

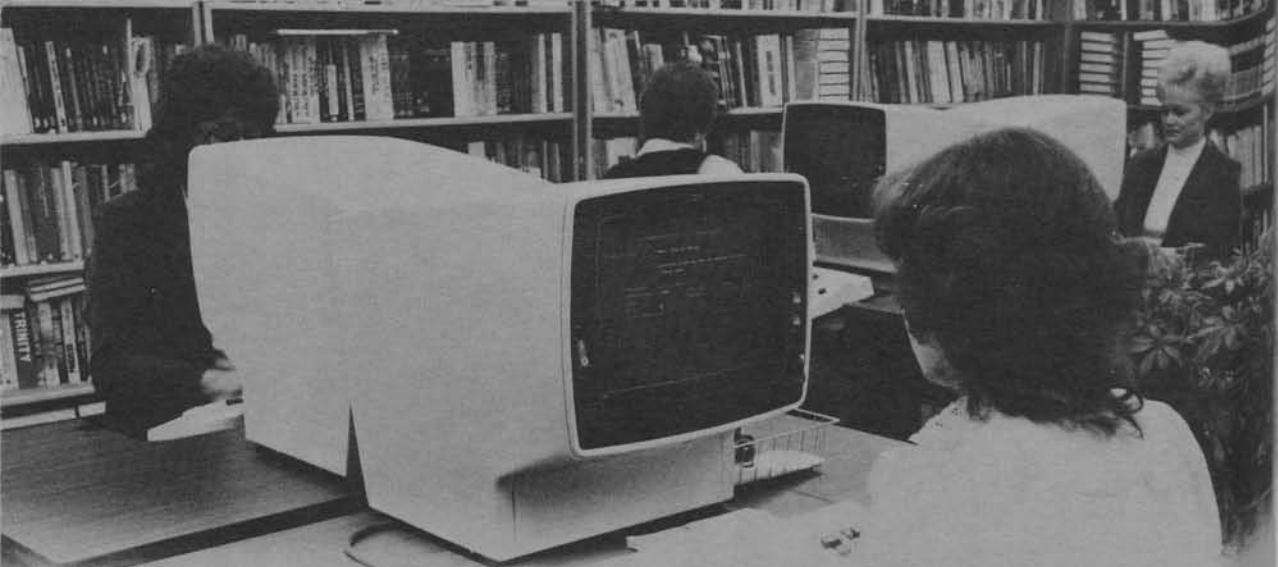
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Of the multiple problems facing public libraries today, some have their roots in the fact that the public library has lost its way.

George B. Viele, 1983



Summer 1983



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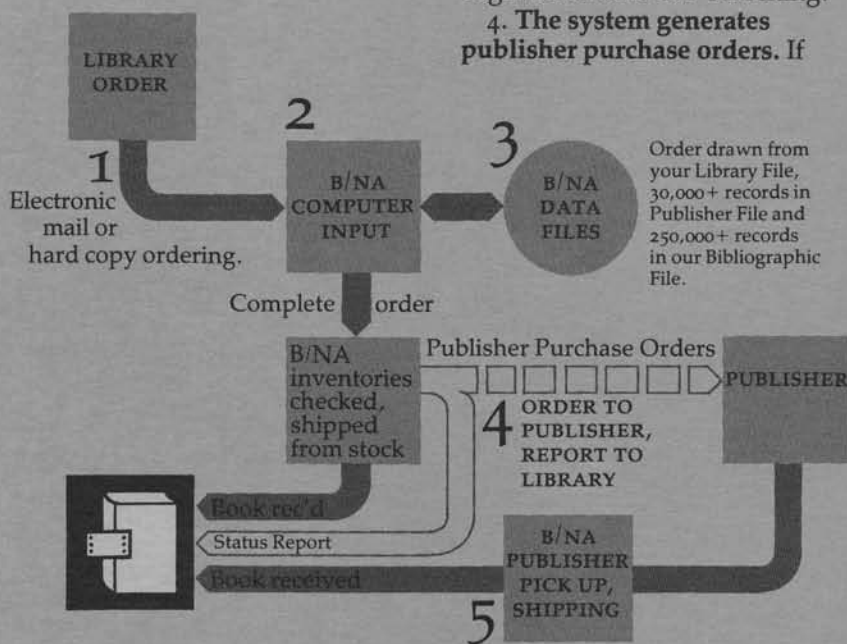
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Letters To The Editor

The article "The Tar Heel Enclave: Public Library Salaries in North Carolina," in the Spring, 1983 issue was both interesting and informative.

As the authors observe, there are no easy solutions to the problems of low salaries for librarians. Perhaps one solution, not mentioned in the article, would be for library schools to turn out fewer graduates, at least until the current surplus of librarians ceases to exist.

It is common knowledge that library school graduates have experienced difficulty in the job market for the past several years. Most librarians agree this trend is likely to continue throughout the 80's. Logic would seem to dictate that the number of graduates with library science degrees be substantially reduced and, as a corollary step, that ALA impose an immediate moratorium on the accreditation of new library schools. In my judgment, these two steps would be equally as effective as political pressure and extensive public relations in achieving the goal of higher salaries for public and academic librarians in the United States.

Alva W. Stewart, Reference Librarian, N.C. A&T State University, Greensboro.

I received my *North Carolina Libraries* today, and I wanted to write you immediately and tell you that the new format is perfect! I love the size; I love the print! The articles were even better than usual. Was that because of the change in print size? Thank you for making these changes!

Josie Tomlin, Director, Wilson County Public Library, Wilson.

Thanks for the copies of NCL you sent. Am delighted to see our article so attractively printed.

NCL surely is a fine journal (a member of our staff said it's the best state association journal he knows of, and reflects an active library group), and I'm pleased to be represented in it.

Alesandra M. Schmidt, Dickinson College, Boyd Lee Spahr Library, Carlisle, PA.

Editor Regrets Omission

Although David Harrington provided the biographical data for candidates for officers in NCASL to be included in the Spring 1983 NCL, the data did not get included in the copy preparation for that issue. This error and oversight on the part of the editor of NCL is regrettable, and his apology is herewith offered.



A tribute and a fond farewell are extended to *Jonathan Lindsey* as he departs from our state and assumes a new position at Baylor University. He has made an outstanding and lasting contribution to the Association as Editor of *North Carolina Libraries*!

Highlights of the NCLA Spring Workshop on March 18 and 19 were: enthusiastic meetings of committees and the Executive Board, warm hospitality and excellent arrangements at Guilford College, a very special reception by Ruzicka, and tall tales by "Herb" Poole.

Librarians became lobbyists on March 24 in Raleigh during *North Carolina General Assembly-Library Day* and on April 29 in Washington, D.C. during *Legislative Day in Capitol Hill*. Snow in Raleigh did not deter efforts to seek additional funding for State Aid for public libraries. The Washington experience was exciting and was a good example of the team approach as groups from each state contacted their senators and representatives in Congress to discuss library services and the need for adequate funding.

We have heard interesting reports of many special activities across the state during *National Library Week* in April — authors, contests, publicity, plays, radio and TV programs, speeches...

The 1983 Spring Symposium on Collection Management and Development, sponsored by the NCLA Resources and Technical Services and College and University Sections of NCLA was well attended. The 1983 Library-Trustee-Librarian Conference (Trustees Section) is scheduled for June 1 and 2 in Chapel Hill.

Dr. Carol Nemeyer, current President of the American Library Association, spent two days (April 15 and 16) in North Carolina as guest speaker for the School of Library Science at the University of North Carolina at Greensboro. Her theme, "Connections," will be featured also at the 102nd Annual ALA Conference on June 25-30 in Los Angeles. For those librarians who cannot go to California, the next best thing to

being there is to register for the *ALA-TV Teleconference* on June 28 at one of the three sites in North Carolina.

Official ballots for new officers of the Association were mailed in May, and we are looking forward to the results of the election. An excellent slate of officers was presented.

Plans for our NCLA Biennial Conference in Winston-Salem on October 26-28 are moving along on schedule, according to Vice President Leland Park and Robert Burgin, Chairman of Local Arrangements. Mark your calendars! **Mertys W. Bell**, President

A Final Word ...

For the past 4½ years editing *North Carolina Libraries* has been one of the most stimulating activities in which I have engaged. The opportunity to work with a group of people whose professional skills, insight, and critical judgment blended into making this journal the best in the country will remain one of my strongest memories of North Carolina. We were delighted in 1981 when we were awarded the H. W. Wilson Periodical Award, but we have even stronger feelings of pride in the current developments with the journal, particularly its format and the general quality of the articles which it is able to publish.

Each member of the editorial board has provided unusual service to the state, but Bob Byrd and Herb Williams must be singled out for particular mention, since they have been associate editors since 1979. Their good judgment individually and collectively has significantly benefited the production of the journal. Also, for the past 2½ years we have had the good fortune to work with Bob Reckenbeil, publisher, Meridional Publications, who has helped us produce quality, economically. Finally, Geraldine Sargent, secretary at the Carlyle Campbell Library, Meredith, has provided unusual

service to the journal, typing copy and facilitating its production in many ways.

North Carolina Libraries is the kind of journal it is because of the involvements of all of the members of the editorial board. It is not the vehicle of the editor, although the editor has had some influence. It is a professional journal for the library professionals of North Carolina, which tries to speak to issues which affect the development of libraries and library services in this state.

Shortly, a major issue on state networking will be even more in our thinking. In all your discussions about technology and networking, please do not forget to celebrate one of the basic components of good networking: strong personal professional relationships.

and Greetings to a New Editor.

With the concurrence of the NCLA Executive Board, Mertys Bell, president of NCLA, has announced the appointment of Robert Burgin as editor of *North Carolina Libraries*. In the months ahead I know that the editorial board will be providing every level of support to the new editor. I know also that the membership of the association will provide its support to him, too.

Jonathan A. Lindsey, editor

Election Results, 1983-85 Biennial Officers

Following is the report of the NCLA Nominating Committee from the recent mail ballot for officers of the Association for the 1983-85 biennium. These officers will assume responsibility following the biennial conference in Winston-Salem.

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Eunice P. Drum
Shirley B. McLaughlin
Jerry A. Thrasher

Foreword

This issue of NCL focuses on programming in public libraries in North Carolina, excluding children's programming, which should be featured in a later issue.

John Welch, Public Library Consultant at the North Carolina State Library, presents a survey article to reveal the variety available in public library programming for adults across the state. Patrice Ebert, Head of the Sharon Branch Library in Charlotte, and Laura S. Gorham, formerly with the Durham County Library, zero in on young adult programming in North Carolina.

Patricia Grim, Assistant Director of the Davidson County Public Library, has written a guide to the programming process that should prove useful to the novice as well as to the veteran programmer. David Fergusson, Headquarters Librarian at the Forsyth County Public Library, exhorts librarians who are involved in programming to get themselves a programming policy, with descriptions of a few incidents that illustrate why this is a wise course of action.

Ricki V. Brown, Head of Adult Services at the Cumberland County Public Library, writes explicitly about what is implicit in the other articles—that programming is a good thing for libraries to do. George Viele, Director of the Greensboro Public Library, agreed to play devil's advocate and present a case for public libraries *not* doing programming.

Patsy Hansel, Assistant Director, Cumberland County Public Library.

Programming for Adults

John Welch

This article surveys recent programming for adults in North Carolina public libraries. Our definition of programming includes any activity offered by a library whether or not it requires a financial or in-kind contribution from the library or the active participation of library personnel. Over the past several years, programming for adults has become an increasingly important part of the regular operations of many North Carolina public libraries. For some time public libraries across the state have engaged in fundamental programming such as book reviews and film presentations. Recently, however, many newer and more innovative programs have been offered to library patrons. With the assistance and encouragement of agencies such as the North Carolina Arts Council and the North Carolina Humanities Committee, libraries have been able to take advantage of a widening range of scholars, performing artists, and exhibits. This has led to the formation of new alliances between local public libraries and colleges, universities, community colleges, and art and music institutes.

The range of program topics presented for adults is impressive. Consider this brief listing of recent programming subjects: ballet, computers, financial management, folk art and crafts, folklore, foreign affairs, fossils, heraldry, investment, Japanese folklore, mental health, music programs, signing, solar energy, and tobacco. A recent article in the *Raleigh News and Observer* took note of the fact that non-traditional programming is becoming a common event in many of the state's public libraries. The brief annotations that follow serve as examples of the programming being done:

Special Programs

The Carteret County Library presented a program on the Revolutionary War battle of Beaufort, NC.

The Edgecombe County Memorial Library received a grant for a major presentation on the role of tobacco in North Carolina's economy. The program offered the views of an historian, a philosopher, and a political scientist as well as the viewpoints of representatives from farming, industry, and public health sectors.

In an unusual twist on film programming, the Greensboro Public Library offered a day long showing of business films for members of the local business community. Attendees were asked to evaluate the films, and those with the highest ratings were purchased for the library's collection.

The New Hanover County Public Library using a grant from the NC Board of Science and Technology presented an ambitious three month program entitled "The 80-111 Connection: Understanding Microcomputers." Topics ranged from how video games affect children to the ethical aspects of computerized information. Speakers included various experts in the field as well as representatives from state and national government.

Pack Memorial Library, Asheville, offered a six-part film series featuring Dame Margot Fonteyn entitled "Magic of Dance." Both Pack Memorial and Greensboro Public Libraries hosted programs featuring members of their respective symphonic orchestras who introduced upcoming musical works to the public.

Randolph County Public Library sponsored a two-day workshop on the principles of supervision. The workshop was presented by faculty members from North Carolina State University and was designed for first line and middle level managers.

Wayne County Public Library celebrated Black History month in 1981 by hosting a presentation of "An African Ballet" which recreated a day in the life of a Nigerian village.

John Welch is Public Library Consultant, NC Division of State Library, Raleigh.

For seven summers, Onslow County's "Culture Under the Carport" series has featured everything from the Marine Band to magic shows, with the performers under the library's "bookmobile-port" and the audience under the stars.

The Grassroots Arts Program²

Several of the state's public libraries have taken advantage of the assistance offered by the Grassroots Arts Program of the North Carolina Arts Council. This program is a primary source of funds for locally initiated and community supported arts activities. The following library programs were listed in their 1981-1982 calendar of activities:

Charles A. Cannon Memorial Library, Concord, music series.

Columbus County Public Library, in cooperation with other local agencies sponsored visual and performing arts residencies in local schools.

Robeson County Public Libraries hosted the Robeson County Music Club's Sunday Afternoon Concert Series.

The North Carolina Humanities Committee³

One of the most fruitful partnerships for North Carolina public libraries has been their working relationship with the North Carolina Humanities Committee. The North Carolina Humanities Committee is a foundation supported by tax funds and private gifts whose purpose is to encourage and assist public educational activities in the humanities for adults. Over the past several years the support of this group has enabled the state's public libraries to mount some very impressive programs. The following list is representative of this combined effort:

The Public Library of Charlotte and Mecklenburg County conducted library study circles which combined scholarly teaching with discussion of the subjects by the participants. Topics included "The Western Concept of the Sacred," "Industrialization and the Shaping of Western Culture," and "Selecting and Using Literature with Pre-School Children."

In 1980, the Cumberland County Public Library began offering a still running, monumental series entitled "The Measure of Man." The purpose of this presentation was to examine the experiences of other ages and use

those experiences to help understand our own times. The series contains six major sections:

1. The Greek Moment: Athens in the Fifth Century, B.C.
2. The Storied World: Europe in the High Middle Ages.
3. The Human Dimension: The Age of Renaissance and Reformation.
4. The Reach of Reason: The Enlightenment in the Eighteenth Century.
5. The Burdens of Progress: Empire and Industry in the Nineteenth Century.
6. The Broken Mirror: Changing Values in the Modern Age.

The Durham County Public Library has used its close ties to local universities to produce some exceptional programs, especially some that deal with literature:

1. "The Many Faces of Bloomsbury" consisted of a study group, a lecture series, a program of films and a photo exhibit which described and interpreted the lives and work of Virginia Woolf, E. M. Forester, Roger Fry and other members of the Bloomsbury group.
2. Another literature program used Ezra Pound's *ABC of Reading* as an aid to help new writers become familiar with the great literature of the past.
3. Other literature programs have featured such topics as African, Oriental and European folklore and the 1920 Negro Renaissance in Harlem.

The Gaston-Lincoln Regional Library presented a program that included lectures and discussions on the historical influences that shaped Lincoln County.

"Cinema in Black" was a film/discussion series at the Greensboro Public Library with participants from the fields of history, philosophy and literature that interpreted the works of contemporary black filmmakers.

The Onslow County Public Library examined the works of Homer, Chaucer, Shakespeare and black writers in a program entitled "Heroes, Heroines, Scoundrels and Cheats: Literary Perspectives for Today."

Wayne County and Onslow County Libraries cooperated in a series on the South in film. The films "Gone with the Wind" and "The Heart is a Lonely Hunter" were used to examine Southern history, race relations and growing up in the New South.

These, then, are a few of the offerings of North Carolina public libraries in the area of

adult programming.⁴ It is interesting to note that, of the wide subject variety of programs offered, the one area that seems to be neglected is science. There are probably some justifiable reasons for this which may include the difficulty and expense of presenting science programs. Also, the general inclination of public libraries to offer programming in the arts, literature or the humanities is well established. The recent success of such public television programs as "NOVA," "COSMOS," "Life on Earth" and the National Geographic Society specials indicate a reawakened interest in the various facets of science. Add to that the new national priorities on science and mathematics and the arrival of the computer and there does seem to be a new potential for public library programming. What is needed is a science counterpart to the North Carolina Humanities Committee that could provide guidance and support for such scientific programming. The State of North Carolina has set as its goal the attraction of the microelectronics industry to our area, and this would certainly be one way of preparing our citizens for this change.

References

1. *News and Observer* (Raleigh), 27 January 1983, p. 27A.
2. For additional information on the activities of the North Carolina Arts Council, write: North Carolina Arts Council, Department of Cultural Resources, 109 East Jones Street, Raleigh, NC 27611.
3. For additional information on the activities of the North Carolina Humanities Committee, write: North Carolina Humanities Committee, 112 Foust Bldg., UNC-G, Greensboro, NC 27412.
4. Two suggested readings are Felicia A. Carparelli, *A Practical Approach to Programming*. Chicago: American Library Association, 1982 ("Adult Services in Action," Number 1); and Lydia Lafleur and John S. Robotham, *Library Programs: How to Select, Plan and Produce Them*. Metuchen, N.J.: Scarecrow Press, 1981.

