise for continuing service to the profession are in the best tradition of excellence represented by past recipients of this Award.

SELA Promises "Fair Sailing in Biloxi"

The Southeastern Library Association will meet in Biloxi, Mississippi, for its biennial conference from October 15 to 19, 1984.

The Biennial Conference Committee has adopted "Fair Sailing in Biloxi" as the 1984 Southeastern Library Association conference theme. The conference theme is symbolic of the beautiful Gulf Coast location in Biloxi, Mississippi, and the special New Orleans World's Fair tourist-travel opportunities which will be available to SELA conference attendees. Information on a special discount travel ticket to the World's Fair will be available at a later date.

Pre-conference workshops will be available to SELA conference attendees beginning Monday, October 15, 1984. The one-man play, "Oh, Mr. Faulker, Do You Write?" by John Maxwell, has been confirmed for a one-night run on Wednesday evening, October 17, 1984. Convention booth reservations and information may be obtained by contacting the exhibits committee chair, Jack Mulkey, director of the Jackson Metropolitan Library System, 301 North State Street, Jackson, MS 39201 (601/944-1120).

NCLA Sets Dates for Next Conference

The North Carolina Library Association recently announced the dates and location of its next biennial conference. That conference will be held from October 1 through 4, 1985, in Raleigh.

Special Libraries Association Meeting

The North Carolina Chapter of the Special Libraries Association met in Raleigh on December

Annette L. Phinazee

Dr. Annette L. Phinazee, dean of the School of Library Science at North Carolina Central University, died on September 17, 1983, at Duke University Hospital after an extended illness.

A native of Orangeburg, South Carolina, Dr. Phinazee received her bachelor's degree from Fisk University, her master's degree from the University of Illinois, and her doctorate from Columbia University. Dr. Phinazee joined the School of Library and Information Studies at Atlanta University in 1946 and remained with that university for twenty years.

She became dean of the School of Library Science at North Carolina Central in 1970. Under her leadership, the school received its accreditation from the American Library Association in 1975. She served as president of the North Carolina Library Association and served on numerous committees of the American Library Association.

2, 1983. The afternoon program began at 3:30 with a tour of the Division of Archives and History. Following was a social hour at 5:30 and a Christmas banquet at the Downtown Holiday Inn on Hillsborough Street at 6:30. Guest speakers included William Price, director of the Division of Archives and History, and Mary Lynn Bryan, editor of the Jane Addams papers and former curator of Hull House in Chicago.

Community College LRA Announces Conference

The North Carolina Community College Learning Resources Association will hold its eleventh annual conference from March 21 through 23, 1984, at the Pinehurst Hotel and Country Club in Pinehurst. The conference, entitled "More Through the Open Door in '84," will be held in association with the North Carolina Educational Media Association and the North Carolina Rural Renaissance Consortium. For further information, please contact Peggy Varley, Learning Resources Center, Rockingham Community College, Wentworth, NC 27375-0038.

ECU Conference on Children's Literature

The eighth annual Children's Literature Conference of the East Carolina University English Department will be held on April 6, 1984. Special guest Karla Kuskin will speak on "Poems for Children" as part of the conference.

The department has issued a call for papers in conjunction with the conference. Papers to be considered for presentation may deal with any aspect of poetry as children's literature. The papers may be thematic, historical, or generic, or they may focus on the work of a specific author (Robert Louis Stevenson, A. A. Milne, Lewis Carroll, Shel Silverstein, Nancy Willard, or Karla Kuskin). Other possible topics include nonsense verse, poetry and picture books, nursery rhymes, and poetry as a teaching device in alphabet and number books. Any paper dealing with children's literature will be considered, but papers dealing with poetry books are especially encouraged. Papers should be primarily critical rather than pedagogical and should require approximately twenty minutes reading time. The deadline for submission is February 3, 1984. Inquiries, abstracts, or papers should be sent to Dr. C. W. Sullivan III, Director, Children's Literature Conference, English Department, East Carolina University, Greenville, North Carolina 27834.

UNC-CH Hosts Serials Conference

The Librarians' Association at the University of North Carolina at Chapel Hill is pleased to

announce its ninth annual spring conference, to be held March 5 and 6, 1984, in Manning Hall on the UNC-CH campus. This year's topic is "Who's Afraid of Serials?" The conference, a slightly abridged version of a forthcoming ALA/RTSD preconference, will focus on changes in the field of serials and the impact of these changes on libraries. While change has always been characteristic of serials, the nature and speed of that change have altered with electronic technology. In the past, serials control and access have been conducted through a variety of separate files and indexes. In the electronic library, serials will be reached by an integrated system used by librarians and the public alike. Themes running throughout the conference will be the need for clear communication among those who deal with serials — publishers, vendors, public and technical service librarians, and users — as well as the urgency for creating and adhering to common standards that enhance the quality of that communication.