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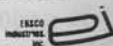
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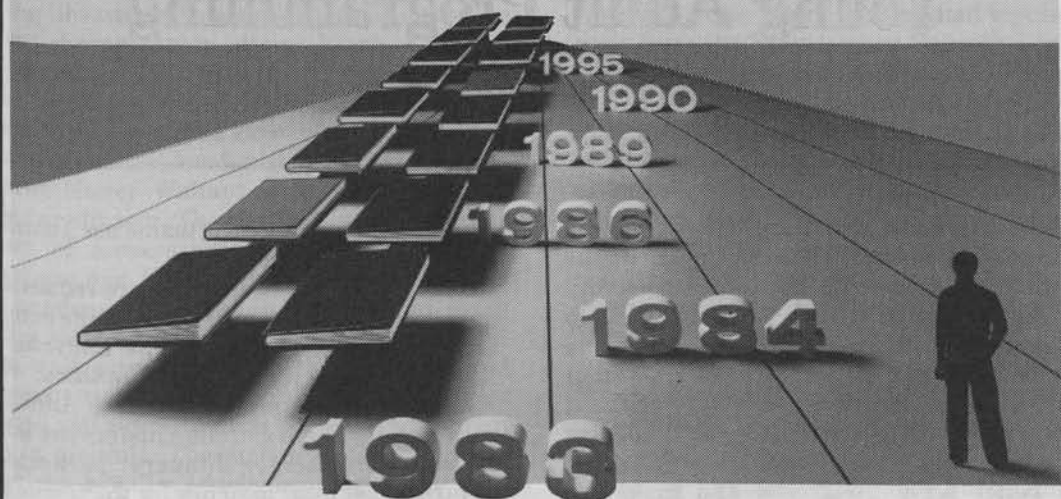
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Young Adult Programming

Patrice Ebert and Laura S. Gorham

Young adult programming in public libraries—who needs it? Both the young adults and the public libraries benefit from quality programs aimed at youth. Libraries need to hold on to their young users and keep them as patrons in their adult years. Noted YA author Richard Peck makes this point very well: "If we're to have a future generation of taxpayers and community leaders who value libraries, we'd better serve them now and make the library as important to them as it is to us."¹ The young adults need programs which offer them stimulating experiences and the information they need to function independently in the adult world.

The 1980 Census shows that there are approximately 761,000 young people between the ages of 13 and 19 in the state of North Carolina. This article will offer a sampling of the great variety of programs public libraries in the state have offered their young adult patrons in recent years. Most notable is the annual Quiz Bowl, a major programming event since 1979.

Quiz Bowl

The North Carolina State Library Quiz Bowl is a state-wide academic competition for high school students. It is organized much like the old televised College Bowl and provides an opportunity for intellectually gifted students to compete and receive recognition for excellence as do their athletically talented counterparts.

Planning for Quiz Bowl begins in early summer when the Quiz Bowl Committee meets to evaluate the previous seasons' competitions and to propose changes in rules and procedures. New committee members are recruited, and in mid-August, orientation sessions are held for libraries interested in participating. By November, librarians across the state have contacted their local schools and the names of those

schools who will sponsor teams are submitted to the Quiz Bowl Committee.

All participating libraries are requested to compose at least 100 questions for the competition using such sources as the *Encyclopedia Americana*, *Encyclopaedia Britannica*, *World Almanac*, *Time* and *Newsweek*. Additional questions on North Carolina history are added. In late December or January, participating libraries host local matches for the teams from the high schools in their service areas. The winners of the local competitions then proceed to one of the eight regional competitions which are usually held in March. Both the winners and runners-up of the regionals compete in the State Championship in April.

The actual matches are played between teams from different high schools. There are four students on each team with alternates. A moderator questions one team and then the other, allowing ten seconds to answer. There are three rounds in each match, the 10, 20, and 30 point rounds, with questions becoming increasingly difficult. The team amassing the greatest number of points by the end of round three wins the match. Judges are present during the competition to rule on ambiguous answers and on points of order. In most instances, the librarian acts as the coordinator.

The idea for a high school quiz bowl originated with Robert Burgin, then Director of the Wayne County Public Library, as a local library program. The idea was picked up by the Loose Region, an informal association of public libraries in southeastern North Carolina, which sponsored the first regional competition. This regional program expanded to a state-wide competition in 1980. Quiz Bowl involved 21 library systems representing 33 counties in 1980. By 1981, 23 libraries representing 39 counties had joined, and the 1982 Quiz Bowl included 28 libraries representing 50 counties, and the 1983 Quiz Bowl involved 43 libraries representing 64 counties.

Quiz bowl activities are coordinated by a committee of public librarians under the

Patrice Ebert is Head, Sharon Branch Library, Charlotte, and Laura S. Gorham is Community Services Assistant, Durham County Library, Durham.

auspices of the North Carolina State Library. Until 1981, the cost of running the Quiz Bowl competition was the responsibility of participating libraries with additional funding for the State championship from North Carolina industries. In 1981, Assistant State Librarian Jane Williams helped secure \$2,000 of LSCA funds to promote Quiz Bowl. State support has continued at that level, with State Library consultant Nancy Wallace serving as the state-wide coordinator. There is the possibility in the future of cooperating with NCNB, HiIQ in Charlotte and High IQ in Greensboro to have one academic championship to cover as much of the state as possible. Meetings have been held, and a trial run with the Charlotte and Greensboro winners against the Quiz Bowl winner and runner-up has been played to see if this is possible. The merger would give Quiz Bowl the benefits of television coverage; electronic buzzer systems; and more money for prizes, publicity, etc. It would also leave the local competitions pretty much as they are, with libraries working directly with school systems. The influence of NCNB sponsoring the cooperative efforts of the three established quiz bowl type competitions could have a strong state-wide impact.

Organizing, coordinating, and executing a successful Quiz Bowl program demands a large commitment from those involved. The obvious benefit is the opportunity afforded the student to compete and be recognized. Less tangible, though equally valuable benefits strengthen school/library cooperation and working relationships between students and librarians. By inviting community members to participate as judges, moderators, and sponsors, Quiz Bowl enhances the image of the library as a vital organization responsive to the needs and interests of its supporters.

Other Programming

While Quiz Bowl is a major event with large audience appeal, there is a trend toward attracting young adult patrons as individuals with specialized interests to small group presentations. Kem B. Ellis developed a "Term Paper Workshop" for High Point Public Library. The purpose of the program was to help students develop library skills and identify reference tools and materials useful in term paper research. Ellis designed a workbook based on High Point's collection which participants completed and retained for future reference.

Similarly, "How to Find a Summer Job: Successful Interviewing" was the theme of a program presented by Gaston-Lincoln Regional Library's Joan Sherif. She invited representatives from the Employment Security Commission, county personnel, and local businesses to participate in a panel discussion on job-hunting tactics. The young adults then practiced interviewing with a job counselor in role playing exercises. Sherif also organized a "Drama Workshop" with individual programs on improvisation, make-up, and auditioning. Community theater members and high school drama teachers shared their expertise with the young thespians. The director of the community theater's production of "Grease" took the opportunity to scout talent.

Another academically oriented program was presented by Ernestine Blake: the "SAT Workshop" at Durham County Public Library. Two counselors, one from the Educational Opportunity Center and one from a local community education center lectured on test taking techniques, worked through sample problems, and distributed sample tests for the students to work on at home.

Robeson County Public Library's Youth Network for the Arts has held juried art competitions with great success. A steering committee of young adults took responsibility for all aspects of program planning and execution. Young people submitted entries in the following categories: fiber art, sketches and line drawings, paintings, three dimensional art, illustrated creative writing, and string art. Local artists judged the entries before the opening night reception.

Physical education and health programs were presented at two libraries. Martial arts and body image are two topics ever popular with teenagers. Laura Gorham of Durham County Public Library organized demonstrations by local professionals in both these fields. "Shape-up Exercises for the Teenager" featured a lecture/demonstration on diet, skin, and hair care followed by a thirty minute exercise program. Representatives from a local figure salon not only presented the program, but also donated a trial membership as a door prize. Karate experts from a local karate school staged a mock match with emphasis on karate as a strict mental discipline.

Also, the Public Library of Charlotte and Mecklenburg County Young Adult Committee joined with Planned Parenthood of Greater Charlotte to co-sponsor a series of workshops

for parents and young people on "Exploring Your Sexuality." The presenters designed different programs for different age groups:

I. "Sex Education for Parents and Children" (ages 9 - 11) Film: *Then One Year*

II. "Clarifying Sexual Values for Early Teens" (ages 12-14) Film: *Are You Ready for Sex?*

III. "Male Responsibility in Sexual Relationships" (ages 15-17) Film: *Teenage Father*

In the first program, the emphasis was on dialogue and communication between parents and children, with the speaker serving to keep discussion on track. The two programs with older participants had more direct discussion between the young adults and the speakers. In all, thirty programs were scheduled in the sixteen branch system over a four month period. Planned Parenthood educators presented the programs, while librarians provided and displayed supportive library materials.

The Public Library of Charlotte-Mecklenburg County also sponsored two YA writing programs. Sue Ellen Bridgers, YA author and Christopher award winner, spent a day with Charlotte teenagers in a program co-sponsored by Public Library of Charlotte-Mecklenburg County (PLCMC) and the Joint Committee of Public Librarians and School Media Specialists. Bridgers visited two schools in the morning and met with students who had read her books. Later she spoke at the public library about the craft of writing novels for young people. An autograph party followed her talk. Her appearance was an exercise in school/public library cooperation as well as an effective library program.

PLCMC co-sponsored a program with the *Charlotte News* called "Summer Writers," a writing contest for teens. The *News* handled promotion which included running ads in the newspaper, holding workshops in the libraries, printing flyers, and supplying printed T-shirts for each entry. The winning entries were published in a special section of the newspaper. Additional awards to the winners included a plaque with the winning entry duplicated from the paper and a thesaurus. Some of the winners went on to become young guest editorialists.

YA programmers at the PLCMC have also had success with programs designed for a larger audience. The library used an LSCA grant in 1977 to strengthen basic YA collections

in all the branches and promote their use through a massive program "16 WAYS to Read Your Summer." The popular Top-40 radio station WAYS co-sponsored the event, which guaranteed a full scale, high powered promotion campaign. The repetitive use of 16 emphasized 16 branches, the 16 books to be read to receive the prize of a record album, and reversed the radio station's frequency of 61. Punch-cards with rules on the back were used to keep track of the books read. When a teenager had read 16 books, a library staffer would validate the card which could then be traded for an album at program's end.

The library targeted rising seventh-graders and reached 4000 students in 55 schools with 55 visits to promote the program. While heaviest response was in that age group, a total of 2600 junior high and high schoolers started the program and received cards. Of the 747 (28.7%) students who completed the 16 books, 629 (84.2% of those who finished) went on to claim their record. Program evaluation concluded that to read 16 books was too much for most teens, and when dealing with outside agencies, it is best to get commitments in writing. "16 WAYS to Read Your Summer" won ALA's John Cotton Dana Award, the Charlotte Public Relations Society's Infinity Award, and received an Honorable Mention in the Women in Communications' distinguished Clarion Award competition.

Planning is Important

Careful planning determines the success of any library program.

1. Target your audience—whom do you want to attract?
2. Direct promotion efforts to your targeted audience.
3. Set goals and objectives—what do you want to achieve with this program?
4. Bring staff into program planning, especially if they will play a part in its presentation.
5. Bring outside agencies or local resource people in to broaden the program's credibility and appeal.
6. Keep good statistics.
7. Evaluate the program—how could you improve the program?

Finally, where does one get ideas for programs? The primary source is the young adult community; they know what kinds of programs they would like to attend. Ask your teen

patrons, ask your teen volunteers, circulate questionnaires, form a Young Adult Advisory Council. The movement to enlist youth as advisors in library planning is a strong one. Indeed, the Young Adult Services Division President's Program at the 1982 ALA convention in Philadelphia presented "Guidelines for Youth Participation in Library Decision Making."

What: Youth participation in libraries is involvement of young adults in responsible action and significant decision making which affects the design and delivery of library and information services for their peers and the community.

Why: Youth participation in library decision making is important as a means of achieving more responsive and effective library and information service for this age group. It is even more important as an experience through which young adults can enhance their learning, personal development, citizenship, and transition to adulthood.

How: Youth participation in library decision making requires that adults (librarians, administrators, members of governing and advisory bodies) recognize that young adults can make a positive contribution, and that adults respect the right of young adults to participate in decisions on matters that affect them.

For example, the Durham County Public Library recently formed a Youth Advisory Council to assist in selection of materials, suggest program ideas, and to identify service needs. The Youth Advisory Council has already surpassed initial expectations and is now preparing a "Hot-Line" directory bookmark for area teens. Sarah Harris, Coordinator of the State Youth Council at the Youth Involvement Office in Raleigh, can provide practical guidance in starting such a group.²

Two publications are also good sources of programming ideas. VOYA (Voice of Youth Advocates), a bimonthly publication edited by Dorothy M. Broderick and Mary K. Chelton, primarily reviews new YA materials but also includes innovative program ideas.³ GRASSROOTS for High Risk Librarians is published by the NCLA Public Library Section Young Adult Committee. Research in the back issues of GRASSROOTS provided descriptions of the YA programs mentioned in this article. Aimed at both public and school librarians who work with young adults, the publication includes bibliographies, film reviews, and irreverent articles on such topics as censorship, pop culture, and library education. GRASSROOTS is free to North Carolina residents.⁴

Programming for teens need not be difficult, expensive, or intimidating. Ask your young adults what programs they want, then help with their presentation. Patrons who participate in library decision-making as teens tend to remain library supporters as adults. There are several other useful publications to read in planning programs.⁵

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The Programming Process: A Primer

Patricia M. Grim

Imagine yourself, an adult programming director, standing between your program speaker and a bowl of punch. Now add some horror with this thought: nobody showed up for your program. It is the supremely embarrassing moment. Something has gone wrong. You have failed.

There may be as many reasons to avoid programming as there are libraries. Policy is sometimes cited as the reason, a debate which is taken up elsewhere in this issue. But the library with no policy objection to programming would seem to have no impediment other than fear of failure.

But, fear of failure is the last reason to avoid programming. Such a fear is understandable when one considers the practical obstacles to having a successful program. Every librarian has heard them — lack of in-house space, money, ideas, and staff.

These obstacles, while formidable, are not prohibitive. They are management problems to be solved in much the same way as the problem of how to stay open on Sundays. A reasonable amount of thought, planning and coordinating can overcome most obstacles so that any library can give its patrons something that books, magazines and microfilm cannot—a living collection. That is programming at its best.

There is no guarantee that your speaker will not feel like the Maytag repairman. The use of a systematic approach to programming will help you to spot weaknesses and correct them with each successive program. What follows is a discussion of the basic steps in the programming process. While written for the potential programmer with little or no experience and no idea of where to start, it also has applications for the more experienced person. Library programming is certainly an area where ideas and techniques are freely shared.

There are some preliminary steps that need to be taken before you can introduce that classical guitarist to your eager audience. A good way to begin is with an understanding of what it is you are trying to do, and why. For instance a definition of public library programming is one place to get started. After a good amount of reading and no little amount of thought I suggest the following:

Programming is the selection, planning and presentation of library sponsored activities such as workshops, lectures, performances, film showings, and discussion groups for the purpose of increasing awareness of particular subject areas of the collection, providing information in alternative formats, facilitating community access to cultural events or providing a neutral forum for discussion.

Getting Started

No matter how long you have worked with your library system, no matter how well you think you know your community, some research is essential to your success with programming. Just as an advertising agency wouldn't begin to market a new product until it studies the size and behavior of the potential buyer group, you should not begin any program planning without knowing all you can about the people who will attend. A good place to start is with the latest census information. Study the statistics on your county and city, as well as the areas surrounding you. Try to put together an accurate picture of your community by studying figures on age and race breakdown, educational level, income level, household size, etc. Knowing that your community has a large percentage of retired people or single-parent households, for example, can give you an idea of some potential audiences for your programs.

Other useful sources of statistical information are the publications of the Office of State Budget and Management in Raleigh, and the *Survey of Buying Power Data Service*, published by *Sales and Marketing Management* magazine. The latter will even provide you with information on the volume of sales by category of purchase for each county as well as similar

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in-depth marketing information. Also, check with your county manager's office for studies that may have been done specifically for your county.

Your local newspaper can give you all kinds of clues to the needs of your community, and, also, an insight into the "hot" issues of your area. It's a good idea to review a year of local headlines, especially if you are new on the job. Reviewing headlines, you might discover that neighborhood crime or rape is of primary concern. You might learn that voters are frustrated about the quality of local education or that there is a great need for exposure to the arts in rural areas of the county. The programmer who is sensitive to what is important to the people "out there" will be meeting the greatest needs of the community.

The sensitive programmer can keep informed about the needs of the community by making the library an active member of strategic local organizations. Your county might have an inter-agency council or community council, comprising city and county agencies, volunteer groups, and in some instances, representatives of local government and the media. These groups usually meet monthly, allowing time for reports on member activities and, often, a short program presented by a member agency. By representing the library, a programmer can offer to locate needed information for another agency, keep abreast of community activities and needs, publicize a program or service, and generate positive public relations for the library. Active membership in such a group can often be your most valuable source of ideas for programs and a far-reaching publicity tool. If time permits, it is a good idea to represent the library to other organizations such as the local arts council and other cultural groups as well as educational groups and community "hotlines." Activities with these groups can help you to break down your audience into distinct categories when that is helpful to your program selection and publicity. Best of all, ideas for potentially successful programs flow naturally as a result of your involvement.

Community Resources

Once you have studied your community makeup and its needs or concerns, you can begin to look at its resources—its possible sources of program ideas, speakers and performers. You can do this by making a survey of

organized community groups, such as civic clubs, merchants associations, etc. Look for chamber of commerce directories, club directories, community college faculty listings, listings of professional groups, and membership lists of other organizations. By building up a collection of specialized lists, you develop a reference source of speakers and other talent. One day you might like to coordinate this list as a talent bank and make it available to other groups for use in their program planning.

Staff Resources

You are surrounded by a goldmine of talent—your staff. If you start asking you will probably find closet artists or discussion leaders, calligraphers or public speakers, genealogists or mandolin players. Not only will you have help with your poster design, but the staff may be your biggest source of program ideas. Adding the cumulation of their contact hours with the public to yours, you have comprehensive information on what patrons are reading, what they are asking for in the way of reference questions and what services they would like the library to provide.

The cooperation of staff members is very important to the overall success of your efforts. If you involve them in the selection and planning they will help you in the production. Involving the staff ensures that accurate information about a program will be given to an inquiring patron. This word-of-mouth publicity is invaluable. Working with the ideas and talents of the staff will make your programs even richer. Get the staff behind you and your whole job will be a lot easier.

Physical Facilities

Some libraries are lucky enough to have their own auditoriums or meeting rooms. While a convenient space makes programming much easier, lack of it should not prevent you from producing quality, well-attended programs. You just have to be a little more imaginative.

You would be surprised to see what a little muscle and some bending of the rules can do to turn your main reading area into an intimate, comfortable spot for a Friday night performance of a local string quartet. Move some magazine racks, borrow some chairs from a funeral home and let everyone know that there may be a little extra "commotion" on what is normally a slow night.

Small groups can meet by putting a few tables together and pulling up some chairs. It may not be ideal, but it works. Other patrons are generally very understanding, too. Library programs can leave the library, too, with good results. Just make sure that all of your publicity, including program hand-outs, makes it very clear that the event is library-sponsored or co-sponsored. Survey your community to find out if there is a county or city auditorium. Ask churches if they allow other groups to use meeting rooms, chairs, pianos, stages, or other equipment. Through the Community Schools Act, certain county schools may be used free of charge, including janitorial services. If you need an auditorium or expanded classroom with convenient parking, call the Board of Education. Find out if your county park or fairgrounds is available for large programs but remember to keep in mind an alternative in case of bad weather.

As you make your surveys of community characteristics and needs, resources, staff resources and available physical facilities, try to put all of the information you gather into a simple, usable format. Since much of the information may change or need to be added to, a 3X5 card file or Rolodex file will work well. In no time you will have assembled a file of useful figures, names, addresses and telephone numbers, making program planning a pleasure.

Getting Creative Program Ideas

Chances are you have been storing up ideas for library programs for a long time. That is usually what leads people to try programming in the first place. If this is the case, be sure to start a file of these ideas along with notes about possible speakers or performers. However, for those times when you just aren't inspired, there are some simple things you can do to develop ideas.

Since no programming idea is sacred, by all means "borrow" other libraries' ideas. In addition to standard publications like *Library Journal*, non-traditional publications like *Unabashed Librarian*, *Library PR News* and *Down East* are good sources of program ideas.¹ You can duplicate the entire program or you can use your creativity and build on someone else's idea.

Watch television and read the newspaper with an eye towards getting program ideas. The network morning shows and evening news

broadcasts often run series which can be adapted to suit your needs. Local newspapers sometimes run a feature story on someone with an interesting talent or hobby or someone who has done something of interest. Why not get right on the telephone and book yourself a crowd pleaser? Think of all the free advance publicity.

Similarly, radio or television feature stories on annexation or local elections could lead to a debate program. If you see a story on a citizens' crime prevention group, why not offer to work with them or co-sponsor a program on crime?

As mentioned earlier, your involvement with an inter-agency council will supply you with many ideas. At the meetings you will have an opportunity to meet representatives of city, county, state and federal agencies who are often happy to present programs on issues related to their agency's jurisdiction. One possible program would be "Starting Your Own Business," with help from the Small Business Administration, the SCORE volunteer organization and the local Bar Association. Inter-agency council meeting time can be put to effective use by making arrangements for this kind of program in person.

Sometimes, ideas evolve out of a display in the library that attracts a lot of attention. For example, a popular exhibit of Ukrainian Easter eggs can turn into a workshop on egg decorating presented by the person who volunteered to set up the exhibit.

Area clubs and associations such as craft guilds or sports organizations are usually eager to provide workshops or demonstrations on their specialty area. You may already have a directory of clubs in your area. If you do not, think about starting one as the result of your survey of community resources. Remember to consider ethnic, historical, craft, benevolent and professional groups. By inviting club involvement with the library, you can provide easy to arrange genealogy workshops, programs on buying a home or making a will, as well as demonstrations of Italian cooking.

Community colleges, as well as clubs are a rich source of talent. Watch the listings for continuing education course offerings and try to get an instructor to give a preview lecture or workshop on, say, speedwriting, well in advance of registration. Also, community colleges sometimes will pick up the cost of speakers' honorarium and transportation, if you co-sponsor a major program. Community colleges also coordinate the artist-in-residence

program in your area. Take advantage of an artist's residence throughout the school year for varied programs.

Another usually cooperative group is area merchants, especially those new in town. They are often happy to put on demonstrations such as microwave cooking, cake decorating, summer canning, or flower arranging. Be sure to discuss in advance the details such as who supplies the materials and supplies. The idea of free advertising is usually attractive to merchants, but be sure to make it clear that your program is not an endorsement of one particular merchant or brand. The use of phrases such as "... instruction and materials courtesy of ..." helps to prevent any misunderstanding.

The program ideas mentioned so far have been basically free or low-cost productions. If you have a more professional, major program in mind, consider applying for a grant. Although there is increasing competition for funds, money is available for programs on topics which suit the foundation's requirements. Foundations, corporations, and state and federal government provide money, and sometimes even staff, to assist in planning the program. With a reasonable budget you can afford to attract well-known speakers or performers and provide for professional publicity and attractive facilities. Usually, you must show that the program will in some way benefit the community as well as meet the population, subject matter, and format requirements of the funding body. Helpful sources of information on available grants are *The Foundation Directory*, foundation annual reports, and publications of the National Endowment for the Humanities.

One final word on program ideas. Duplication of effort is not only a waste of time and money, it can possibly alienate a civic group or community agency that is already doing what you are about to do. It is always best to be aware of what organizations such as county/city parks and recreation are doing in the way of programming before you get too far in your planning. You might consider co-sponsoring a program. You can pool your efforts and resources, and often, double your audience. Your involvement with an inter-agency council will make it easy for you to be aware of what everyone else is doing.

Turning Ideas Into Programs

Now, you are ready. It is time for the detail work that produces results you can be proud of. The first question to consider is the format your program should take. Often used formats are lecture, demonstration, lecture/demonstration, workshop, film showing, film showing/discussion, panel discussion, discussion group with leader, performance and special theme festival (i.e., library sponsored Medieval Festival). Plant care programs are ideally suited to demonstrations, while a program on coastal area development might be enhanced by a panel discussion presenting opposing views. There are pros and cons to each format. It is best to decide based on subject matter and available facilities.

Once you have decided on the best format, you will then want to think about scheduling. Is your program meant to be a single event, or would it be better as a series allowing for a variety of speakers to address different aspects of a topic? Scheduling of your programs should be done carefully, based also on a thorough knowledge of the habits and activities of your community. Find out about regularly held large meetings such as mid week religious services. Also, be on the watch for major activities such as plays or banquets which might interfere with your program or cause you to forfeit a substantial part of your audience. A community calendar is especially helpful for this kind of scheduling. Also, try to obtain school calendars and other community schedules.

If you are planning a multi-part series to be held in the evenings, remember not to let the series extend to much more than four parts. Programs held on the same day or evening for consecutive weeks work best. The consistency makes it easier to remember the time and day. It is possible to hold a two-part program within one week, but you risk losing part of your audience that just can't commit two days or evenings out of the same week. Often experience has shown that evening programs starting before 7:30 p.m. will guarantee stragglers. Programs that start by 7:30 p.m. can generally be gracefully ended by 9:00 p.m.

The location for your program is largely dictated by the availability of facilities, the nature of the program, size of the audience expected and the time schedule. If you do not have a library location, use your survey information to determine the best accommodations. Some excellent programs travel, either because

there is no library facility available or because the aim of the program is to reach people who cannot or will not come to the library because of lack of transportation, confinement to an institution, or because libraries, much as they try to overcome it, are sometimes intimidating institutions. If you decide to take your program out into the community, be innovative. Try to present it where people gather—shopping malls, apartment buildings, community recreation centers, festivals, etc.

If the program is held outside the library be sure to inform the appropriate authorities of your plans, schedules, in writing. Ask about available A-V equipment and outlets, available kitchen facilities and the usage policy, and bathroom facilities. Also, ask about the smoking policy and make sure that your clean-up responsibilities are well-defined. Most organizations will ask you to sign a form holding you or the library responsible for the use of the facility. Also, some groups may require a small fee, about \$10.00, to cover the utility expense.

Since one of the best reasons for providing programs is the opportunity to draw attention to the library's collection, always try to set up some sort of display of books on topics related to the program. Be as simple or elaborate as you like, but make it clear that the display books can be checked out. If you are at an outside location, you might want to work out a way to check out books at that location. This is a good time to display other library publications such as book-marks, schedules and programs for upcoming events. Also, a sign-up book placed on the table or passed around will create a useful mailing list for future programs.

You will always want to schedule your programs well in advance, allowing plenty of time for arrangements to be made with the speaker or performer as well as for adequate publicity and location, refreshment, and transportation details to be worked out.

Your first encounter with the program speaker or performer may be in person. It can occur at an arts and crafts fair where you have gotten involved in a discussion with an artist, and before you know it, you have convinced that person to put on a two-part workshop on portrait painting. No matter how conclusive your discussion may have been, always follow up immediately with written correspondence stipulating the date, time, place, directions and other agreements such as who provides the

materials. It may also be helpful to provide a room layout if there is to be a performance.

This procedure applies to agreements made over the telephone or in other ways. Put as much as you can in writing and ask for a written confirmation in return. Also, request biographical information, and, if possible, a black and white glossy photograph for advance publicity. If you plan to hand out a program you might want to include some of this same information. A polite telephone call one or two days in advance will set your mind at ease. Most speakers appreciate this gesture since they probably have busy, intricate schedules. Also, the opportunity to make any last minute changes or requests is usually welcomed by both parties.

If you are fortunate enough to have a budget that allows you to pay an honorarium and/or travel expenses, include that information in your conversations and correspondence. Ask if he or she would prefer payment in advance of the program. Most people understand that libraries do not have huge budgets, but the honorarium or travel advance, however small, helps to ease the financial burden, especially for an out of town guest.

You will need to consider whether or not to provide dinner or some sort of refreshment, especially if the program speaker comes from a distance. By all means, arrange for some sort of beverage and a private place to freshen up or change. After the program you will want to remain to assist with the clean-up as well as to be sure that your guest departs safely. Of course, a prompt thank-you note, with newspaper clippings if there has been coverage, should follow.

Publicity

All stages of your program planning are important, but the most critical is publicity. Without a strong publicity campaign, all of your efforts at program selection and planning could be wasted. The number of approaches to take to publicity is limitless since each program may lend itself to some unique approaches. For example, for a program on nutrition on a budget, flyers that look like coupons could be stuffed into grocery bags by store employees. This article does not attempt to cover every aspect of program publicity. Instead, you should refer to some of the items listed in the bibliography for more detailed information.

Here are some major considerations to keep in mind. First, think about the audience you want to reach. A pre-election candidates' night would be of interest to the entire voting age population in your area, while a panel discussion on Medicare benefits would probably attract a much more narrow audience. Once you have defined your target audience, referring to your survey information, think about the organizations that can give you access to your audience. For example, you might want to talk to the League of Women Voters or senior citizen clubs. Disseminate your publicity through these groups. This specific approach as well as the more general approach through the media will help you to be highly effective.

With your target audience firmly in mind you can decide on the format and design of your publicity. These are some formats generally used by libraries:

- posters
- flyers
- TV/newspaper/radio feature
- short radio/TV spot
- notice in church bulletin
- library radio program
- bookmarks
- listing in community calendar
- word of mouth

Newspapers, radio and television stations prefer to use official press releases. The information should be brief but comprehensive and should be written on letterhead. Remember to include important dates and times at the very beginning of the release since the end of the release may be cut short because of space considerations. Always list your name, title and telephone number.

It is a good idea to visit the offices of the media in your local area to develop a working rapport. Ask about policies, deadlines and styles. When you have a program that you think would be of interest to the media you can prepare a fact sheet, including the black and white glossy photograph. This information will be helpful to a reporter or city editor in deciding if there should be an interview, advance photograph and actual coverage of the event.

Naturally, your publicity activities should be well-timed. Once the program is final, inform your staff and use the very effective word of mouth form of publicity with patrons. With all the details taken care of at least one month in advance, you can begin to publicize with

posters, flyers, interviews. Remember to schedule continuous publicity to run during the entire course of a series. The media generally prefer two weeks' notice of an event, but be sure to check the day before the article is to appear in print or on the air. Many a press release has been lost. The keys to good publicity are timeliness and comprehensive coverage. Get the word out early and schedule publicity activities with a gradual build up of intensity the week of the program.

Evaluation

The evaluation, the last stage in the programming process, is an investment in the future. A written evaluation of each program will not only provide you with an idea of what went well and what did not, it can also, by virtue of the form used, become a unique reference tool. The form you use should provide you with an organized body of information on the program, from names and addresses of speakers, size of audience, staff time, to cost and audience reaction. You will probably find yourself referring to these forms over and over for various reasons. A useful sample evaluation form is contained in *Library Programs: How to Select, Plan and Produce Them*.² Of course, you will want to adapt the form to suit your needs.

The evaluation of the program can be as general as your observations on audience reaction, speaker performance, general organization. Periodically, a more specific, more revealing evaluation can be done by placing short, easy to complete forms in audience seats. It helps to provide small pencils. People prefer to check items off, but always leave room for comments. It is interesting to test your publicity effectiveness by including a question on how the audience member has heard about the program.

This is intended to be a practical guide to library programming. It is not ivory tower stuff. Any library person who undertakes programming eventually establishes his own pattern of operation efficiently and effectively, but only after the inevitable trial and error of new undertakings. There are other articles on the literature to help, as well.³ This writer hopes that this article will encourage new and expanded library programming by showing that the proposed programming process can make the difficult a little easier.

References
Continued, p. 94.

You Can't Tell The Players Without A Program (Policy)

David G. Fergusson

A good programming policy will do two things for a library: it will provide a general direction in which to take an activity; and the activity, once it is underway, will be explained and supported by the policy. Envision yourself sitting in the library ready to show a highly acclaimed but somewhat controversial film the next evening. Suddenly the film becomes the vortex of a controversy into which all of the vocal segments of your community, including the press, the politicians and the public, are interjecting their two cents worth. Now what should be done? Naturally, part of the rational course of action is to explain how your program falls within library policy and, with governmental or board support, to weather the storm.

Unfortunately, if your public library is like most in North Carolina, there is no programming policy nor is there much mention of the subject in your overall policies. A survey of the public libraries in North Carolina (April 1982) shows that while four out of five engage in programming for adults, only one fourth of those have policy statements pertaining to programming. Actually, only fifteen percent have what could legitimately be called a programming policy, and, among those libraries, the scope of coverage of the policies varies greatly. Perhaps it is time for our public libraries to examine their commitment to programming and to define it better in policy statements.

Defining Terms

Before continuing, it might be best to define our terms. Immediately a snag occurs: how to define a *library program*. Programming is something that most libraries do, but they might be hard put to offer a precise definition. In fact, in view of the enthusiastic support for library programs that I have seen during the nine years I have been associated with libraries, I was astonished at the scarcity of

information about programming in the library literature.

As an example, it should be noted that until 1981 the subject heading "programs" or "programming" did not appear in *Library Literature*. Instead, we had the heading "cultural programs," which brings to mind some Lyceum-like affair held in a granite Carnegie library rather than a session on how best to attack one's income tax form, a more representative example of what is really being done. No mention of programming policies is to be found in *Library Literature*, but on January 27, 1982, the ALA Council adopted an interpretation of the Library Bill of Rights entitled "Library Initiated Programs as a Resource,"¹ which is timely and the most useful piece available to date. Also noteworthy is an article in the Spring 1979 *RQ* titled "As They Like It: Planning Programs for Adults" by Della L. Giblon,² which is the only comprehensive piece dealing with adult programs that I could unearth.

In the three program policies that have served our library as examples, a definition of programming usually appears first. The Free Library of Philadelphia's policy refers to library programming as "an integral step in the continuum of library functions..." and then wisely stated, "Programming is, in fact, an alternate means of delivery of library information services."³ Enoch Pratt Free Library's policies state that "programming is the general activity undertaken to meet the broad service goals expressed in the Library's Plan of Service... frequently understood as the planning, development, and implementation of specific activities or events ("programs") aimed at the achievement of specific goals."⁴ Finally, Baltimore County says it is "a means for providing information on a broad variety of topics as well as cultural and recreational benefits to those who attend. Library Planning should be viewed as a service in itself..."⁵

"Library Initiated Programs" says programming provides "information, educa-

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tion, and recreation to library users. Library initiated programming utilizes library staff, books, library and community resources, resource people, displays, and media presentations."⁶ Still confused? My personal definition of a library program would refer to any specific activity or event in the library in which staff see that a group of people are direct or immediate recipients of the content or information available. This means that the members of the group do not have to deal individually with the library materials, as they would with books.

Having dispatched programming so simply, how should we define policy? Here are a few succinct definitions:

Principles and objectives which guide decision making on particular matters and which express broad intentions or attitudes. A general, outline plan of action.—French & Saward⁷

Policies are broad guides to action.—Bittel⁸

Policies and objectives are both guides to thinking and action. A policy ... leads to the achievement of objectives and aids in the decision-making process.—Stueart & Eastlick⁹

Most authorities agree on various criteria for effective policies, saying they should be flexible, written, and should coincide with the library's objectives and mission. In *Management for Librarians*, John R. Rizzo stated that necessity is a primary factor. "A good policy is a needed policy, which is one that helps employees to know what is expected ..., prevents problems that are not trivial or that are bound to recur, and helps employees to make decisions and solve recurring problems without having to seek clarification and approval repeatedly."¹⁰

Although our public libraries do have consistent sets of policies, unfortunately most have not yet felt the need for such a program policy, or, if there is a policy, it does not fulfill the criteria listed above. Following the results of the statewide survey below, some recent incidents will be noted which should indicate that most libraries need such a policy.

I hope it is now clear what a programming policy will involve. One other distinction should be made. A meeting room policy, while necessary and related, does not fulfill the needs of a program policy. While both involve similar activities, usually in the same location, meeting room policies for the most part refer to outside users, while the library is obviously responsible for library-sponsored programs.

Public Library Director's Survey

In order to find out how public libraries in North Carolina stood on the issue of adult programming and program policies, I sent out a questionnaire in April 1982 to seventy-one library directors statewide. The county libraries, regional libraries and a sampling of larger municipal libraries all received a questionnaire. A return envelope was enclosed, and, by mid-June, fifty-eight had been returned, a respectable return rate of 82%. I hoped to find out who was doing the programming and what type, regular or specially scheduled. I also asked what programming policies were in use and whether any libraries had had problems resulting from adult programming.

The first question asked whether the library did adult programming or not. 79% did, and the other twelve out of the fifty-eight did not. The remaining questions were addressed to those who did programming for adults. Question (2.) asked what categories applied to the programs. 14.5% did regularly scheduled programs, 31% did only special or specially planned programs and 54% did both types. Question (3.) "Who sponsors the programs?" gave these results: library only, 21.7%; joint sponsorship (with another agency or party), 17%; and both, 60.8%.