Among the speakers are Charles Osburn (University of Cincinnati Libraries), David Taylor (UNC-CH), Martin Faigel (University of Alabama), Robert Broadus (UNC-CH School of Library Science), Rexford Bross (Duke University), Linda Bartley (Library of Congress), Nancy Melin (Editor, *Serials Review*), and Beth Shapiro (Michigan State University). Representatives of Blackwell Library Services, EBSCO Subscription Services, and the F. W. Faxon Company will discuss their on-line serials systems, in a panel discussion moderated by Amanda Harmon (UNC-Charlotte).

Registration fees: \$20.00 (members); \$25.00 (nonmembers); \$10.00 (library science students and retired librarians). Contact: Marcia Tuttle, Serials Department, Davis Library 080-A, Chapel Hill, North Carolina 27514. Telephone: (919) 962-1067.

Shaw Receives NEH Grant

The Library/Learning Resources Center at Shaw University, under the directorship of Clarence Toomer, has received a grant for \$34,176 from the National Endowment for the Humanities. This grant has been given to the library for the arrangement and description of the university archives. The archives, an integral part of the university, will eventually become a source of research for students, faculty, and historians throughout North Carolina, the Southeast, and the nation.

The project proposes to arrange and describe the current holdings of the university archives, including most notably the papers of its first three presidents, Henry Martin Tupper (1865-1892), Charles Francis Meserve (1894-1919), and Joseph

Leishman Peacock (1920-1931). The archivist will also survey all records-generating offices of the university in order to identify permanently valuable records which would then be transferred to the archives for arrangement and description. The project has three goals:

1. to survey, arrange, describe, and make accessible for research a rich documentation illuminating the higher educational experience of blacks in the South in general and at Shaw University in particular;
2. to provide the initial framework for establishing an ongoing archival program at Shaw University that would conform to commonly accepted professional archival practices;
3. to develop a model repository which could be used as a point of reference by other historically black colleges and universities with traditions and circumstances similar to Shaw's that wish to initiate archival programs or to improve existing ones.

ECU Holds Small Computer Workshop

The Department of Library Science, East Carolina University, conducted a workshop on small computer utilization, on Saturday, October 8, in the Willis Building. The workshop was conducted by Dr. Veronica Pantelidis, associate professor, Department of Library Science. Some thirty participants were offered a basic introduction to the small computer, examined software, and were able to have hands-on experience with various types of computers. The workshop was the first of a series of Saturday morning workshops sponsored by the department and the ECU Division of Continuing Education. For additional information, contact Emily S. Boyce, chairman, Department of Library Science, East Carolina University.

UNC-CH Acquires Edwards Collection

The University of North Carolina at Chapel Hill has recently acquired the John Edwards Memorial Collection, one of the two major resources for the study of early commercially recorded southern folk and country music. The collection consists of fourteen thousand rare 78-rpm and ten thousand 45-rpm discs in addition to one thousand long-playing albums, field tapes, extensive files of correspondence, photographs, posters, sheet music, song folios, periodicals, and other materials. The recordings cover a broad range of traditionally based southern music: Cajun, Afro-American, and Anglo-American; dance music and gospel; ballads and blues; old-time and bluegrass; rural and industrial songs.

The two thousand disc nucleus of the collection was gathered by John Edwards, a young Australian. At Edwards's death in 1960, this core collection was shipped to the United States to stimulate serious study of southern music. Edwards's American friends formed the John Edwards Memorial Foundation, placed the collection on loan at the University of California at Los Angeles, greatly increased its size, and gave it an international reputation through the publication of a series of record albums and *The John Edwards Memorial Foundation Quarterly*. Directors of the foundation themselves wrote two important studies of southern music, drawing heavily on resources of the collection: Archie Green's *Only a Miner* and Norm Cohen's *The Long Steel Rail*.

In the spring of 1983, the foundation offered its collection to the University of North Carolina at Chapel Hill. The directors wished to return it to the South and felt that the UNC Curriculum in Folklore had demonstrated a serious commitment to the collection and study of the music of the region, having produced theses and documentary films on folk music. In addition, the curriculum's Folk Music Archives already held a collection of twenty-four hundred long-playing albums of traditional music and had underway a project, funded by the National Endowment for the Humanities, to produce a computerized index of sound recordings of British and American traditional music. The development plans at UNC also included the allocation of a sizeable area in Wilson Library to house a southern non-print research collection.

Until the renovation of Wilson Library in 1985 or 1986, public access to the John Edwards Memorial Collection will be very limited. During this period the collection will not only lack public listening facilities but will undergo inventory and reorganization. However, the staff of the collection will meet, so far as it is able, urgent research needs. Queries may be directed to Daniel W. Patterson, Chairman, Curriculum in Folklore, Greenlaw Hall, The University of North Carolina at Chapel Hill 27514.