Referring to policies, question (4.) asked respondents to check if the library had: a specific programming policy, 4.2%; a reference to adult programming in the general policies, 21.2%; no policy, 74.4%. In actuality, one of the libraries claiming a specific programming policy did not have one, so only one in forty-six programming libraries had a specific policy. The five libraries answering question (5.), which asked what type of programming policy they had, all indicated a policy dealing with content or mission rather than procedures, which fits our definitions of a policy.

Question (6.) which asked whether the library had ever had "a 'problem' or 'incident' with a library program for adults," indicated that four libraries, or 8.5%, had experienced such problems. No libraries restrict who may be admitted to programs, although Cumberland County Public Library states in a film series flyer: "All of the above films are intended for mature audiences." And finally, of the forty-four libraries answering question (8.), regarding who is responsible for program content, 7% said the adult services head or programming head, 29.4% said the library

director, 16% said the director and staff, 32% said the staff, 4.5% said the Friends, 2.2% (or one library) said the Friends and the director, 4.5% said the director and the Board, and 4.5% indicated that the "library" made the decision.

Some Examples

Perhaps the reason that many librarians and ALA emphasize the need for policies is that, when a problem does occur, it is often a big problem. For example, in Charlotte the County Manager wanted to close the library to keep a radical group from meeting at a meeting scheduled by a legitimate parent group. In this apparent meeting room policy incident, the director did not close the library, and the meeting was eventually held with two people attending. The two other noteworthy incidents which occurred are outlined below. The first took place in a library without a policy at the time, and the library received criticism from many directions. The second happened in a community where the library did have a specific programming policy and eventually emerged image intact.

In January, 1981, the Head of the Audio-Visual Department at the Forsyth County Public Library had scheduled the French film "La Cage Aux Folles" for showing as part of the regular Tuesday night film series. Although R-rated, the film's language and visuals seemed no different from much of the current TV fare. It was booked because it had received critical acclaim, including two Oscar nominations, and because, as one patron said, there had never been a foreign film shown commercially in the five years he had lived in Winston-Salem. The day before the showing, the local paper ran a probing story titled "Gay Movie Being Shown At Library,"¹¹ an inaccuracy in itself. This touched off a series of telephone calls from readers, politicians and others, many indignant. Later (Tuesday morning), the showing was cancelled.

Over 100 people showed up only to be greeted with the cancellation. Library Director Bill Roberts explained that the film did not fit in with a series meant to be suitable for all ages. This understanding could be construed as a policy. Again, John Rizzo says policies may be widely held opinions, but "it is usually better to have policies in written form, especially when they address concerns that repeatedly arise, or when serious problems could arise in their absence."¹² The library eventually realized this, and, in September 1981, the Library Board

adopted a film policy. This incident was viewed by many to be an intellectual freedom issue, and it should be noted that the press, while exacerbating the problem, provided no support at the time of the incident. The library's policy may have to stand alone. When the simple, supportive, and fairly liberal film policy, which included the "Freedom to View Statement," was passed, the *Winston-Salem Journal* said in an editorial:

The controversy regarding the library's film policy—or lack thereof—prompted the library's board of trustees to appoint a 10-member committee to devise a clearly defined policy to govern the film series. The plan that was subsequently recommended and adopted by the trustees on Wednesday should help make controversies such as the one this winter less likely to occur.¹³

Forsyth County is currently drafting a more general programming policy, as are two other libraries, New Hanover County and Wake County.

Onslow County Public Library is currently the only library in North Carolina with a specific programming policy. The policy is short but does include the following sentence: "It is the goal of the library to cooperate and co-sponsor programs with county agencies, community organizations and the business community whenever possible."¹⁴ In doing so, the library sponsored a series on women's health shortly after adopting the policy. The clinic in town with the most expertise in the area also performed abortions. They were asked to participate, and the Right-to-Life group in the area became very upset, although no program in the series was to deal with abortion. The director at that time, Patsy Hansel, received letters from one opponent and was supported by the Library Board in her decision not to cancel the program.

The week the head of the clinic was to give the last program, someone called and threatened, "If you let that abortionist speak at the library, we'll kill him." He spoke nevertheless without incident, although the audience size was perhaps enlarged by the addition of a number of plain clothes detectives. The library received no criticism for holding the series; the Library Board was very supportive and reiterated its support for the policy.¹⁵

Conclusion

It is evident that many of the problems which may arise in connection with an adult program have to deal with intellectual freedom. Librarians, and library users as well, often

associate many library services with books, which offer one of the most private methods of idea exchange available. They must realize that programs, while also providing information and idea exchange, do so out in the open, in public. Therefore, the policy should take into account this increased visibility and include ALA's "Library Initiated Programs as a Resource" or something similar in intent.

By developing a programming policy, the library is also making a positive move to define what it will do. In fact, if your library is opposed to adult programming, it may be beneficial to include something to that effect in your general policies. Copies of policies are available from the four libraries mentioned in this article where policies are in effect. Support of Library Boards and Friends groups is important, especially since many Friends groups play an important part in their library's programming. Finally, when it comes to planning and organizing effective adult programs, Della L. Giblon's article in *RQ* is extremely helpful.

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Programming: The Correct Choice

Ricki V. Brown

To program or not to program is a choice many librarians are now confronting. The question is much larger than it would at first appear. If libraries examine their basic goals they will discover that programming is pertinent to all areas of library service: Information, Education, Recreation, and Cultural Enrichment. Programming is an integral part of public library service. Librarians who assume that potential patrons are well versed in seeking their informational needs at the library through the traditional reference question format are likely to be leaving a large portion of the community unserved. Information programming is an aggressive tool which can help public librarians reach some of the non-users of traditional library services.

Programs are an extension of the materials on the shelves. Lectures, films and demonstrations are methods of actively presenting the resources of the collection. History, art, economics, and crafts gain added dimensions through oral presentations and visual demonstrations. Adults learn in different ways, so activities of this nature may be more meaningful to some individuals than the written word.

We are in the business of information and ideas—whether they come in printed form (books and magazines) or audio (records, cassettes, musical programs) or visual (films, exhibits, etc.) or human (personal contact, rapping programs)...¹

Programming can publicize and enhance resources the library already has, and it can be an informational, recreational or educational resource unto itself which goes beyond materials the library has to provide learning experiences that cannot be provided by materials alone. Programming can also be a way of creating new or improved materials for the library to offer its community. Active programming has to incorporate some degree of community involvement. As the library staff

learns more about programming resources in the community and as the library becomes known as a place that provides a range of activities, patrons with informational needs that touch on these activities will begin turning to the library for help. Patron requests will include "I heard about the program the library had on social security. Could I have the name of the person who did the program? I'd like to have him do a program for my club"; or "Your lecture on Michelangelo expressed new interpretations of his works. Could I get the name of the speaker to follow up on some of his ideas." The requests will expand into suggestions such as this one. "The library does so much and knows so much about what goes on in the community. Wouldn't you be the perfect people to coordinate a calendar of events for the community?," and so on. Many libraries like to think of themselves as the community information center. Programming can help them do that, by encouraging them to start speaker's bureaus, local talent banks, calendars of events, or any number of alternative reference sources. These are very often people sources that are not nearly so easy as our traditional references sources to acquire, catalog and provide access to, but their value certainly makes it worth the effort.

The decentralization of many library systems through branch facilities allows libraries flexibility in programming events that few institutions can match. It could be argued that programming for a library is even more important the smaller the community the library serves. Less cosmopolitan areas do not have the multiplicity of activities available in larger communities, and the library is sometimes the principal available cultural resource in the community. In such circumstances, the library would have a responsibility for coordinating activities to enhance the quality of life and perhaps lay the groundwork for establishing other cultural outlets.²

Adult programming can also serve as a major public relations avenue. Programs lure people into the library. Programs become a tool

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in re-educating the public as to the role of the library. Often, people think of the public library as a place for children or simply an annex to the schools. Other segments of the population view the library as a place to obtain the best sellers or other popular reading materials. Yet other citizens consider the library too forbidding to utilize it at all. Programs provide an opportunity for the library to present a positive image. While in the library, program attendees may discover some of the range of services libraries have to offer. Those with preconceived and outdated notions of the library and its services may find their impressions changed. As one public relations expert said

Well-conceived special events offer excellent opportunities to encourage members of the community at large, or special segments of it, to visit the library, see for themselves what kind of place it is, and relinquish some of their prejudices and misconceptions.³

Library programming combined with a strong public relations program creates another advantage. The library's name will be seen and heard in many different parts of the media. Library fun runs will be found on the evening sports newscast; breadbaking classes in the home living sections; book talks in the Sunday literary section; and financial planning seminars in the business news. Programming provides the opportunity for the library to advertise itself. Non-users will recognize the library as an active, productive institution. During times of cutbacks in government spending, the library will have a base for support. It will have demonstrated to government leaders that the library plays an important role in community life, because they will have heard about it through the media, whether they ever actually visit the library or not.

Critics of library programming often contend that libraries have limited resources that should not be squandered on activities at best peripheral to real library service. However, programming is more often a low cost option for providing something of quality to a community that may not be able to afford in-depth materials on a subject, but can fairly quickly, easily and cheaply set up a local expert to come share with others his knowledge of the subject. Staff time is usually the largest expense involved in programming, and while it is not cheap, it is flexible and stretchable in ways that materials budgets are not.

During periods of declining financial resources, programming is one of those services that may be continued with minimal cost,

except for staff time. The more proficient the staff becomes at doing programming, the less time that is involved. As the library's reputation for quality programming spreads, speakers, craftsmen, and artists may volunteer their services to the library. This is a sign that the library's programming services are successful.

A positive response to programming is the correct choice for public librarians today. Programming is a method of providing information. Programming is an excellent public relations tool. Programming is an integral part of library service. Programming is the cohesive element which binds library resources and staff to the public it serves.

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Synergy and Energy, Public Libraries and Programming

George B. Viele

Across the country local governments are reacting to and reeling from federal cuts in some programs and elimination of others. Citizens have been and are still forming organizations to gain strength and support for their demands for fewer taxes. Thus, major service institutions in our society such as schools, hospitals, universities, and local governments are enmeshed in financial crises. The public library across the land finds itself in a no-win situation. It has shrinking budgets intensified by its purchases of materials whose costs are inflated. Because of these conditions, the public library's future cannot be guaranteed. It may be an endangered species plagued with many serious problems.

Of the multiple problems facing public libraries today, some have their roots in the fact that the public library has lost its way. Confusion regarding its purposes and responsibilities exists everywhere and perhaps more so in the minds of public librarians than anywhere else. This is borne out by the fact that the public library in most instances and in most communities has become a many-faceted service organization. It tries to be all things for all people. Thus, a pressing question today for librarians and boards of trustees is, Can public libraries survive today without clearly defining their role in society?

The purpose of this article is not so much to argue against programming as it is to clarify the proper role of the public library based on its origin and the pressing needs of the world's society today.

This aim will be accomplished by (1) discussing the origin of the public library in relation to the socio-economic thermodynamic theory of how and why organizations begin; (2) touching briefly on the role of the public library in light of socio-economic thermodynamics and sound business practices; and (3) showing the public library's role in relation to society's needs.

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Synergy and Origin of the Species *Bibliotheca Publicus*

Socio-economic "thermodynamics" encompasses many principles or ideas. One of these provides us the basis for recognizing that individuals as a group will form an organization when they recognize or realize that a synergistic effect will result from their cooperative efforts or actions.¹

Synergism is defined by Webster as cooperative action producing a total or final effect which is greater than the sum of the parts taken separately. Another way of looking at synergism is that it provides unique and beneficial results which come from a combined or group effort which could not have been realized by just the efforts of one person.

For example, in 1833 in the town of Peterborough, N.H., the town assembly authorized that its state share of the Literary Fund be used to purchase books for a town library that would be free to all citizens in the town. The state of New Hampshire in 1849 passed into law "An Act Providing for the Establishment of Public Libraries." It was in the City of Boston that the synergistic effect became clear and visible. The well-known names of Joshua Bates, Josiah Quincy, Jr., George Ticknor, and Edward Everett are linked with the beginnings of the Boston Public Library.

The public library development literature is replete with example after example of individuals in communities working together to start a public library. Truly, they realized that only through their combined efforts and financial support could public libraries be established. These libraries would provide better informational and educational opportunities to all citizens than could private or social libraries.

Advocates of public libraries in the nineteenth century were motivated by a multiplicity of forces. Some of these were (1) scholarly research and the lack of adequate library resources; (2) local pride of cultural heritage as reflected in the science and literary culture (especially in Boston) of New England; and (3)

the social importance of universal public education. Although the latter force was not as significant a force as the others, most citizens everywhere believed in the possibility of self-education and that reading promotes morality.² Thus, public libraries grew out of need and collective synergistic action of community leaders, self-appointed or otherwise.

No wonder then that in 1852 the Boston Public Library Board of Trustees' report read:

It has been rightly judged that—under political, social, and religious institutions like ours—it is of paramount importance that the means of general information should be so diffused that the largest number of persons should be induced to read and understand questions going down to the very foundations of social order, which are constantly presenting themselves, and which we as a people are constantly required to decide, and do decide, either ignorantly or wisely.³

Energy, Programming, and the Role of the Public Library

Organizational theory focuses on two fundamental and related questions. In the preceding section discussion centered on the question "Why does an organization come into being?"⁴ In this section the topical question is: "What is the basic objective of an organization—any organization?"⁵

Again, from socio-economic "thermodynamics" we obtain the answer. Lloyd stated it well: "The comprehensive objective of an organization is to maximize the synergistic effect."⁶ Expressing it another way, synergistic action leads to a higher state or order of potential. This concept is of great significance and importance to library directors and boards of trustees. Why this is will be explained later.

Synergy and energy as words are similar in appearance. Removing the consonants "s" and "y" and adding the vowel "e" will change synergy to energy. While the words are similar in appearance their enactments produce totally different results. The expenditure of energy produces entropy whereas synergism expended produces synthesis. Relate this to public library activities.

Programming has been defined as "a planned activity by library personnel designed to inform, educate, or culturally enrich the public."⁷ Programming includes story hours, book talks, plant sitting, lending of tools, and other diverse activities. Programming is energy in action.

Thus, to maximize their synergistic effect, public library managers must first discontinue

programming and then review what is the basic objective of their organization. Peter Drucker emphasized repeatedly in his writings that "Only a clear definition of the mission and purposes of the business makes possible clear and realistic business objectives."⁸ In proclaiming these as the foundation for organizational priorities and strategies Drucker says that "Strategy determines what the key activities are in a given business and strategy requires that management knows what its business is and what it should be."⁹

Thus, the two-part question arises: What is the purpose of the public library? and How can the library maximize its synergistic effect? The purpose of the library is to provide books. It maximizes its synergistic effect by bringing together people and books—a synthesis of the reader ultimately seeking out the thoughts and ideas of the writer or author.

Edward Sydney says that the informal study of books is adult education. He argues that "The organization of lectures and other adult educational activities ... is not properly part of the library service."¹⁰ He claims, though, that it is the library's responsibility to provide books for these purposes.¹¹ I, for one, wholeheartedly agree.

From a business standpoint, the public library must be dealt with as an economic institution. As the libraries' budgets shrink from both inflation and actual budget cuts, it is imperative that library managers trim their multifarious services and re-establish or develop those strategies which will increase their library book stocks. From personal experience and observation, I have observed the continuing decrease of the percent of library budgets allocated for books. More and more the personnel and fringe benefit portions of the budget increase at the expense of materials.

Programming of any type is labor intensive. Programming is energy in action and therefore, by reducing or eliminating programming, libraries can maximize their synergistic effect of providing more books and materials relevant to the needs of their library public.

This can only be accomplished by library managers applying sound business principles which include defining their mission and learning through analysis the library needs of their community. The goals and objectives as Drucker said will enable them to develop strategies that will in the long run (1) reduce the size of their staffs and (2) increase book and resource materials substantially.

The Public Library Role and Society's Needs

Today's public library is caught up in an economically and socially declining society which no longer necessarily respects the public library or values it for what it represents. For that matter, our society has lost its respect for educational excellence, scholarly research, local pride of its cultural heritage, and in some cases, the desire to pay taxes to provide and support the major service organizations mentioned in the opening paragraph. Little wonder the foundations of public library services are shaking, trembling, and sometimes crumbling in the economic and societal chaos of today's modern world. The public library faces threats that imperil its present existence and cloud the certainty of its future primarily because of conditions or forces which are beyond its control.

Even more serious than the fate of public libraries is the question of survival of the human race and the world as we know it. According to Lewis E. Lloyd, "The critical problem of world survival in this atomic age has its roots in the fact that technical progress has so far outdistanced our understanding of how to live and work together effectively."¹²

However, there is still time for citizens of this country and the world to change its bent on self destruction, its possible destiny of being a burning atomic sphere. The accumulated wisdom of the human race is locked in the books written by man. Even for those in remote areas of the world, their access to the world's best thought is through books available at their local public library.

Tompkins wrote that the public library's

unique position as the only non-partisan agency for the free distribution of books to people of all ages, educational levels, national and racial origins, and religious beliefs gives it exceptional opportunities to identify interests, stir curiosity and raise a desire for information on subjects and problems important to individuals and to society.¹³

Through proper strategies, library administrators can emphasize in their library policies those procedures that (1) will allow the book stock to grow in quantity and quality and (2) will increase the availability of books to their readers through better circulation procedures and better utilization of their facility or building.

By maximizing the synergistic effect of concentrating their efforts and monies on selecting books for circulation and making them easily available, the managers of public libraries will have allowed their services to rise to their highest state of order or potential. The public library directors have the opportunity to put the public library on the cutting edge of the future of the world. The final question is whether they will return the public library to its proper role of providing books or will they allow the public library to fade away in desuetude while the library public waits in disquietude.

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The Divorced Library Worker

John J. Minter

The performance of an employee on the job will be affected by many events or circumstances, some of which are clearly out of the supervisor's province and in many cases even beyond control of the employee himself. These events or circumstances have been well documented in the literature. Family problems, sickness of minor children, employee illness, economic problems, stress, commuting failures, and even the conduct of the supervisor¹ have been cited as contributing to the employee's failure to perform adequately when all evidence indicates that the employee should successfully accomplish the job.

New Study

One study has indicated that marital problems leading to divorce will contribute substantially to absences, tardiness, and to voluntary terminations. The study by Kriegsmann and Hardin² was conducted with eighty-eight male, blue-collar, white-collar, and professional subjects in the Chicago area. During the period of divorce, the men were absent an average of nearly sixteen days and more than twenty-five percent of the individuals replying to the questionnaire reported that they changed jobs before, during, or immediately after the divorce. The study while leaving some unanswered questions arouses one's interest in the problems of the divorced worker. One can speculate also on the reasons for the small percentage of return (22%) since the sample of men had been prequalified as divorced.

This study, the only one this writer has discovered which deals with divorce and the workplace, holds significant interest for library personnel management and librarianship generally. Men may dominate this field at the top, but they are a small minority of the total library workforce. How do women react to divorce while working? Are there significant sex differences? How does divorce affect the library workplace?

The nation is currently experiencing a high divorce rate although the rate of divorce declined somewhat in 1982 from the rate reported for the year 1981. In 1982 approximately 1,180,000 couples divorced while 2,495,000 marriages were performed. According to the *Monthly Vital Statistics Report*, North Carolina experienced 51,023 marriages in 1982 while the state reported a total of 29,715 divorces for the same period.³ Thus, divorces approximated fifty-eight percent of North Carolina marriages for the year. Naturally, since library workers are people (despite what some clients might think) library staff members are also subject to the painful rigors of an impending divorce and the possibly more painful aftereffects of the divorce court proceedings.

What are the effects of divorce, if any, on library staff personnel and their work? This study was organized as a pilot effort to learn about divorce in the workplace and it is the intention of the writer to refine the inquiry instrument and then conduct a wider study at a later time. While the present study suffers, as did the Kriegsmann and Hardin, from a low response rate, there were revealed, nonetheless, a number of interesting aspects of the subject and these are offered to the reader. The low return rate prohibited the use of Chi Square cross-tabulation of the data and so only descriptive statistics have been employed.

Methodology

A graduate student employing established random sampling techniques chose the names of three hundred individuals from the 1980 Texas Library Association membership directory. These people, whose names remained unknown to the researcher, were sent a covering letter, an inquiry form titled "Summary Sheet for Divorced Worker" and a return postpaid, preaddressed envelope. Neither the inquiry form nor the envelope was coded in any way. No follow-up letter was thus possible, but the writer felt that the sensitive subject matter

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of the study demanded that the addresses be assured of their anonymity, which was presumably guaranteed by these techniques. Another form, "Summary Sheet for Fellow Employee of Divorced Worker," was sent together with a covering letter and return post-paid, pre-addressed envelope to one hundred individuals also chosen by random sample techniques. These items were not coded and no follow-up letter was employed to enhance the return.

One hundred and twenty-eight summary sheets for divorced workers were returned for a return rate of 42.6%. Of that number, sixty-eight were not completed because the addressee had never experienced divorce. Sixty employable summary sheets were returned from people who had experienced divorce for a net usable return of twenty percent. Forty-nine of the summary sheets for fellow employees of divorced workers were returned for a somewhat disappointing forty-nine percent. Twenty of those were completed by people who had worked with a divorced fellow employee for a net usable return of twenty percent.

A discussion of the return rates is in order. The subject of divorce is extremely personal and many people have an understandable reluctance to reveal or to reconsider a sensitive interval of their lives or the life of a fellow worker. Many divorced respondents stated that no fellow worker knew of their divorce; many moved to another area following the divorce. Also, certain individuals or fellow workers view it as repugnant to reply to an inquiry which is concerned with divorce. Many others presumably did not reply because they choose never to reply to inquiries.

The employable return of twenty percent from a purely random sample, nevertheless, compares extremely favorably with the twenty-two percent rate of return reported by Kriegsmann and Hardin since Kriegsmann and Hardin employed as a sample *known* divorced males.

Of the sixty library workers whose returns were employed in the study, fifty-four (90%) were female while six (10%) were males. No significant difference in responses was discovered between male and female respondents. Three of the respondents were employed in clerical posts while forty-six declared themselves to be professional and eleven stated that they were managerial. All of the males declared themselves to be managers or professionals.

The fifty-four females and six males averaged 45.4 years old. They had been, on

average, 22.6 years old at marriage. The individuals had been married an average of fifteen years, but the range stretched from one to thirty-two years.

Job Change

With reference to job change, twenty-nine (48.3%) of the divorced individuals reported that they had changed jobs in the time period before, during, or after the divorce. This percentage is significantly higher than the percentage reported in the Kriegsmann and Hardin study. The percentage of those who sought new jobs is further skewed by an unknown amount since some of the divorced individuals were not employed during the period of the divorce. Eight of the individuals sought new jobs before the divorce; eight changed jobs during the divorce; and thirteen, or 44%, of the respondents waited until after the divorce to change jobs.

The implication for personnel managers and chief librarians is quite clear: If an employee engages in a divorce action, there is about a 50/50 possibility that that employee will seek a job elsewhere. The job change will occur independently of the individual's views of the job or the library. Nonetheless, the library will have to engage in the costly task of replacing that individual.

One could speculate on the reasons for the termination rate: A few reasons which appear to merit consideration are: (1) The individual cannot any longer support himself/herself and possible dependents on the salary presently gained. (2) The atmosphere of the library is now too uncomfortable for the individual. (3) The individual wishes to make a complete break with the past and seek a new beginning. (4) The individual wishes to return to his/her home town to be with family or friends.

Work Patterns

In the matter of absences from work before, during, or immediately after the period of the divorce, nineteen, or 31.7%, of those reporting stated that they had missed at least one day and as many as four or more days before the divorce. Twenty-eight or 46.7%, reported being absent at least one day and up to as many as four or more days during the divorce. After the divorce twelve individuals or 20% reported missing one day to as much as four or more days. In contrast to this, one woman volunteered the information that she took two hours of annual leave one afternoon to go to court for the divorce proceed-

ings. Others volunteered the information that they couldn't afford to stay out of work because of financial obligations. This may help to explain the differences in job absences between the Kriegsmann and Hardin study and the present one. Also operating here may be the sex difference in coping with adversity. Is it possible that women are better able to cope with everyday living than are males?

When asked about their work efficiency, eighteen, or 30% of those responding felt that their efficiency had declined. These individuals also reported that it took them up to seven or more months to recover their original efficiency.

A companion question asked the respondents if they had suffered a decline in self-concept and, if so, how long it had taken to recover that self-concept. Thirty-four stated that they had indeed experienced such a decline. Of these, nineteen, or 56%, stated that they had required up to one year to recover their self-concept; while fifteen, or 44%, stated that it required between one and two years time to recover their self-concept. Clearly, this is an important item for the supervising librarian to consider since people with impaired self-concepts are not likely to initiate or prosecute new projects or even approach their old work with near as much application and interest as heretofore. They will almost certainly benefit from an understanding and supportive supervisor. Moreover, these people during any subsequent interview process when seeking a new job will often project themselves poorly when, indeed, they may be potentially very fine employees.

As noted earlier, the number of fellow employees of divorced workers who returned inquiries was quite small. Just twenty returns were employable. One hesitates to report the results of a twenty-unit sample in such a sensitive and subjective area as is the subject of this study. Thus, the author has merely summarized the results of this part of the inquiry.

Seventeen of the nineteen people responding to a question relating to obvious changes in the divorcing library staff member, noted a change in the individual. These changes related to regularity of attendance and other matters. Nine of the people responding reported more tardiness of their fellow worker while thirteen of the twenty reported that the divorcing individual was more frequently absent. This is generally in keeping with the reports of divorcing library staff members.

In terms of work habits, thirteen of the respondents reported that they detected decreased capacity for work among the divorcing people. Ten of the respondents reported decreased accuracy by the worker while fifteen reported a marked decrease in patience among the divorcing workers. The observing fellow workers reported that the divorcing worker in fifteen instances appeared to want or need more assurance while in thirteen instances the individual appeared to want or need more approval.

In terms of overall worker productivity, four respondents reported that their fellow workers maintained their productivity, but in ten instances productivity of the worker decreased by ten percent while four fellow workers reported a twenty percent drop in productivity by the divorcing person. Although these reports are merely observations by fellow workers and are subjective in nature, they do appear to offer support for the returns received from the sample of divorced workers.

Summary and Conclusion

Because of its disruptive effect, divorce is increasingly becoming an important component in the conduct of personnel management in organizations, including libraries. The divorcing worker will often change attendance habits, experience curtailed performance on the job, lower his/her productivity, and perhaps lose the ability to relate to fellow employees and clients. A person's self-concept may diminish perhaps for months or longer thus adding to the person's inability to successfully cope with the job. To add further to the problems of the library personnel manager, the worker, in a considerable number of cases, will leave the present employer who will then be forced to begin the employment process anew.

In the light of the possible traumatic effect of divorce on the library employee and the lesser effect the employee has on his/her fellow workers and clients as revealed in the preliminary study, additional research should be undertaken to confirm or deny the alleged importance of the phenomenon of divorce in the workplace.

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Crime and Disruption in North Carolina Libraries

Alan Jay Lincoln

The United States has one of the highest crime rates of any industrialized nation. We experience high levels of crime in the private sector (between friends, acquaintances, and family members), and we also experience high levels of crime in the public sector (against commercial establishments, in schools, parks, etc.). In addition, our crime rates have been increasing in recent years. It is likely that public libraries are no longer immune from these crime patterns. In fact, libraries probably reflect much of the crime found in the surrounding community.

The types of crime that affect libraries vary. Book theft is a significant and costly problem. Many libraries have had problems with the mutilation of books and periodicals (4,8). Sometimes these acts are done for profit, but other times for the convenience of the patron. Vandalism is one of the more common types of disruptive behaviors. Episodes range from ice cream in the book drops, to spray painting walls, to full scale destruction of windows, equipment, and materials (2,8,9). Arson and attempted arson are not unknown and can have a devastating effect on the physical property as well as the budget (1,9).

In addition to crimes directed against property there may be other acts focused against persons. Once again, the severity of the episodes varies. At one extreme we know of many cases of verbal abuse (5,6). However, the problems can include assault and robbery both inside the library and on the surrounding walkways and parking lots (6,7).

The actual occurrence or the fear of crime can have long-lasting effects on the behavior of both staff and patrons. When studying the effects of crime we should consider two types of costs, direct and indirect. Direct costs are those

that are the actual result of the specific offense. For example, this would include the actual losses, replacement costs, and the costs of any injuries.

Just as important to examine, but more difficult to assess are the indirect costs. They may in reality have greater impact on the institution and be more widespread. For the individual staff member or patron the indirect costs may be more traumatic and long lasting than direct costs. Indirect costs are the reactions to crime. That is, reactions to past or anticipated crime. Increased or new security measures are indirect costs. Changing or limiting open hours because of crime patterns are indirect costs. Any behavior changes made by staff or patron due to crime can be considered indirect costs—including not using the library.

Our series of state studies on crime and disruption are designed to obtain information not only on the patterns of crime that occur in libraries but also on the costs involved. Hopefully, identifying these previously little known patterns will aid in prevention and elimination of the problems.

Procedure

Sample. North Carolina was one of thirteen states selected for study in the current series of surveys. A systematic sample of sixty public libraries were drawn for each state. From the comprehensive listing of all public libraries in the *American Library Directory*, every "nth" library was selected. The ratio was determined by dividing the total number of public libraries by sixty. For example, if a state had 120 public libraries, then every second library in the listing was included in the sample. In this way a representative sample for each state was obtained.

Materials. An explanatory cover letter, the survey instrument, and a non-stamped return envelope were sent to the head librarian in each of the sampled libraries during October, 1981. The survey instrument was comprised of a four page, 68 item questionnaire. The items were

Alan Jay Lincoln is associate professor of law and justice and director, Center for Study of Crime in Public Places, University of Lowell, Mass. This study is one of a series of state level studies of crime and disruption in public libraries. A listing of related reprints is available upon request from the author. Please enclose a self-addressed, stamped envelope.

developed following a review of current literature related to both library science and criminal victimization of other public institutions. Questions covered topics including: (1) characteristics of the library, (2) characteristics of the community, (3) patron use patterns, (4) experiences with 18 different types of crimes, (5) direct and indirect costs of crime, (6) use of security equipment and procedures, and so on. All items were fixed alternative questions constructed to obtain "computer ready" responses. The survey was designed so that the identity of the library would not be known unless the respondent chose to reveal it. Returned surveys were coded and the data keypunched in preparation for analysis.

Results

The systematic sampling of 60 North Carolina libraries resulted in a return of 29 questionnaires to date. This is an average return for mailed victimization surveys of this type. All of the data analyses were conducted using the Statistical Package for the Social Sciences. In this report we will present data describing the frequency of 18 different types of crime and disruption. In addition, summary indices were computed and these data will be presented.

The findings related to patterns of victimization are presented in Table 1. The crimes

described fall into six general categories: (1) vandalism/damage, comprised of items A,F, G,H,I,J; (2) theft, items B,C,D,E; (3) drug offenses, K and L; (4) indecent exposure, O; (5) arson, R; and (6) assault, P and Q. Two items (M and N) asked about verbal abuse of the staff and patrons.

Table 1 describes how often (using five categories of frequencies) each of the acts occurred in the previous 12 months in our sample of North Carolina libraries. The following description of the findings will be limited to the percentage of libraries reporting at least one episode of each act, six or more occurrences of each act, and the summary index for the type of offense. We consider six or more repetitions of the same act to be a chronic problem deserving special attention.

The most common type of vandalism/damage was intentional book damage. Seventy-one per cent of responding librarians were aware of at least one such episode, while 30% had six or more occurrences. Vandalism outside the building was reported in 54% of the cases. Inside vandalism was found in over 60% of the libraries but was chronic in only 15%. Vandalism of cars belonging to the staff and patrons occurred less often than building vandalism. However, approximately one-fourth of the libraries were aware of a patron's

TABLE 1
Percentage of Public Libraries Reporting Disruptive Episodes For A Twelve Month Period.

TYPE OF EPISODE	NUMBER OF EPISODES				
	0	1-2	3-5	6-10	CVEE 10
A. Intentional Book Damage	29	21	21	13	17
B. Book Theft	12	08	08	16	56
C. Reference Material Stolen	31	23	19	12	15
D. Equipment Stolen	67	26	04	00	04
E. Other Theft	70	20	05	05	00
F. Vandalism Outside Building	46	29	18	07	00
G. Vandalism Inside Building	37	33	15	15	00
H. Vandalism of Patron's Car	73	15	08	04	00
I. Vandalism of Staff Car	68	16	08	04	04
J. Vandalism of Equipment	80	12	08	00	00
K. Drug Use By Staff/Patron	62	23	08	04	00
L. Drug Sale By Staff/Patron	100	00	00	00	00
M. Verbal Abuse To Patron	70	15	07	04	04
N. Verbal Abuse To Staff	52	22	19	04	04
O. Indecent Exposure	74	15	07	04	00
P. Assault On Patron	93	04	04	00	00
Q. Assault On Staff	96	00	04	00	00
R. Arson	93	07	00	00	00

car being vandalized while nearly a third reported vandalism to a staff car. The summary index of vandalism that includes all of the related items shows that 82% of responding libraries reported at least one act of some kind of vandalism.

Examination of the items related to theft show that book theft was the most frequent and consistent problem that we measured. Over 85% of the returns indicated at least one episode, and 72% reported over six episodes. The theft of reference material occurred in 69% of the libraries and was a chronic problem in 27%. Other thefts were reported by nearly a third of our sample. Theft of equipment was also found in one-third of our responses. The theft index shows that 3/4 of the responding libraries reported at least one theft.

The use and sale of drugs in the library was less common than either theft or vandalism. Nearly 40% were aware of drug use by the staff or patrons. However, there were no reports of drug sales. Indecent exposure was reported by 26% of the respondents, but was rarely chronic. Episodes of exposure (and other types of crimes) are not always brought to the attention of the staff. We suspect that many of our estimates of crime are conservative. Many episodes go undetected and some known episodes may not be reported to us.

Verbal abuse to the staff was reported to be a problem in nearly a half of the libraries. In contrast, verbal abuse of a patron was noticed in only 30% of the cases. We also computed a total index which describes how often any of the types of crime and disruption occurred. Only 13% of the libraries responding to our survey were free of all acts that we asked about.

Compared with the other twelve states in this portion of the library crime project, the participating North Carolina libraries experienced average amounts of theft, verbal abuse, and assault. The rates of drug problems and vandalism were higher than average. The overall measure of crime and disruption was slightly higher than the average found for the full sampling of states. These state level comparisons must be viewed cautiously since these data have not been controlled for factors that affect the crime rate. Crime rates are influenced not only by the state of location, but also by factors such as city size, use of security, and the characteristics of the community and neighborhood in which the library is located.

Identification of the patterns of crime and disruption can be the first step in developing

programs to minimize the problems. These programs can be implemented in many cases with the support of the staff and public and at low cost to the institution.

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Keeping Up

Herbert Williams, Compiler

NCCU Granted Funds for Two Fellowships

The North Carolina Central University School of Library Science has been awarded \$16,000 by the United States Department of Education to support two fellowships in library science during the 1983-84 academic year. The grant was made by the Library Education, Research and Resources Branch and will support two graduate students during the academic year of 1983-84 and the summer of 1984.

Dr. Annette Lewis Phinazee, dean of the School of Library Science, will administer the grant, which is designed to increase the number of Black and Native American librarians who have an undergraduate degree in computer science. Students at NCCU will work toward the Master of Library Science degree. For further information, contact Dr. Annette Lewis Phinazee at (919) 683-6485.

SLA Spring Activities Held

On April 22, 1983, the N. C. Chapter of SLA met for a tour of the N. C. Foreign Language Center in Fayetteville. The tour was followed by a panel discussion on "Industrial Recruiting and Library Jobs" led by panelists Robert Brinkley, Div. of Industrial Dev., N. C. State Dept. of Commerce; Hal Siler, Executive Vice President, Sanford Area Chamber of Commerce; and Dr. John Kelsey, Dir. of Technical Services, Burroughs Wellcome Co., Research Triangle Park, N.C.

The N. C. Chapter of SLA held its spring conference entitled "Information Access — Are You Losing the Competitive Edge?" on May 5-6, 1983, at the National Institute for Environmental Health Sciences in Research Triangle Park, N.C. The addresses presented were: "The Citizen's Right to Be Informed" by Dan Lacy; "The Role of the Private Sector in Keeping the Public Informed;" "U.S. Participation in the Exchange of Information Among Nations" by Marta Dosa; and "Enhancing Governmental Accountability for an Informed Society," by Peyton Neal.

Statement of Professional Ethics Available From ALA

The librarians' Code of Ethics, adopted by the American Library Association (ALA) Council June 30, 1981, is now available in a handsome two-color 11" x 14" heavy-weight vellum document suitable for framing. Since 1939, ALA has recognized the importance of codifying and making known to the public and the profession the principles that guide librarians in action. This latest revision of the Code of Ethics reflects changes in the nature of the profession and in its social and institutional development. ALA encourages librarians to display the Code of Ethics prominently in their libraries. To order copies of the special document, send \$3 to Code of Ethics, Office for Intellectual Freedom, ALA, 50 E. Huron St., Chicago, IL 60611.