Gene W. Leonard, *Shepard Library, NCCU*

UNC-CH Library Receives Three Millionth Book

During October's University Day convocation, the University of North Carolina at Chapel Hill officially received its three millionth volume, part of a gift of three hundred rare books printed by the Estienne family of Renaissance scholar-printers.

The presentation of the three millionth volume was made by Frank Hanes on behalf of the John Wesley and Anna Hodhin Hanes Foundation for

Keeping Up

the Study of the Origin and Development of the Book. The foundation has also given the university single books to mark the library's one millionth and two millionth volumes.

Cumberland County Library Gets Go-Ahead

Less than a year after the defeat of a county-wide referendum on a \$4.5 million bond issue to finance construction of a new central library, the Cumberland County Public Library (Fayetteville) has received the go-ahead from the county commissioners to proceed with the project.

Approval came after an energetic group of community leaders and Friends of the Library pulled together commitments of \$497,000 in federal jobs bill funds, \$250,000 from the Cumberland Community Foundation, \$350,000 from the City of Fayetteville, and over \$1.1 million from a local fund-raising effort. The commissioners are adding \$3 million to complete the funding for the sixty-five thousand square foot, \$4.8 million facility that will consolidate main library services, now divided among three buildings in downtown Fayetteville.

The fund raiser was such an overwhelming success — it may reach twice the \$700,000 minimum goal and it at least doubles the success of any previous fund-raising effort in the area — that an automated circulation system may be added to the building package.

In November 1982, when the bond referendum was defeated by fewer than twelve hundred votes, library director Jerry Thrasher stated that it wasn't the library that people had voted against but the method of financing. Many of those who had worked tirelessly during the campaign for votes agreed and immediately retooled to campaign for alternative sources of financing. During a long hot summer in Fayetteville, their perseverance paid off.

Phinazee Honored by Establishment of Foundation

Friends and associates of the late Dr. Annette L. Phinazee have established a foundation in her honor. The Annette L. Phinazee Foundation will receive and distribute funds for educational purposes, including granting scholarships in library and information sciences and in the literary arts. The creation of the foundation was announced at a July luncheon where three hundred friends and former students of Dr. Phinazee had gathered to honor her.

Members of the foundation board include Joshua Smith, Dr. Ramona Edelin, Joseph Phina-

zee, M. Carl Holman, Vera Whisenton, Dr. Hardy Franklin, Dr. John Hope Franklin, Josephine Clement, Dr. E. J. Josey, Casper L. Jordan, Dr. Paulette B. Bracy, and Dr. Desretta McCallister-Harper. Saluting and honoring Dr. Phinazee at the luncheon were Joshua Smith, on behalf of the Advisory Council of the School of Library Science; Dr. E. J. Josey, president-elect of the American Library Association, on behalf of the profession; Dr. Russell E. Bidlack, dean of the School of Library Science at the University of Michigan, on behalf of the library education profession; and Dr. Albert N. Whiting, Chancellor Emeritus of NCCU, on behalf of the university. Also making presentations were Mrs. Dorothy Campbell, on behalf of the NCCU library science faculty; Emmalene Reade and Viola Lawrence, on behalf of the alumni of the NCCU school; Barbara Nichols, on behalf of the library science class of 1979; Dora Carrington, for the NCCU Alumni Association; Dean Lorene Brown, of the Atlanta University School of Library and Information Studies; Richard Griffin, of the American Library Association Black Caucus; and Dr. Gwen-dolyn Cruzat, on behalf of the library science faculty at the University of Michigan.

NCCU Helps Libraries Conduct Forums

The School of Library Science at North Carolina Central University will help northeastern North Carolina public libraries conduct public forums on key national issues this fall. The School of Library Science will cooperate in the 1983 National Issues Forum Series of the Domestic Policy Association and will work with the Albemarle and East Albemarle Regional Library Systems in northeastern North Carolina to establish public forums on two topics: "Priorities for the Nation's Schools" and "The Deficit and the Federal Budget Process."

Also assisting with the project will be the North Carolina State Library and Elizabeth City State University. Dr. Benjamin F. Speller, assistant dean of the NCCU School of Library Science, will serve as project director. Dean Annette Lewis Phinazee of NCCU announced the project: "Dr. Speller is developing plans for funding and implementing the national forum series which will be held in late November or early December." Dr. Speller said the School of Library Science will seek to help selected libraries serving rural communities to become "a medium for discussions of national issues that are most vital to their local citizens."

Individuals, organizations, or agencies interested in having information about or in supporting the project may contact Dr. Benjamin F. Speller,

NCCU School of Library Science, North Carolina Central University, Durham, NC 27707.

NCLA Announces Scholarships

The North Carolina Library Association has announced the availability of two scholarships and a student loan fund. The North Carolina Library Association Memorial Scholarship is a \$1,000 scholarship; the Query-Long Scholarship for work with children or young adults is also a \$1,000 award. The McLendon Student Loan Fund is a \$200 loan.