National Library Week Dates

The American Library Association's National Library Week Committee has established the dates of National Library Week through 1990. The dates for National Library Week 1983 were April 17-23. The other dates, chosen with special consideration given to the dates of Easter and Passover to avoid conflicts, are

1984, April 8-14
1985, April 14-20
1986, April 13-19
1987, April 5-11
1988, April 17-23
1989, April 9-15
1990, April 22-28.

VOYA Program To Be in Wilmington

Bantam Books, the Young Adult Committee of the Public Library Section of the North Carolina Library Association, the New Hanover County Public Library, and Voice of Youth Advocates will present the third annual VOYA Gala Happening in Wilmington, North Caro-

lina on September 24, 1983 at the New Hanover County Public Library.

Featuring young adult author Brenda Wilkinson, the program will also include VOYA reviewer/author Pat Pearl speaking on religious books for young adults, John Michel of Florida Educational Paperbacks with a display of YA books and advice on choosing a paperback distributor, a microcomputer display with demonstrations, and local youth programs from North Carolina. The Happening is an excuse for young adult librarians, interested youthworkers, and young adults to have some fun together.

Registration is \$15 for adults; \$7.50 for young adults + a self-addressed, stamped envelope for confirmation. The registration fee includes a box lunch, coffee breaks, and speaker honoraria. Space is limited to 100 people, so register early! (*No refunds after Sept. 15.*)

Registrations, requests for information, and materials to exhibit should be sent to Rebecca Taylor, VOYA Happening, College Square Branch, New Hanover County Library, 330 South College Road, #303, Wilmington, NC 28403.

F. W. Lancaster To Lecture At Appalachian

F. W. Lancaster has been selected as an Ila Taylor Justice Lecturer by the faculty of the Department of Library and Media Studies of Appalachian State University, Boone, North Carolina. Lancaster is a professor of library and information science at the University of Illinois and has written extensively in the field of information science. The title of the lecture will be *Electronic Publication and Its Impact on Human Communication*. The Justice Lecture will be presented as part of a workshop, "What's in Store Beyond 1984: Communication and Technology," to be held September 30 and October 1, 1983, on the Appalachian campus.

Persons interested in attending the conference may write for information to: Alice P. Naylor, Department of Library and Media Studies, 151 Edwin Duncan Hall, Appalachian State University, Boone, North Carolina 28608.

Librarian and Library Trustee Conference Held

The Sixteenth Annual Library Trustee/Librarian Conference was held in Chapel Hill at the Carolina Inn on June 1 and 2. Featured speakers were Virginia Young, author of *The Library Trustee: A Practical Guidebook* and

Trustee of the Small Public Library; and Nancy Stiegemeier, ALTA president. Public library consultants offered a number of special displays and provided small group sessions on policy making, a special feature of the conference this year.

Request for Proposals For Pilot ZOC Projects Announced

From January-August 1982, King Research, Inc. (KRI), under contract to the Division of State Library, conducted a study of the feasibility of statewide, multitype library networking in North Carolina. The final report from this project was distributed to libraries in September 1982. It included the idea of "zones of cooperation" (ZOCs) as a way of organizing for cooperative activities. A ZOC is a group of libraries that can conveniently share resources because of geographic proximity, similarities in types of patrons, dissimilarities in collections, existing cooperative relationships, special relationships among libraries or librarians—or other factors.

To follow up on the KRI report, the State Librarian appointed a North Carolina Library Networking Steering Committee whose mission and purpose are "to improve library and information service to the citizens of North Carolina by developing a comprehensive plan for multitype library cooperation." The first widely visible activity of the Steering Committee will be to encourage one or two pilot ZOC projects, which will receive partial support from Title III of the Library Services and Construction Act (LSCA). To encourage groups of libraries in applying for consideration as a pilot project, the Task Force on ZOCs has developed a RFP. The RFP provides instructions for submitting a proposal to the Task Force and criteria by which proposals will be reviewed. Copies were distributed in May 1983.

A total of about \$50,000-\$60,000 under LSCA Title III *could be available* for pilot projects, assuming that a sufficient quantity of excellent proposals is received. All LSCA funds must be spent or encumbered by September 30, 1984, but the activities supported by these start-up funds may be ongoing. Supplemental grants for additional activities are possible if funds are available beyond 1983/84.

All proposals submitted must be postmarked on or before September 1, 1983. Decisions about projects selected will be announced sometime in mid-October 1983. The pilot

projects funded must spend or encumber their LSCA funds no later than September 30, 1984, and report to the State Library on how those funds were spent by October 15, 1984.

Evaluation criteria used in reviewing proposals fall into four general categories:

1. The likely impact of the proposed project on areas of need defined in the proposal, and the importance and clarity of the problem/needs addressed in the proposal relative to statewide library networking efforts. (40 points).
2. Attainability of proposed objectives. (30 points).
3. Adequacy of management plan. (15 points).
4. Reasonableness of budget and likelihood of on-going commitment. (15 points).

Completed proposals or questions about the RFP Process should be directed to: Ruth M. Katz, Joyner Library, East Carolina University, Greenville, NC 27834 (919) 757-6514.

Warren Wilson College Library Named for Former Librarian

The Warren Wilson College Board of Trustees announced that the campus library, completed in 1964, will be named after Martha Ellison, college librarian from 1963 to 1973.



Martha Ellison calls the naming of the library after her "a great surprise and honor."

Ellison came to Warren Wilson after working for twenty years in the Knoxville, Tennessee public library system. At that time, Warren Wilson was a two-year junior college. As plans grew to become a four-year accredited college, it became apparent that the college's library collection would have to be more than doubled, and that a new building would be needed to house the new collection. Construction of the new building began in 1963, and Ellison set about the enormous task of building a collection of approximately 18,000 volumes up to the volumes required for accreditation.

"The school was extremely fortunate to have a competent librarian at that time," noted Barbara Hempleman, current WWC librarian. "Miss Ellison was attracted to Warren Wilson by the chance to build the collection and move into the new library, a librarian's dream!"

The new building was completed in the fall of 1964, and the tremendous operation of moving the books without destroying their order was begun by Ellison and her student workers. Ellison recalled riding with every truckload that left the old log building to head down to the new structure, to be sure that each boxload reached its proper destination.

Ben Holden, Warren Wilson President, commented on the Trustees' announcement, "The naming of the college library after Martha Ellison is a fitting tribute to one who crowned her career as a professional librarian by converting a small junior college collection into a rich and selective library for a four-year institution. She has earned the deep gratitude of hundreds of students, faculty, and alumni."

School of Science & Math Repeats As State Quiz Bowl Champs

By a score of 130 to 90, a team of students from the North Carolina School of Science and Math (Durham) defeated a team from Reynolds High School (Winston-Salem) to become the first repeat champions in the State Quiz Bowl competition. The Science and Math team, composed of Rob Carlson, Robin Cunningham, Adam Falk and Charlie Yue, was sponsored by the Durham County Public Library. The team defeated representatives of Mattamuskeet High School, Northeastern High School and St. Stephens High School en route to the championship match.

The fourth annual state championship of the Quiz Bowl was held in Raleigh on March 26 at the Archives/State Library Building. The

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Quiz Bowl is a program of academic competition among teams of high school students sponsored by public libraries throughout North Carolina, by the State Library, and through Library Services and Construction Act funds. In its 1983 version, 63 of North Carolina's counties and over 1,500 students were represented through the 42 public libraries involved.

BHM Books-By-Mail Survey

Barbara Walker and the staff of the Beaufort-Hyde-Martin Regional Library System recently completed a survey of the library's Books-by-Mail program. Two hundred five of the 350 surveys were returned, a return rate of almost sixty per cent. The survey found little duplication between the Books-by-Mail program and the existing bookmobile service. Only 18 of the 205 respondents, fewer than nine per cent, used both services.

Users of the Books-by-Mail program tend to be young—sixty-six per cent were under 35 years of age. One-third of the users of the service were between the ages of 12 and 20, while only four per cent were over 65. The report pointed out that the Library was serving its largest percentage of teenagers through the Books-by-Mail program. Most of the respondents did not work. Most did not have access to a car for library visits. Most respondents indicated that they were pleased with the present service. Fewer than half the respondents said that they would be willing to pay the return postage on books borrowed through the service, but about half indicated a willingness to pay postage for their order card.

New and Remodeled Libraries Open

The new **Rutherford County Library** building was formally dedicated on January 30. On hand were numerous special guests including county commissioners and State Legislators Edith Lutz and Helen Rhyne Marvin. Brief remarks were by Martha Barr, who served as county librarian from 1941 until 1967. In his dedicatory address, Superior Court Judge Hollis M. Owens remarked that a former librarian, Marion McGuinn, had recommended in the library's 1979 community analysis to either build adequate facilities or to abolish the library. After considerable delay and indecision, the county commissioners opted to build the modern 5,529 square-foot building that cost \$270,680.

The **Kinston-Lenoir County Public Library** began public service in its new 20,000 square-foot building in February. Costing more than \$1.3 million, the library has 15 rooms and houses over 50,000 books. The Sol Schechter Auditorium is equipped with a projection booth, a shell-shaped stage and acoustically-designed walls; the auditorium will also function as an art gallery. A built-in stage, designed especially for children's programming, is a unique feature of the Barrus-Canady Children's Theater. The Library also contains rooms for small conferences, for audio-visual services and for music listening. The Library has had an average attendance of 500 to 600 persons a day since its opening. During the new building's first seven weeks, over 25,000 books were circulated.

The **Zebulon Public Library** held an open house in March to show off its new appearance following remodeling. The Olivia Raney Trust contributed \$23,769 to the overall figure of \$34,295 for new furnishings, while the town helped to subsidize a new floor, front foyer, doors, and windows. The trust is an independent funding source which was organized at the turn of the century to provide monies to establish the first public library of Raleigh.

Gunn Memorial Public Library in Yanceyville, a member of the Hyconeechee Regional Library System, reopened in January following completion of a 1,760 square-foot addition to the library. The addition provides more stack space, a meeting room, public restrooms, and carpeting throughout the entire library. Funds totaling \$93,000 came from state construction and Z. Smith Reynolds Foundation grants, Caswell County revenue sharing, and local gifts. A dedication ceremony is planned for spring, following completion of parking lot expansion and landscaping.

Libraries Try New Approaches To Overdues

Overdues are a constant fact of life to libraries. Recently, four of North Carolina's public libraries announced new attempts to the age-old problem. The **Orange County Public Library's** Kathleen Moeller-Peiffer reports that their first attempt at resolving differences through the local Dispute Settlement Center has been successful. Five patrons were sent notices from the Center, informing them of their appointment to mediate the dispute. Two patrons could not be located by the post office. However, of the remaining three, one paid for

the books that had been lost; a second returned the books and paid a nominal fine; and the third returned the books when the library was closed. The library intends to use this process every three months for their most delinquent materials, allowing patrons to discuss their situation in a neutral environment. The Dispute Settlement Center is supported by local appropriations as well as private grants, and has operated in Chapel Hill since 1978. Currently, the center is advising other communities throughout the state on establishing their own centers.

Sheppard Memorial Library's micro-computer is now capable of generating overdue notices; Library Board Chair Buddy Zincone helped to write the program. Prior to the development, overdue notices were processed at various desks. The computer now produces them centrally, saving time formerly spent in preparing the notices and increasing efficiency in the process.

Elbert Ivey Memorial Library personnel are sending registered letters to patrons with long overdue library materials. The letters warn the patrons of pending prosecutions against them on criminal misdemeanor charges. Names and addresses of delinquent borrowers are given to the city attorney for prosecution in District Court. Keeping books overdue for lengthy periods is a violation of a Hickory ordinance which makes it a crime to remove, destroy or retain library materials. The charge carries a maximum fine of \$50 or up to 30 days in jail upon conviction. Every patron receiving a registered letter was earlier sent an overdue notice and a bill listing the cost of the overdue materials.

Rockingham County Public Library recently offered three weeks of fine-free days for return of overdue library materials. Library officials provided this opportunity for patrons to clear their delinquent library accounts before resuming legal action against persons who have not returned or paid for the materials. Because of the problem incurred by having delinquent borrowers who are minors, the trustees have adopted a new policy requiring all persons 17 years or younger to have a parent or legal guardian sign an application for a library borrower's card.

NC-AIRS Annual Educational Conference

On May 19-20 the North Carolina Alliance of Information and Referral Services held its annual meeting and educational conference at

Meredith College in Raleigh. The theme of the conference was "Moving To An Information Society," with opportunities provided for Information and Referral Service personnel "to learn more about the mechanics of information development, promotion, and management." There was a May 20 luncheon speech and slide presentation on the "NC 2000: Information Needs" project by Secretary Jane Patterson of the North Carolina Department of Administration. In addition, the program included five workshops, each offered twice. These included workshops on "I & R program development" by Warren Nance, Grace Bratt, Ouida Hewett, and Joanne O'Donnell; "Grantsmanship" by Lynn Usher; "Public Relations and Marketing" by Waltye Rasulala and Anthony Lanzille; "Counseling Skills" by Diane and Armand Occhetti and Sally Estes; and "Information Management" by Lee Mandell and David Norris. The conference training committee included Betty Jo Branson, Elizabeth J. Laney, and Gracie Mebane Vines, Chairperson.

Organized to promote professionalism in the delivery of Information and Referral Services and to keep these services responsive to the needs of the population that they serve, the N.C. Alliance of Information and Referral Services opens its membership to all I&R personnel, as well as any interested individuals. Membership information can be obtained toll-free by calling Sarah Ahmad at CARE-LINE, 1-800-662-7030.

NCCU Receives VanJackson Papers

The School of Library Science of North Carolina Central University is pleased to announce that the family of Wallace M. VanJackson has contributed his professional papers to its Black Librarians' Collection.

Wallace VanJackson died on December 14, 1982. The Special Centennial Citation of the American Library Association cites VanJackson as being "a spokesman for black librarians in the 1930s and 1940s." William Bennett, in his article "Black Librarians Abroad" describes significant contributions made by VanJackson in Africa between 1947 and 1977. His later years were devoted to study and instruction in Afro-American history.

Lillie D. Caster, in her biography of VanJackson, identified two themes in his professional life: collection development and building design. Undergirding these themes was a strong sense of his racial heritage and of his profession.

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Colleagues are invited to contribute other papers by and about Wallace VanJackson and to use this rich source for research when it has been organized.

NCLA Scholarships Available for 1984

The North Carolina Library Association administers three funds which assist students of Library Science who are residents of North Carolina. The North Carolina Library Association Memorial Scholarship is a \$1,000 scholarship for graduate study of library science. The Query-Long Scholarship for Work with Children or Young Adults is a \$1,000 scholarship. The McLendon Student Loan Fund awards loans at a low rate of interest.

All of these funds are available for original or continued study in library science to a student enrolling in library school for the first time, to a student currently enrolled in a library school, or to a practicing librarian who wishes to continue studies.

To be eligible the applicant must have been a legal resident of North Carolina for at least two years, show a genuine interest in professional library work, show a need for financial assistance, hold an undergraduate degree, have been accepted by a library school. Applications for 1984 Scholarships are due February 15, 1984. For application forms contact: Mrs. Elizabeth J. Laney, Chairman, Scholarship Committee, Route 1, Box 281F, Spring Hope, NC 27882. Telephone: Home: 919-478-3836; Work: 919-793-2114.

D. H. Hill Library Admitted to ARL

The D. H. Hill Library at N. C. State University became a member of the Association of Research Libraries on May 4 when the ARL membership voted to admit NCSU at its meeting in Banff, Canada. To become an ARL member, a university must meet a set of criteria including the number of Ph.D. degrees offered by the University and certain statistical criteria of the Library including size of collection, size of microforms collection, volumes added annually, expenditures for books and periodicals, the number of serials received and the size of the staff. These criteria must be met for four consecutive years before a university library is admitted. The D. H. Hill Library now contains more than 1,100,000 volumes and 1.8 million microforms. Its annual budget for books, periodicals and binding is more than \$2.1 million. Last year, it added 50,000 volumes

and 200,000 microforms and operates with a staff of 140.

N. C. State joins the University at Chapel Hill and Duke University as the third ARL library in North Carolina. Dr. James Govan, University Librarian at UNC-Chapel Hill is the current President of ARL. Dr. I. T. Littleton, Director of NCSU Libraries and Mr. Elvin Strowd, University Librarian at Duke University also attended the ARL meeting in Banff, Canada, May 4-6.

Reading Rainbow on TV This Summer

ALA's Association for Library Service to Children worked with the Kellogg Company and the Corporation for Public Broadcasting in the production of *Reading Rainbow*, a series of 15 half-hour public television programs designed to explore the fun and excitement of good books. The UNC-Center for Public Broadcasting will air the series on consecutive days, July 11-28, and will repeat the series August 1-18. A list of the titles used in the series appears in "Of Professional Interest" (April 1983), the loose-leaf service distributed by the State Library's children's services consultant.

Marion Johnson in News Flash

Hudson New Director at Scotland County

Jean Becker Hudson assumed the director's duties at Scotland County Memorial Library on May 9. She succeeded Robert Briell who left the library on May 13 to become director of the Warren-Trumbull Public Library System in Warren, Ohio. Jean lived in Lumberton from 1979 to 1981, where she worked as coordinator of volunteer services for Robeson County Public Library, then as director of library service and public relations for Southeastern General Hospital. She has also worked at the University of Tennessee in Knoxville and as a librarian at the Paducah (Kentucky) Public Library. She received her MLS from Vanderbilt University, George Peabody College for Teachers.

Marion Johnson in News Flash

Lanier Named to State Advisory Group

ECU Professor Gene D. Lanier was notified in April of his appointment to the Advisory Group of the North Carolina office of People for the American Way. The national, nonprofit, educational organization was founded in 1980 by writer-producer Norman Lear and others to

promote and protect individual rights and freedoms. Over 100,000 Americans have joined the group including over 1500 North Carolinians. The group has achieved national prominence for its work on behalf of religious tolerance and free speech, and against censorship in schools and libraries.

North Carolina is the fifth state to have its own office. "It was chosen due to the number of censorship attempts and because it is one of the states where we see the threats to constitutional freedoms as being particularly visible," according to Barry Hager, director of the office newly opened in Winston-Salem. People for the American Way with home offices in Washington, D.C., obtained a \$90,000 grant from the Z. Smith Reynolds Foundation to open the office. They will be working closely with the North Carolina Association of Educators and the North Carolina Library Association in alerting people to the dangers of censorship and preserving independent thinking and access to ideas.

The Way We Were

A pioneering series, *The Way We Lived in North Carolina*, examines the social history of an era. Beginning with the Indian societies and reaching to the life of the midtwentieth century, the volumes present accounts of North Carolina's people. The series is based on the premise that the past can be most fully understood through the combined impact of two experiences: reading history and visiting historical places. These volumes will appeal to all who are interested in North Carolina history, historic preservation, and social history.