Either scholarship or loan may be awarded for study in library science by a student entering library school for the first time, by a student currently enrolled in a library school program, or by a practicing librarian who wishes to continue her or his studies.

To be eligible, an applicant must have been a legal resident of the state of North Carolina for at least two years, must hold an undergraduate degree, and must have been accepted by a library school. (However, persons whose library school applications are pending may apply for the scholarships.)

Academic excellence, leadership qualities, evidence of a commitment to a career in librarianship, and financial need are major factors in awarding the scholarships or loan.

Applications and references for these awards should be submitted by March 1, 1984, to Elizabeth J. Laney, Chairman, NCLA Scholarship Committee, Route 1, Box 485, Spring Hope, North Carolina 27882.

Instructions for the Preparation of Manuscripts for North Carolina Libraries

1. *North Carolina Libraries* seeks to publish articles, book reviews, and news of professional interest to librarians in North Carolina. Articles need not be of a scholarly nature, but they should address professional concerns of the library community in the state.
2. Manuscripts should be directed to Robert Burgin, Editor, *North Carolina Libraries*, Forsyth County Public Library, 660 West Fifth Street, Winston-Salem, North Carolina 27101.
3. Manuscripts should be submitted in triplicate on plain white paper measuring 8½"x11".
4. Manuscripts must be double-spaced (text, references, and footnotes). Manuscripts should be typed on sixty-space lines, twenty-five lines to a page. The beginnings of paragraphs should be indented eight spaces. Lengthy quotes should be avoided. When used, they should be indented on both margins.
5. The name, position, and professional address of the author should appear in the bottom left-hand corner of a separate title page.
6. Each page after the first should be numbered consecutively at the top right-hand corner and carry the author's last name at the upper left-hand corner.
7. Footnotes should appear at the end of the manuscript. The editors will refer to *The Chicago Manual of Style*, 13th edition. The basic forms for books and journals are as follows:
Keyes Metcalf, *Planning Academic and Research Library Buildings* New York: McGraw, 1965), 416.
Susan K. Martin, "The Care and Feeding of the MARC Format," *American Libraries* 10 (September 1979): 498.
8. Photographs will be accepted for consideration but cannot be returned.
9. *North Carolina Libraries* is not copyrighted. Copyright rests with the author. Upon receipt, a manuscript will be acknowledged by the editor. Following review of a manuscript by at least two jurors, a decision will be communicated to the writer. A definite publication date cannot be given since any incoming manuscript will be added to a manuscript from which articles are selected for each issue.

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

Notice

North Carolina Libraries only goes to members in good standing of the North Carolina Library Association and to paid subscribers. Beginning January 1, 1984, *Tar Heel Libraries* (published by the Division of State Library) will only go to individual members of the North Carolina Library Association and will not be sent to subscribers of *North Carolina Libraries* who are not also members of the association.

NCLA memberships that have not been renewed by April 1 will no longer receive *North Carolina Libraries*.

NCLA Minutes and Reports

North Carolina Library Association Minutes of the Executive Board

July 22, 1983

The Executive Board of the North Carolina Library Association met Friday, July 22, in the Guilford Room at Guilford Technical Community College at Jamestown. Members present were Mertys Bell, Leland Park, Carol Southerland, Mary Jo. P. Godwin, Bob Pollard, Gerald Hodges, Emily Boyce, Rebecca Ballentine, Bill O'Shea, Robert Burgin, Kathy Woodrell, Dawn Hubbs, Bill Bridgman, Nancy Fogarty, and Andrea Brown. Also present were committee chairpersons, members of the incoming Executive Board, and guests, including Jerry Thrasher, Judie Davie, Eunice Drum, Jim Healy, Larry Barr, Marge Lindsey, Patrick Valentine, Gene Lanier, Emily Correll, Karen Perry, Louise Boone, Bill Roberts, Shirley McLaughlin, Ariel Stephens, Satia Orange, and Sylvia Sprinkle-Hamlin. Board members absent were Gary Barefoot, Gwen Jackson, and Shirley Jones.

President Bell called the meeting to order. Dr. Ray Needham, president of GTCC, welcomed the group to the campus, after which all present introduced themselves. The minutes of the March 18-19, 1983, meeting were approved as presented.

Vice-president Park distributed copies of the tentative program for the biennial conference to be held in Winston-Salem, October 25-28, 1983. Registration and room reservation forms will be mailed by mid-August. Deadline for reservations is September 23. This date is very important, due to competition for rooms with the annual furniture market. Bill Kirwan, at Western Carolina, is handling the exhibits, and Robert Burgin, at Forsyth County Library, is in charge of local arrangements. Burgin urged all sections to submit all program information immediately to the handle room reservations for their speakers.

President Bell welcomed Robert Burgin as the new editor of *North Carolina Libraries*. He requested that all transcripts of conference speeches to be published in the conference issue of *North Carolina Libraries* be turned in by November 10. The new associate editors will be Patsy Hansel and Bob Byrd. Upcoming issues and their topics are: fall - archives and cooperation; winter - conference activities; spring - performance appraisal.

Marge Lindsey, editor of "Tar Heel Libraries," asked for input from the board concerning several questions about the distribution of the newsletter, particularly to delinquent members of the association. She raised the following questions:

1. Does the association send out personal membership renewal notices?
2. How does the association get word out to prospective members of where to write for a membership brochure?
3. The bylaws indicate that the membership year is the calendar year and that dues are in arrears after April 1 of the last year of the biennium. Should the association make this information available in out publications as close to that date as our publication deadlines allow?

The board discussed the questions, and president Bell asked Ms. Southerland, Mr. Pollard, Mrs. Lindsey, and Mr. Burgin to study the matter.

Sections reported on recent activities and plans for the biennial conference. Kathy Woodrell, president, announced the Children's Ser-

vices Section will present the "Notables Showcase," featuring excerpts from the Notable Books, Filmstrips, Recordings, and Films selected by ALA. The section will consider a committee recommendation to establish a North Carolina Children's Book Award.

Gene Huguely, chairperson of the College and University Section, announced that Dr. Ed Holley will be the section's conference program speaker.

Documents Section chairperson Dawn Hubbs reported that Dan McGilvray, inspector and administrative librarian for the GPO, will speak at the conference. The section is also submitting a proposal to the State Library for a continuing education program and plans to conduct a survey on problems depositories are having with interlibrary loans from the Regional Library. A Committee on State Documents Depositories held an organizational meeting on March 25, 1983. Carolyn Jamison, of ASU, is the chairperson.

Andrea Brown, vice-chairperson of the Junior College Section, reported that Doris Betts will be the section's conference speaker.

JMRT present John Pritchard announced that the roundtable had accomplished its primary goal for the biennium, getting JMRT out of the red! Members will be identifying prospective members throughout the conference, particularly during the social at the Forsyth County Library and the JMRT booth in the exhibit area.

The NCASL has elected new officers, and Helen Tugwell is the chairperson-elect. Paula Short announced plans for a School Media Day to be held during National Library Week and special recognition of an outstanding school administrator with the Administrator of the Year Award. Due to the omission of biographical information on the candidates for office for 1983-1985 from the spring issue of *North Carolina Libraries*, the election was declared invalid, and a second election was conducted. The situation created considerable confusion, delay, and expense for the section. Dr. Park made a motion that NCLA assist in the cost of the second mailing of the NCASL mail ballot. Gerald Hodges seconded the motion, and the motion was approved.

Public Library Section chairperson Bill Bridgman announced that last week the NC General Assembly approved a \$3 million increase in State Aid to Public Libraries. The section's Genealogy Committee has produced a slide/tape presentation for beginning genealogists. Copies are available for loan from the State Library and the NC Museum of History.

Nancy Fogarty, chairperson of the Reference and Adult Services Section, reported the theme for the section's conference program will be "Information Skills for the Year 2000." Speakers will be John Lubans, Walter Jacobs, and Jacqueline Meadows. A panel representing academic, public, and school libraries will react.

The Resources and Technical Services Section conference program will feature Dr. Seldon Terrant discussing electronic publishing. Doris Anne Bradley announced that a \$250 conference attendance grant recipient has been selected and that a questionnaire will be distributed at the conference to assess the section's past programs and activities and to aid further planning.

Ruth Katz, chairperson of the Roundtable on the Status of Women in Librarianship, reported that a workshop on personnel management is being planned. The conference speaker will be Nancy Perlman, addressing pay equity. ALA has established the ALA Equality Award to recognize the individual, group, or organization that has

made a major effort to promote equality between women and men in the library profession.

ALA representative Emily Boyce submitted a written report of the ALA Conference in Los Angeles. She noted that now the entire membership of the North Carolina Library Association is eligible to vote for the ALA representative, not just those members who are also members of ALA. Congratulations were extended to Dr. Ed Holley, recipient of the Dewey Award.

Rebecca Ballentine, NCLA representative to SELA, announced that Linda Lucas, of the School of Library Science at the University of South Carolina, is the new editor of *Southeastern Librarian* and that a spring 1984 teleconference on intellectual freedom is being planned. ALA and SELA will jointly sponsor a workshop on reference management in Atlanta during the spring of 1984. President Bell recognized Bill Roberts, a member of the SELA Site Selection Committee, who presented a resolution inviting SELA to meet in Winston-Salem in 1988 or 1990. There was some discussion of the resolution. Ms. Boyce made a motion to adopt the resolution. John Pritchard seconded the motion, and it was passed. A cover letter from the president will be sent along with the resolution to Barratt Wilkins, SELA president.