Sydney Nathans served as general editor of the series; Larry Misenheimer and William S. Price, Jr. were consultants. The volumes were published for the N. C. Department of Cultural Resources.

Marion Johnson in News Flash

N.C. SOLINET Users Group Spring Meeting

The N.C. SOLINET Users Group held its spring meeting on Thursday, May 5 at Duke University. Over two hundred people attended. The theme of the meeting was "Public Access Catalogs: Design and Use." Featured speaker for the day was Charles Hildreth of OCLC, author of *Online Public Access Catalogs*. His

talk was followed by a three-person panel devoted to three different approaches to an online catalog. The panel, moderated by Jaye Bausser, consisted of Dawn Lamade of SOLINET, Jeanne Sawyer of TRLN, and Ashby Wilson of the Greensboro Public Library. After lunch in the new Bryan Center on West Campus, there was a business meeting of the Group, at which new officers were elected. They are Elizabeth Smith (East Carolina Univ.), Coordinator; Jinnie Y. Davis (N.C. State Univ.), Vice-Coordinator; Deborah Babel (UNC-Wilmington), Secretary/Treasurer; and Rebecca Sutton (National Humanities Center), Inter-Library Loan Coordinator.

John Cotton Dana Award to State Library

The State Library is the recipient of a 1983 John Cotton Dana Special Award, according to an announcement by ALA's LAMA Public Relations Section. According to the citation, the State Library "has won the award for creating a comprehensive and colorful campaign to promote a statewide summer reading program, "Just Open a Book," using the Governor, the parents, and even a frog named "JOAB" to reinforce the importance of reading." A committee of children's librarians worked with Children's Services Consultant Diana Young to produce the award-winning "Just Open a Book" summer reading program.

Marion Johnson in News Flash



Hunter Library Dedicated

A major addition to Hunter Library, Western Carolina University, was dedicated at ceremonies in Cullowhee on April 21, 1983. The addition adds 92,000 square feet of space to the previously existing 57,000 square feet of space in Hunter Library. With the addition, Hunter Library now consists of a total of 149,000 square feet, with a volume capacity of 650,000 and seating for 1,000. Special features include the University Media Center, a 24-hour study area equipped with microcomputers, a map library, group study rooms, and a vending lounge. The addition was completed at a cost of \$5.3 million. Chief Architect was Mr. John Rogers, of Six Associates, Inc., of Asheville, N.C. General Contractor was Haywood Construction Company.

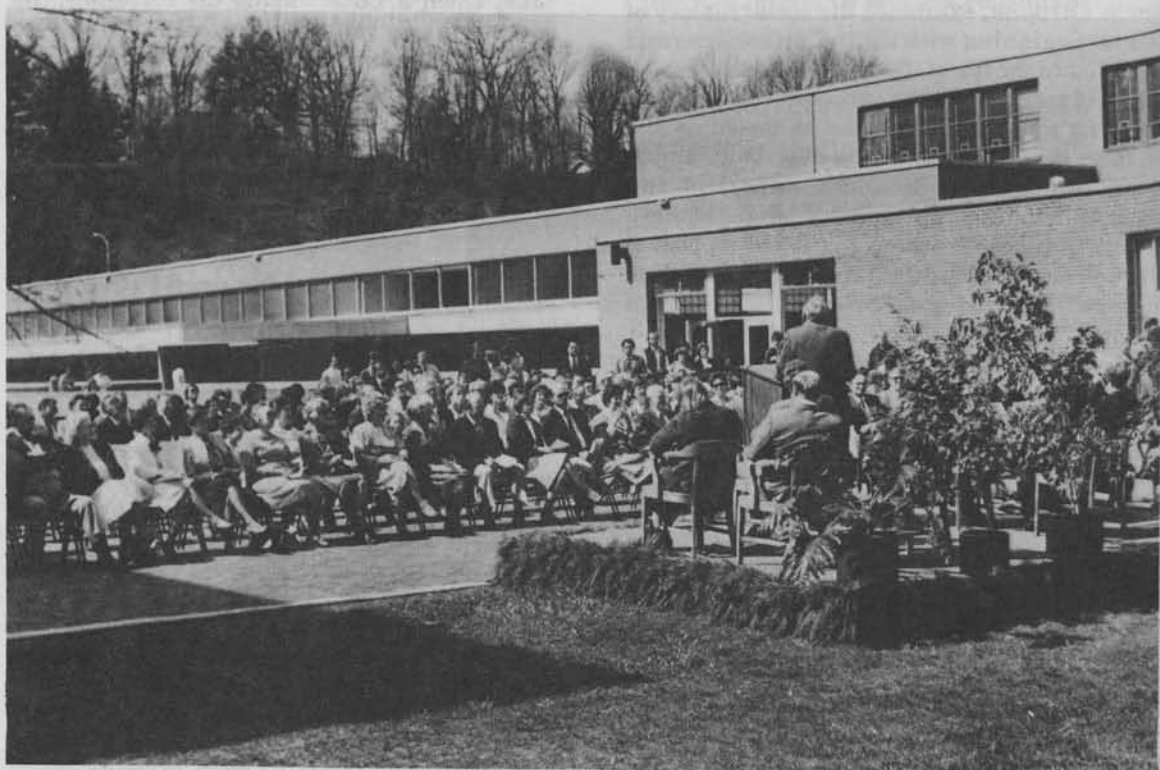
Featured speaker at the dedication ceremony was Dr. Raymond Dawson, Vice-President for Academic Affairs, The University of North Carolina. Dedicatory remarks were also presented by Dr. Edward G. Holley, Dean of the School of Library Science, the University of North Carolina at Chapel Hill, and Dr. David

Kaser, Professor, School of Library and Information Science, Indiana University. Drs. Holley and Kaser served as consultants to the University in planning the building addition. Mr. William Kirwan, University Librarian, served as Master of Ceremonies.

Following the addresses, the building was officially presented to the University by Mr. Rogers. Mr. Jack E. Abbott, Vice Chairman, Board of Trustees, Western Carolina University received the building on behalf of the University.

Gambit Revision Published

The Adult/Young Services Division of the Maryland Library Association is pleased to announce the publication of the 3rd edition of *Gambit*, a popular programming guide for young adult librarians. Well received by librarians in the field, *Gambit* is available from the Maryland Library Association, 115 W. Franklin Street, Baltimore, MD 21201 for \$2.00 plus .50 (postage and handling).



"I am reminded of a small town library in New England a century ago that had a sign painted above the door reading 'This is not the Library. The Library is inside.'"

David Kaser, at the Hunter Library dedication, WCU, April 21, 1983.

Twelve Presses Receive 1982 Southern Books Competition Award

Twelve presses in the sunbelt region have been recognized for excellence in publishing of sixteen outstanding books during 1982. The sixteen titles were chosen from one hundred one submitted entries representing a region covering Arizona to D.C. and West Virginia to Florida. The criteria for the thirtieth annual contest included the overall aesthetic appeal of the book design, the quality of the presswork, and the craftsmanship in the design and execution of the binding.

Publisher	Title
The Colonial Williamsburg Foundation	<i>Favorite Meals from Williamsburg; a Menu Cookbook</i>
The Historic New Orleans Collection	<i>Bound to Please; an Exhibition</i>
Laurel Hill Press	<i>Florida Wild Flowers and Roadside Plants</i>
Mercer University Press	<i>"A Warm & Zealous Spirit"—John J. Zubly and the American Revolution, a Selection of His Writings</i>
Oxmoor House, Inc.	<i>Masterworks of American Photography; the Amon Carter Museum Collection</i>
Trinity University Press	<i>Mary Bonner: Impressions of a Printmaker</i>
The University of Georgia Press	<i>Coleridge, Language, and Criticism</i> <i>Evil; in Modern Myth and Ritual</i> <i>The Hound & Horn Letters</i> <i>Vanishing Georgia</i> <i>Working Papers; Selected Essays and Reviews by Hayden Carruth</i>
University of Oklahoma Press	<i>The Works of Geoffrey Chaucer; Volume V; The Minor Poems</i>
The University of Texas Institute of Texas Cultures	<i>Journey to Pleasant Hill; the Civil War Letters of Captain Elijah P. Petty</i>
The University Press of Kentucky	<i>The Guardian</i>
University Press of Mississippi	<i>Robinson; the Pleasant History of an Unusual Cat</i>
University Presses of Florida	<i>George Gauld; Surveyor and Cartographer of the Gulf Coast</i>

The jury consisted of three Charlotte designers and typographers: Tom Higgins, a Rochester Institute graduate; Luba Litwak-Kleinman, a Pratt Institute graduate with experience at Harper & Row; and Sophia Geronimus, a Moscow Institute of Graphic Art graduate and member of the International Conference of Lettering.

The winning books will be available for display in libraries throughout the region. Contact Stew Lillard, Librarian, Queens College, Charlotte, NC 28274.

Keeping Up

Microcomputer Users Group Holds Spring Workshop

The Microcomputer Users Group for Librarians in North Carolina held its second meeting on the UNC-Chapel Hill campus on Thursday, May 12. The conference devoted its morning session to microcomputer basics of "Choosing A System." Speakers included Libby Smith of the EPA library at Research Triangle Park; Roseann Collins, faculty member of the Library Science/Educational Technology Division at UNC-Greensboro; and Tom Williams, a sales representative for Computerland in Durham. All offered useful suggestions for librarians who are buying or contemplating buying a microcomputer for their libraries.

The afternoon session was geared to more advanced topics, under the general topic of "Database Management Systems." Speakers included Libby Evans, social research assistant with the Department of Psychiatry, UNC-Chapel Hill; Willie Nelms, Director of Sheppard Memorial Library, Greenville; and Frank Freeman, Librarian at the Center for Creative Leadership, in Greensboro. Libby Evans gave an overview of database management systems for microcomputers, and Willie Nelms and Frank Freeman offered reports on the individual database management systems they have been using in their libraries for such things as generating overdue notices and document control.

The Group is offering for sale for \$5.00 a Resources Directory, listing "current information about how North Carolina libraries and librarians are using microcomputer technology to improve library service." For more information, or copies of the Directory, please contact Robert Burgin, Associate Director, Forsyth County Public Library, 660 West 5th Street, Winston-Salem, N.C. 27101.



Free your mind.
Use your library.

American Library Association

Workshop Words Worth Recall

Editor's note: This is an edited revision of remarks made by Margaret T. Lane at the NCLA/SCLA joint conference October 1981. At the time of the address Ms. Lane was coordinator of the State and Local Documents Task Force, GODORT/ALA, and was Recorder of Documents, Louisiana State Library. She is now retired.

State Legislation And The ALA-GODORT Guidelines For State Documents

The State and Local Documents Task Force of GODORT (the Government Documents Round Table of ALA) has recently developed guidelines for State Depository Legislation and for the State Servicing of State Publications. Briefly, the guidelines for legislation comprise six points: 1) State agencies must be required to supply copies of their publications, 2) definitions must be included in the law, 3) there must be an administering agency with responsibilities for systematic and automatic distribution, 4) there must be a system of depository libraries, 5) a historical collection, and 6) a checklist of new state publications. Working with these guidelines are the elements for State Servicing of State Publications: 1) A collection of documents of the state within the state, 2) distribution to depository libraries and exchanges out of state, 3) a checklist, 4) an authority list, and 5) professional personnel to administer the program.¹

The state of North Carolina does have depository legislation (General Statutes 147-50) that meets most of the guidelines, and the Division of State Library—as the agency responsible for producing the state checklist and authority list—meets some of the criteria for the servicing of state publications. The depository legislation does not, however, comprise all of the elements of a state documents program. Although the state legislation designates 15 institutions within the state as depositories, for example, the burden of finding out that a new publication exists remains with the libraries, each of which must find out which agency has issued the document and then obtain it from the agency. Therefore, although a library might be willing to serve as a depository, it cannot meet

its obligation of having the documents available to its users. A successful depository program would, in fact, go beyond *acknowledging* availability (that is, producing the document upon request) by *advertising* availability (letting the community know that the library is the resource center for state government information). The depository library offers more to a community than a library that merely “collects” state documents. The depository library offers advertised availability, assured continuity of accessibility, and guaranteed service. It is a vital part of the distribution pattern for state information.

State Documents Programs

What is a state documents program? How does a state program help depository libraries? A partial answer is: through 1) automatic distribution, 2) comprehensive distribution, 3) tools for handling documents in the library, and 4) aids for publicizing documents.

What can and should a state program do that individual libraries cannot do, or cannot do as effectively, or as economically, as the state administrator? Part of the answer can be found in the State and Local Documents Task Force guidelines. Remember, however, the Guidelines for State Servicing of State Publications are *minimum* guidelines. Both North and South Carolina already meet some of these guidelines, even in the absence of formal document programs.² Your state libraries collect state documents, issue checklists, and probably engage in some exchanges.

Even if a depository program is not established by law, some of these activities are undertaken by state libraries on a voluntary basis to fulfill their own mission, whether that is to serve state agencies or to backstop the public libraries of the state or fulfill another function. A law is not a panacea for all ills in state documents servicing. Without administrative enthusiasm behind it, a law is a mere skeleton. A law cannot specify minute details,

which must result from liberal, imaginative interpretation. The law must be fleshed out with muscles (that is, tools and aids) and skin (training sessions, cooperation among depositories). But nevertheless, it is essential to first enact a law, however sketchy, because you need something on which to build. And once you have the law, it is much easier to obtain financing.

What more is a state program? A state documents program has two faces—one looks toward the state agencies and the other, toward the libraries in the state.

A state program carries with it the responsibility for making the state agencies aware of the value of their publications to the public. State agencies have uses beyond those originally envisioned by the agencies producing them. Individual libraries can develop this kind of appreciation in state agencies only on a small scale. (I've seen library request forms that have a short blurb about the library and the use it makes of the publications it receives.) The continuing education of state agency personnel by letter, telephone, personal visits, and brochures is one of the most important functions a state distribution center can perform. The state administrator can assume the duty of educating the state agencies for many libraries in the state.

When turning its face toward the depository libraries in the state, the distribution center has other duties. The distribution center, which is always located in the state capital, is in a more advantageous position than any library in the state to contact state agencies on behalf of numerous libraries located miles from the capital. The state program can prepare a checklist, which could be comprehensive and reliable, as it is based on documents at hand for which cataloging information may be determined readily from the state agencies. The distribution center can coordinate microreproduction of documents (bills, annual reports, and rare or scarce publications)—and even if it does not do the filming, its staff can advise the agencies as to the national standards for filming and the needs of librarians in the state. Public relations tools, manuals on handling documents in the local libraries—all these can be provided by the distribution center for the benefit of many libraries in the state. Serving as a back-up, historical collection is a function that many state libraries already perform. For state documents, this service is particularly apropos.

A state program serves not only the depository libraries but all libraries in the state.

The by-products of the distribution system—the checklist, cataloging, the procedure manual, public relations flyers—can all be used by non-depository libraries. And, it is helpful to have state documents experts at the state library who become known for their expertise and to whom librarians in the state can turn for advice and assistance.

A state program, with a foundation in the law, administered by an enthusiastic, hard-working librarian, provides a service to the whole state, including state agencies, libraries, legislators, and all others within and outside the state.

How Librarians Can Help

What can and should a librarian do to make state information available? What can you do as individuals or in small groups?

Working for legislation is basic to both depository libraries and a state program, and is not an individual activity. It almost requires the involvement of the state library and the state library association. What can the individual librarian do in his own library to hasten the day when legislation is enacted and to further his own professional growth as a librarian?

First, I suggest that you keep statistics on the use of state documents in your library. Tabulation on such use will provide ammunition for lobbying efforts when seeking legislation and will serve as a basis for evaluations of the depository program after it is enacted.

A suggestion that came from the ALA meeting last summer is that you prepare postcards to be mailed by patrons who have used state publications in your library. These might be addressed to your state library, to your state documents committee chairman, or even the individual legislator representing your district. Such indications that state publications are being used, and that they were found at the local library, and any expressions of appreciation that the patron might write on the card would be concrete evidence of the need for state publications in local libraries. If your state has a central distribution center, another postcard can convey the message that a needed publication was not found at the local library. (If you adopt this suggestion, remember to put samples in the Documents on Documents collection.³) A variation of the postcard idea is a guest book in which remarks on the use of documents could be written.

A third suggestion is that you assess the quality of your state checklist. Prepare a list of omitted items gleaned from the *Monthly checklist of state publications*, the *I.H.S. Index to state publications*, the *State government research checklist* (formerly the *Legislative research checklist*), Mansell, the NUC, and so on. (I suggest the checklist itself as the most appropriate place to publish such a list of additional items.) A related idea is to evaluate your state checklist against the State and Local Documents checklist guidelines.⁴

Other Suggestions

Two other ideas appropriate for librarians in or near the state capital are, 1) to analyze state agency mailing lists to determine how many in-state and out-of-state libraries are receiving state documents. Dallas Shaffer did this to good effect in Nebraska.⁵ Or, 2) you might study the cost of state publications and the quantity issued for each title. The records of your state printing office in the finance department are public records that should be available for legitimate investigation. Iowa did a cost study before legislation was adopted there. (You can look at the Iowa study, and a Louisiana one on costs of distribution, in the Documents on Documents collection.)

Concrete ways to demonstrate that state documents are needed by the patrons of the library and that depositing of publications there has a positive cost/benefit ratio are useful in justifying the program to the director in your own library, to your state administering agency, and to the legislature.

Two more solo activities I recommend are, 1) learn what you can from the federal depository program, and 2) work with the State and Local Documents Task Force. The federal program differs from state depository programs in its legal basis, its size (both number of depositories and number of publications), and its funding. Before we had as many state programs as we now have, the federal program was the only example we had. It still blazes the trail. It

is ahead of most states in filming, in automated distribution lists, and in cooperation with the Library of Congress in cataloging. We state documents administrators are ahead in state plans; that is, in establishing systems of depository libraries with specific responsibilities. Today there are numerous state programs—and there are beginning to be materials about the programs that can be used for study: Documents on Documents, the Survey,⁶ books, and articles in library journals. Some of these study items were produced by the State and Local Documents Task Force. Work with the Task Force can be whatever you wish. Most projects originate with a single person, with other Task Force members serving as advisors, helpers and coordinators. As Task Force coordinator I'm trying to involve as many state documents librarians as possible, including those who cannot attend conventions. Let me know your interests. Let us work together to promote access to state documents in every state, including North Carolina, South Carolina, and Louisiana.