Written committee reports were submitted by the chairpersons of the Membership, Governmental Relations, Intellectual Freedom, and Library Resources committees.

The question was raised as to whether or not Life and Honorary Members receive ballots and vote in NCLA elections. After some discussion, Gerald Hodges made a motion, seconded by John Pritchard, that individuals holding Honorary and Life Memberships be permitted to vote in NCLA elections. The motion passed.

Patrick Valentine, chairperson of the Library Resources Committee, presented the fourth draft of the North Carolina Interlibrary Loan Code for approval. John Pritchard made a motion to adopt the code as presented. Carol Southerland seconded the motion, and the motion passed.

President Bell recognized Satia Orange and Sylvia Sprinkle-Hamlin, who spoke in favor of the establishment of a roundtable on minority concerns. A petition had been presented to the Executive Board in March by Mary Williams. Emily Boyce made a motion that the Executive Board approve the establishment of a roundtable on minority concerns. Gerald Hodges seconded the motion, and the motion was unanimously approved.

The board was reminded of the Constitution, Codes, and Handbook Committee's recommendation that the office of treasurer be a four-year, rather than a two-year, term. The membership will vote on this change at the conference. After some discussion about when this change would be effective, Mr. O'Shea made a motion to accept the committee's recommendation that the treasurer's term of office be changed from two to four years, with the effective date to be determined by the incoming Executive Board. Robert Burgin seconded the motion, and it was approved. Robert Pollard gave the treasurer's report for January 1, 1983 - June 30, 1983.

There being no further business, the meeting adjourned.

Mary Jo P. Godwin, Secretary

Children's Services Section Report

The Executive Board of the Children's Services Section met in Raleigh on April 8, 1983. Plans for the upcoming biennial conference were discussed. The Children's Services Section will hold a membership meeting, which will be followed by the "Notables Showcase." This program was presented at the American Library Association's annual conference in Los Angeles, held in June. The program was cosponsored by the Association for Library Service to Children and the Public Library Association and presents excerpts from the Notable Books, Filmstrips, Recordings, and Films that have been named by Evaluation Committees annually. This program is scheduled at the NCLA Conference for Thursday afternoon, October 27. In addition, the Children's Services Section will be cosponsoring a program with

the North Carolina Association of School Librarians on "Opening Doors for Parents." This program is scheduled for Friday morning, October 28. The program will be presented by Peggy Byrd and Ruth Roland, who have an independent consulting service. We are excited about the program and feel that it will be of interest to members of both sponsoring sections. In addition, we are pleased to take part in this joint venture with NCASL and hope that this program will show the way to other cooperative activities.

Also at the biennial conference, we will be presenting a proposal prepared by a joint CSS/NCASL committee, the Children's Book Award Study Committee. This committee will be making a recommendation to the membership of the Children's Services Section and the North Carolina Association of School Librarians as to the establishment of a North Carolina Children's Book Award.

Our nominating slate for the next biennium is complete and was included in the current issue of the Children's Services Section newsletter.

The next Executive Board meeting of the Children's Services Section is scheduled for August 22, 1983, at the High Point Public Library.

Documents Section Report

The NCLA Documents Section Executive Board met July 7, 1983, in Charlotte. The program chair for the October conference gave a progress report. Dan McGilvray, inspector and administrative librarian for the GPO, will be the speaker. Other agenda items included forming a committee to write a proposal for a grant from the Division of the State Library for a continuing education program and doing a survey on problems depositories are having with interlibrary loan from the Regional Library.

The Documents Section Committee on State Documents Depositories had its organizational meeting March 25 at the Forsyth County Public Library. Because of the snow, only four people were in attendance. Carolyn Jamison, of Appalachian State University, agreed to be the chair of the committee, and the task at hand was defined, and proposed procedures for the planning and implementing stages were outlined. No further action has taken place.

Reference and Adult Services Section Report

The Steering Committee of the Reference and Adult Services Section met at UNC—Charlotte on April 26, where the main topics were the work of the Nominating Committee and the fall program at the NCLA Conference. The Nominating Committee has submitted a slate of officers for the next biennium. Ballots will be mailed the first week of August and should be returned by September 6.

The Program Committee, consisting of Ilene Nelson, Joe Rees, and Lynne Barnette, is working hard on the program for the conference. The theme of the program is "Information Skills for the Year 2000." The three main speakers will be John Lubans, from Duke University, author of several books, including *Educating the Library User* and *Progress in Educating the Library User*; Walter Jacobs, associate director of the Southern Regional Division of the College Board; and Jacqueline Meadows, from the North Carolina School of Science and Math. Reactors representing three types of libraries will be Ilene Nelson, academic libraries; Duncan Smith, public libraries; and Arabelle Fedora, school media services.

Unless there is urgent business, the Steering Committee will not meet again until the conference.

Nancy Clark Fogarty

Resources and Technical Services Section Report

The Resources and Technical Services Section Executive Committee met at Guilford Tech on May 6 and July 15 and plans a final meeting here on September 28. Since our last report to the Executive

Board, we have also held with the College and University Libraries Section a successful symposium on collection management and development at the Sheraton in Southern Pines on April 28 and 29. Although attendance was smaller than we had hoped (due primarily to unanticipated competition from other groups) and we had to dip into our respective treasuries to pay our bills, the evaluations we received from the eighty-eight attendees were overwhelmingly favorable. A summary of the symposium appeared in the summer 1983 issue of *North Carolina Libraries*. As a direct result of the meeting, a new interest group on collection development was established by petition. This will be chaired by Harry Tuchmayer, of the New Hanover County Public Library, and will hold its first gathering at the NCLA Biennial Conference.

The Acquisitions Interest Group met July 13 in Chapel Hill and heard a report from Marge Lindsay on the King Research networking study. Attendance was about forty-five.

The next RTSS programs will be part of the NCLA Biennial Conference. Dr. Seldon Terrant, of the American Chemical Society, will present a program on electronic publishing, sponsored by the Serials Interest Group; there will be a panel presentation on the arrangement, access, and maintenance of the public catalog, planned by the Cataloging Interest Group; the Acquisitions Interest Group will have a meeting with continental breakfast provided by Baker and Taylor; and a section business meeting will be held following the membership breakfast.

The recipient of the \$250 conference attendance grant, plus an alternate, have been selected by the Executive Committee. The winner will be introduced at the business meeting. The committee to select the best article on technical services in *North Carolina Libraries* during the biennium is in the final stages of its work, and the award will be presented at the same meeting.

As a means of assessing the impact of RTSS programs and opportunities and as an aid to future planning, the Executive Committee is drafting a questionnaire to be employed at the biennial conference. We are also planning to insert a flyer in the preregistration packets with information about RTSS-sponsored events at the conference. The Membership Committee, chaired by Mary Frances Crymes, is working on a brochure to promote membership in RTSS. This should be ready by October.

The Nominating Committee, composed of Pam Doyle (chairman), Louise Deshaies, and Mattie Sink, will present the slate of new officers at the business meeting on October 27, and the outgoing Executive Committee will become has-beens; but I believe these will be two years of our professional lives that we will look back upon with satisfaction. I know I could not have asked for a better group to work with.

Doris Anne Bradley

Roundtable on the Status of Women Report

The RTSWL Executive Committee met in Chapel Hill on April 15, 1983.

Wake County Public Library is doing the printing for *MS Management*.

A Nominating Committee, chaired by Cathy Collicutt and including Nancy Bates and Ann Stone, is working to develop a slate of officers for the next biennium. In an announcement appearing in the May issue of *MS Management*, members of the roundtable were invited to make nominations or to suggest names to the committee.

The RTSWL program at the NCLA Conference will feature Nancy Perlman, Center for Women in Government, SUNY-Albany. Her topic is pay equity.

A workshop addressing some of the difficult aspects of personnel management (e.g., position management, grievances) is being planned. The program content and the date of the workshop are not yet finished.

At the ALA Conference in Los Angeles, the Council and Executive Board approved a new award to be called the ALA Equity Award and to recognize the individual, group, or organization that has made a major effort to promote equality between men and women in the library profession.

Ruth Katz

SELA Report

The new editor of *Southeastern Librarian* is Dr. Linda Lucas, assistant professor, College of Librarianship, University of South Carolina. Since her recent appointment, she has been in touch with editors of the journals of the state associations. The next issue of the journal is due out in mid-August. The format will remain essentially the same.

LAMA conducted this year a successful program, "Getting on the Radio," a how-to workshop to show librarians how to use radio and television media to promote libraries. SELA is planning a workshop on the same topic as a preconference to the biennial meeting at Biloxi in October 1984. Several other workshops are in the making for the coming year. One of them, the teleconference on intellectual freedom will be announced for early 1984 and will be held at Tallahassee.

SELA handbooks have been mailed to the membership. Applications for membership are available from Bill Roberts at the Forsyth County Public Library or Becky Ballentine at the Institute of Government.

Rebecca Ballentine

Governmental Relations Committee Report

North Carolina Legislative Day was held on March 24 in the State Library - the day of the great snow. Even so, thirty-four representatives, twelve senators, some members of the Council of State, friends of libraries, and State Library commissioners attended.

Washington Legislative Day was on April 19 - and again it snowed! (Report below.)

Legislation or bills of import for libraries are:

Senate Bill 109. "To provide for the appointment of special library registration deputies to register voters in public libraries." Ratified.

Senate Bill 157. "Persons approved by local Board of Education, principal, and local Board of Elections may act as volunteers to register voters in schools." Ratified.

Senate Bill 229. "An act requiring a cost statement to appear on state publications." For all intents and purposes, ratified.

The state budget includes \$3 million of new money for each year of the biennium to fund the new formula for the distribution of state aid to public libraries. The campaign to secure these funds began in the fall of 1980. Step one was a 10 per cent increase in state aid for all qualifying public libraries, made possible by legislative action in October 1981, and the short legislative session of 1982 funded the 10 per cent increase for the second year of that biennium.

The \$3 million has resulted from the concentrated efforts of many people, but there is one person who deserves the lion's share of the credit - John W. Jones, director of the Neuse Regional Library, headquartered in Kinston. It was he who made initial contacts with powerful people in the legislature, cultivated and nurtured those contacts and orchestrated the campaign.

A questionnaire on efforts to increase state aid, from Virginia C. Grigg, chairperson of ALA LAMA Committee on Public Relations Services to State Library Agencies and Associations, was handed to me by Mertys Bell . . . One question was, "Do you feel your program was a success?" Three million dollars we went for, and we got three million dollars!

On July 15, after the state budget was adopted, a small group presented the top leadership of the House and Senate baskets of

peaches with attached streamers with printed messages saying, "You are a peach of a fellow for supporting public libraries."

Louise V. Boone

Legislative Day 1983

The 1983 Washington Legislative Day was April 19. Most of the library delegation arrived during the afternoon of April 18, many of them having left North Carolina in a howling snowstorm. We found Washington filled with like-minded delegates from across the country in spring attire but all filled with hopes that the temperature was not indicative of our success.

The packets were filled with our NCLA materials from the sections and, with the wind-chill factor at 14°, we went forth to face a morning briefing in the Dirksen Building. Following the briefing, we all headed for the underground and the Rayburn Building, where we broke into two teams, more or less along east-west lines. Appointments had been made with all thirteen of our people in Washington beginning at 10:00 and concluding with both teams meeting at 3:00 in the office of Representative Charles Rose. Congressmen seen were James Broyhill, Walter Jones, Charles Rose, Robin Britt, and Tim Valentine, who had his aide call him out of a committee meeting to talk to us. Aides met our teams in the remaining eight congressmen's offices. Following appointments at 3:30, all Legislative Day delegates met in the Rayburn Building for a wrap-up session that seemed quite upbeat in spite of physical burnout, which was beginning to set in.

The ALA Washington Office and the District of Columbia Library Association hosted a congressional reception from 5:00 to 7:00 for members of Congress and their aides. Library delegates had additional opportunity at this gathering to exchange successes and failures and to talk further with members of Congress. An added treat was a visit by Mrs. Barbara Bush during the reception.

NCLA delegates were Mertys Bell, William G. Bridgman, Louise V. Boone, David Harrington, Eugene Huguelet, J. K. Killian (trustee, Sandhill Regional Library), Dr. Annette Phinazee, Paula Short, Judith Sutton, John Thomas, and Jane Williams. Dr. Phinazee had her usual contingent of NCCU Library School students, along with Dr. Ben Speller.

The general feeling in the North Carolina delegation, and in those contacted from other states, was more positive than last year. The rather grim setting last year seemed replaced by a much lighter and

forward-looking mood. Work remains to be done, as always, and nothing can be taken for granted when it comes to funding and congressional budget action.

Louise V. Boone

Intellectual Freedom Committee Report

Since reporting to you at the spring workshop, the IFC has been involved in the following activities:

Presentations

North Carolina Association for the Gifted and Talented Conference, Winston-Salem

North Carolina Civil Liberties Union meeting, Greenville

"Tarheel Portraits," WITN-TV, channel 7, Washington

National Library Week Conference, NC A&T University, Greensboro

Seminar on information access, NCSLA, Research Triangle Park
Beta Phi Mu Lecture, Alumni Day, University of South Carolina, Columbia, SC

Responded to problems in Dare County, Charlotte, Hubert (Onslow County), Catawba County, Wayne County, Beaufort County.

Responded to requests from Lincolnton, Wilson, San Francisco, New York.

Telephoned and corresponded with legislators concerning bills being considered, involving child pornography and other issues resulting from recommendations of Commission on Obscenity Laws.

Collected legislation from other states covering confidentiality of library records and currently working on bill for North Carolina.

Covered Falwell/Helms voter registration campaign in North Carolina.

Held discussions with Judith Krug, ALA/OIF, concerning her presentation of NCLA Biennial Conference and other committee matters.

Held discussions with SIRS president Elliot Goldstein, who is awarding a cash honorarium to accompany the NCLA Intellectual Freedom Award. He is also funding an IFC luncheon.

Corresponded with SELA IFC chair Shirley Aaron. Gene Lanier is now a member of the committee.

Held discussions with Barry Hager, NC director of People for the American Way, concerning activities in North Carolina; also attended meetings of Advisory Council.

Gene Lanier

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1983-85

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Roundtable for Ethnic Minority Concerns

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