References

1. Copies of the guidelines, as of October, 1981, are available from Margaret T. Lane, P.O. Box 3335, Baton Rouge, LA 70821.
2. During 1982, South Carolina enacted depository legislation that establishes a system of ten depository libraries which receive state publications through a central depository and distribution center at the South Carolina State Library.—ed. note.
3. The Documents on Documents collection is a compilation of materials produced for the administration of state documents programs in all the states. It is available on inter-library loan from Grace G. Moore, Recorder of Documents, Louisiana State Library, P.O. Box 131, Baton Rouge, LA 70821.
4. *Documents to the People* 5 (March, 1977), 66-69.
5. Dallas Shaffer, "State document legislation: Nebraska, a case study," *Government publications review* 1 (Fall, 1973), 19-27.
6. Margaret T. Lane, comp., *State publications: Depository distribution and bibliographical programs*, State and Local Documents Task Force, Government Documents Round Table, American Library Association; Texas State Publications Clearinghouse, Documents Monograph Series, nos. 2 and 2A ([Austin, Tex.]: Texas State Library, 1980-81).

New North Carolina Books

Alice R. Cotten, Compiler

Reynolds Price. *Vital Provisions*. New York: Atheneum, 1982. 95 pp. \$7.95 paper.

Vital Provisions is a modern poetic sequence in three distinct parts. Reynolds Price states in an introductory note that the fifty poems, written between 1961 and 1982, were grouped "in a sequence that means to clarify their relations with one another and with the lives from which they proceed." Indeed, the separation into groups dealing with human questions, Christian mysteries, and intimations of the power of human relationships succeeds admirably in its arrangement.

Where Reynolds Price begins to probe the mysteries of the human condition in such novels as *A Long and Happy Life* (1962) and must use the conventions of narrative, character development, and significance of plot, he continues in an extremely condensed manner in these poems. A longish poem in the first section, "The Dream of Lee," illustrated the author's imaginary relationship with General Robert E. Lee as he escorts the long-dead General to a lecture at Duke University. General Lee surprises the author by reciting a poem "composed / Two days ago for my friend Mr. Price." When the General recites simply one line, "A country emptied by the fear of war," the fullness of Price's awe and humility is vividly sensed.

Reynolds Price also succeeds in the first part of the sequence with translations or adaptations of two poems by Catullus, one of Rilke, and an admirable adaptation of "The Seafarer," an Anglo-Saxon poem of the ninth century which Ezra Pound had also included in his *Ripostes* of 1912. These poems show the wide range of Price's classical appreciations and point toward the spiritual longings explored in the middle section of *Vital Provisions*.

Alice Cotten became Book Review Editor for NCL with the Spring 1983 issue. Maury York, the previous Book Review Editor, did an excellent job for NCL, and we appreciate his hard work. Maury, who will be guest editor for the fall issue, devoted to archives and libraries, is presently at Joyner Library, ECU.

The poems in this section are meditations on nine mysteries of the Christian account of the life of Jesus, and they frequently focus upon characters in the four Gospels who were incidental to the main story. One striking example is "Naked Boy," an account of the daily strivings of the young man mentioned in the passion story of Mark who fled away naked when seized by the authorities holding Jesus prisoner. Price expands the Gospel account by giving a romantic picture of Jesus visiting the young man's home earlier in the day and helping to build a hen house. The contrast is made between the sacrifice for the sins of the world and the earthly desire for safety when it is Jesus who simply commands the young man, "Leave!"

Similarly, the angel Gabriel has difficulty in giving the news to Mary. Gabriel "strains to know what need could draw / The Heart of Light to settle on this / Dun child, clay-brown." Clearly, the heroic attitudes of the theological thrust of the Gospel of Mark are very much in Price's message, owing in large part perhaps to his efforts in the 1978 translation of parts of it, *A Palpable God*. Throughout *Vital Provisions*, an earthly straightforwardness similar to the movement of the lives of the southern characters in Price's novels plainly celebrates the roughness of the human condition and the unseen power of God in the moments of touching and fear.

The final section of *Vital Provisions* contains a wider range of poems. There are three "Pictures of the Dead": reminiscences of Robert Frost, W. H. Auden and Robert Lowell from personal experience. Several more poems speak more obliquely of Price's interior experience, but none possess the grandeur of the final poem in the sequence, "The Annual Heron." In this encounter with the gray water-bird at the edge of a pond near Price's home, the poet is forced to confront his own mortal comings and goings. The heron "stands, eleven months later / In the shallows at my end, facing / Me plainly. What am I meant / To do with my first exposure / To resurrection, at year's dead end, / Before my breakfast?"

Vital Provisions is a profound sequence of explorations of human and spiritual struggle, composed in an unshackled, at times colloquial style, and which provides keen spiritual insight to the careful reader. Highly recommended for secondary school, college, and adult collections.

Lee Gragg, Queens College

John L. Bell, Jr. *Hard Times: Beginnings of the Great Depression in North Carolina 1929-1933*. Raleigh: North Carolina Department of Cultural Resources, Division of Archives and History, 1982. 87 pp. \$3.00 paper plus \$1.00 postage — total \$4.00.

This work is intended to provide a brief introduction to the impact of the Great Depression on North Carolina. Dr. Bell, professor of history and associate dean of the School of Arts and Sciences at Western Carolina University, has concentrated on explaining what happened to the people and institutions of North Carolina during the Depression, rather than attempting to explain why it happened. In nine short chapters he discusses agriculture, banking, industry, labor unrest, unemployment relief, government finances, transportation, education, and blacks. In a pamphlet of 87 pages, no one could be expected to discuss thoroughly each of the above topics, but Dr. Bell has succinctly covered the main points. The layman interested in the Depression could profit from reading this pamphlet, though it will be of little use to scholars. It could also serve as a supplemental text in a course on North Carolina history. *Hard Times* is primarily an institutional history; one does not get much of a feel for the impact of the Depression on the common people.

A number of errors and inconsistencies occasionally mar the text. Bank resources in 1933 totaled \$351 million, not \$357 million as recorded on p. 13. In the preface Dr. Bell states that "in 1931 ... scheduled airlines also made their debut in the state." On p. 55, we read that "scheduled airlines began operation in 1930," and on p. 59 we find that "Raleigh got its first regular air service in September, 1929." Some of Dr. Bell's facts contradict what can be found in other works on the same period. For example, on p. 10, it is stated that over one thousand farmers met at North Carolina State College in December, 1929, to establish a tobacco cooperative. Anthony J. Badger, in his *Prosperity Road: the New Deal, Tobacco, and North Carolina*, says, on p. 28, that only five hundred

growers attended this meeting. Badger's source is the *Raleigh News and Observer*, December 18, 1929. Bell cites no source for his figure, as his work contains no footnotes, an unfortunate decision on the part of the editor. There are also other discrepancies between Badger and Bell. The author follows current trends in including a separate chapter on blacks; but the other large minority group in North Carolina, the Indian, is not even mentioned in the text, much less treated in a separate chapter. These errors and inconsistencies, however, do not detract greatly from the overall work.

There are a number of illustrations accompanying the text. Most of them are of famous North Carolinians. One looks in vain for more pictures illustrating the impact of the Depression on the people of North Carolina. One also wonders why the picture on the cover is of striking industrial workers, since North Carolina was mainly an agricultural state.

This reviewer does have a personal pique with the editor. In her foreword, she states that "parallels and differences in the economic situation in North Carolina in the early thirties and the early eighties will be noted and readers will be fascinated as they compare the two eras." The only conclusion this reviewer can draw is that the editor believes we are in the midst of another economic depression, thus displaying her Democratic prejudices. To his credit, Dr. Bell makes no attempt to compare the two eras.

Peter R. Neal, Durham Public Library

Jerry Bledsoe. *Where's Mark Twain When We Really Need Him?* Greensboro: Grape Hill Press, 1982. 183 pp. \$9.95. (P.O. Box 1402, Greensboro, NC 27402)

Where's Mark Twain When We Really Need Him? is a collection of humorous accounts of nostalgia, personal neuroses, and adventurous antics originating both at home and in the marketplace. Each episode has appeared—in one form or another—in Bledsoe's column in the *Greensboro Daily News* or the *Charlotte Observer*. Jerry Bledsoe, who grew up in Piedmont North Carolina, writes of people, places, and situations which are distinctively Carolinian.

This work is the author's fourth book. It follows closely the traditions of a previous book, *Just Folks*. Bledsoe's other two books are *The World's Number One*, *Flat Out*, *All-Time Great Stock Car Racing Book* and *You Can't Live On Radishes*. His works have appeared in

numerous publications including *The New York Times*, *New York Magazine*, and *Esquire*.

As a daily columnist, currently with the *Greensboro Daily News*, Bledsoe has many opportunities to travel across the Carolinas, where he meets and observes people who readily become characters in his stories, many of which are slight exaggerations of the truth. After all, admits the columnist, "the true story may not be so humorous until it has been stretched to the limit." The ability to take about an ounce of truth and stretch it into a pound's worth of laughter is a Bledsoe mark of genius. This may, however, prove a challenge for the naive reader who is sometimes unable to distinguish truth from pun.

Possibly the least forgivable story in the book, as far as Elvis Presley fans are concerned, grew out of the author's desire to "put an end to all those awful stories" about the singer. This tale is a colorful account of Bledsoe's alleged friendship with Presley, which began during their army days and continued due to a mutual love for collards and other such southern traditions.

Bledsoe's reason for penning this and other such absurdities? "If I can bring a smile into this troubled world, then I can feel my life is worthwhile." This he cleverly accomplishes in *Where's Mark Twain . . .*. The accompanying illustrations by Harry Blair add humor to each incident.

This book is highly recommended for high school, public, or any other library which collects works by North Carolina authors.

Dianne Catlett, East Carolina University

Four North Carolina Women Poets: Kate Blackburn, Agnes McDonald, Shirley Moody, Mary Snotherly. Laurinburg, N.C.: St. Andrews Press, 1982. 84 pp. \$7.95 paper.

Four North Carolina Women Poets provides a chance to get better acquainted with the styles and thought of four Tar Heel writers. They have published poems previously in magazines and anthologies, but this book contains a larger sampling from each. Combined publication of their work rewards buyers and readers with a collection of harmonies and contrasts. Since their contributions are arranged alphabetically, Kate Blackburn's come first. She studied writing at the University of Iowa and now teaches journalism and philosophy. One of her accomplishments in these poems is a skillful use of tone. From a lively, bantering consideration of writing

"backyard poems," she ranges to a deadly chill in setting forth the ways of a corporate executive. Agnes McDonald, a teacher of creative writing at Atlantic Christian College, has studied with both James Dickey and Sam Ragan. Among her poems are several about poetry and the use of words; in one she points to the concreteness of some work where the reader "grasps the hand of words," but subtlety of expression and experience bring her elsewhere to note, "I think the lines are thin / between the things we separate / with words."

Appearing third among these poets is Shirley Moody, who shares her talent by teaching public school students. In her poems, she juxtaposes strikingly diverse elements. There are dream images with wondrous names like "animal flowers" that float above "rocks," "boulders," and "concrete," the frequently named substance of her acknowledged obsession with stone. The final body of poems is by Mary Snotherly, a former chairman of the North Carolina Poetry Society, who works at another trade altogether as an employee of Eastern Airlines. Among her contributions is "Matisse," a poem full of the painter's colors and Parisian milieu; about him she wonders, "What gave birth to his green dreams?" Some of her green dreams are among this book's best.

With each set of poems is a biographical paragraph and photo of the writer, all of them preceded by Edna Ann Loftus's introduction. St. Andrews Press has brought their contributions together in book form under a cover designed by Jim Linehan. His patchwork quilt motif warmly suggests what lies beneath: poems cut from the stuff of four individuals and worked thoughtfully in together. *Four North Carolina Women Poets* is a welcome addition for collections of North Carolina poetry and of women's writing.

Tucker Respass, University of North Carolina at Chapel Hill

Edgar F. Folk and Bynum Shaw. *W. W. Holden, A. Political Biography.* Winston-Salem: John F. Blair, Publisher, 1982. 285 pp. \$24.95.

This book, as the subtitle indicates, is a study of the political career and not the complete life of W. W. Holden. That may be just as well, however, since apart from his closely related journalistic and political careers little about Holden merits further consideration. This book, nevertheless, will interest many readers who make the study and understanding of North Carolina history their hobby. In it they

will find new views of Holden, who heretofore has often been regarded as something of a shady and shifting character, one who seemed to possess a vindictive spirit toward his native state. Now it is possible to gain another view of the man who was largely responsible for the election of the beloved Zebulon Vance as governor during the Civil War but who, himself, having failed earlier to be elected, accepted appointment to that same office by the president of the United States at the end of the war. The role of Holden as an influential newspaper editor before the war, but one who came to be thoroughly disliked by many by 1865, is well explained. Finally, he gained notoriety as the first American governor to be impeached and convicted, and thereafter he ended his days in an obscure federal post in Raleigh. As in other instances in our history during those troubled times, the role of Holden is being re-examined and new interpretations suggested. This political biography contains evidence that he was not so bad, but the question still must be decided by each reader (who may want further evidence). It is likely that yet another biography of Holden will appear soon.

Bynum Shaw is a lecturer in journalism at Wake Forest University. He assisted the late Edgar Estes Folk, who died in 1982, in revising his doctoral dissertation that was submitted to the George Peabody College for Teachers in 1934. While the study is both interesting and readable, it would be more acceptable if it had been more carefully revised. The bibliography would instill more confidence if it reflected current scholarship. Except for two trivial pieces that appeared in 1965 and 1973, it contains nothing published since 1930. Even the name used for the state's archival agency (Division of Archives and History) is the one in use in 1930. A 432-page dissertation on Holden, submitted in 1951 and prepared under the direction of the late Professor Fletcher M. Green, is not cited.

North Carolina sections of libraries in the state will want this book, of course, but readers should be aware that it certainly is not the final word on its subject.

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

Diane Cobb Cashman. *Cape Fear Adventure: An Illustrated History of Wilmington*. 144 pp.

Gayle Hicks Fripp. *Greensboro: A Chosen Center*. [222] pp.

James Vickers. *Raleigh: City of Oaks*. 192 pp. Woodland Hills, California: Windsor Publications, 1982. \$22.95 each.

A good pictorial history reflects an author's creativity, attention to visual appeal, and care in research and writing. It contains many little-known, action-oriented photographs and other illustrations (the bigger, the better) that hold the reader's interest. Page layout and design attract the reader and stimulate him to discover what is on the next page. Text and illustrations are compatible. And, as in all histories, the work presents a balanced, objective view of the subject, based on use of a variety of sources. The three North Carolina-related titles in the Windsor History Series, although superior to pictorial histories published by the Donning Company, fail to meet all of these criteria.

The books have many similarities. They reveal the cooperation of local historical organizations that sponsored them, writers, photographers, and illustration researchers. In each the text is interspersed with black and white illustrations (approximately 250 in *Greensboro* and *Raleigh*, about 170 in *Cape Fear Adventure*) and followed by a series of 32 to 43 beautiful color plates, most of which depict current views of the city. "Partners in Progress," local businesses and other institutions that helped finance each book, are described and illustrated in a separate section. A list of patrons, a bibliography, and an index complete each volume.

Likewise, the books share several flaws. They contain many portraits but few views of events. The layout of each volume evidences little creativity, and in *Greensboro* and *Raleigh* the pages lack sufficient margins. In some respects the histories are unbalanced: *Greensboro* and *Cape Fear Adventure* largely ignore the role of blacks, and the latter volume recognizes little history of consequence during the last half century. The books contain misspellings and other slips that should have been corrected by the editors. The indexes, especially in the histories of *Greensboro* and *Wilmington*, weaken the books' usefulness. The writers fail to place their cities in the context of urban history.

Nevertheless, each history boasts strong points. The bibliographies in *Cape Fear Adventure* and *Greensboro* show that these books rely in part on primary sources. Further, they reflect their picture researchers' effort to select illustrations—including some heretofore unpublished views—from a variety of repositories and

private collections. The Greensboro work contains an impressive number of large photographs. The writing style and color plates in Mr. Vickers's book are especially pleasing.

Although these volumes in the Windsor History Series contain basic information that might be helpful to users of high school and public libraries and collections of North Carolina, they leave a lot to be desired. Institutions with slim budgets should carefully consider the needs of their patrons before buying these books.

Maurice C. York, East Carolina University

David T. Morgan, ed. *The John Gray Blount Papers*, Volume IV, 1803-1833. Raleigh: Division of Archives and History, 1982. 661 pp. \$28.00 plus \$1.50 postage—total \$29.50.

David T. Morgan, a professor of history at the University of Montevallo and author of one book and numerous articles about North Carolina, completes this final volume in a series published by the North Carolina Division of Archives and History. Unlike his predecessors, Alice B. Keith (Volumes I and II) and William H. Masterson (Volume III), Morgan deals with a broad time period and is compelled to exclude more documents than they in making his selections. With thirty years of correspondence from which to choose, Morgan focuses mainly on letters concerning state, regional, and national matters and selects only a small sampling of correspondence dealing with strictly local concerns.

John Gray Blount (1752-1833) was a Washington, North Carolina, merchant who neither held high public office nor was as well-known as his brothers, William and Thomas, and his half-brother, Willie. However, John Gray Blount was directly or indirectly involved in many of the significant developments of his time—the westward movement, the War of 1812, the French spoliations issue, and the attempt by southerners to preserve the institution of slavery.

Being a privileged member of the southern gentry, Blount enjoyed the respect of men from all walks of society. Both local magistrates and United States senators sought his counsel and support, and letters from such political elites as Andrew Jackson, Nathaniel Macon, and Edward Livingston appear among his papers. In turn, Blount's political influence helped to secure lucrative government contracts for himself and his business associates and to

obtain military appointments for his three sons during the War of 1812.

In addition to political and military affairs, Blount also was deeply involved in land speculation. He kept land agents and his sons busy making constant rounds of Tennessee towns and courts buying, selling, swapping and generally protecting the family's land interests. Besides keeping up with extensive land holdings in Tennessee, eastern North Carolina and the mountains of western North Carolina, Blount, his family, and business partners operated stores in Washington and Tarboro, in rural Hyde County, and at Shell Castle Island in Carteret County. Thus, it is not surprising that Blount exercised great influence over the political and economic life of Tennessee and North Carolina.

While Morgan chooses letters which discuss such national affairs as war, embargo, slave insurrection, Indian removal, and transportation revolution, he also includes documents of local interest, such as lists of slave names, accounts of the sickness and death of Thomas Blount, news of ship cargoes, and reports of the establishment of the Plymouth Turnpike Company. Within the footnotes of the book Morgan identifies over 700 items for clarification to the reader. In this editorial work he has provided something for every person interested in history—national, state, and local historians, antiquarians, and general readers wanting to learn more about the past.

Richard A. Shrader, University of North Carolina at Chapel Hill

Nancy Rhyne. *Carolina Seashells*. Charlotte: East Woods Press, 1982. 95 pp. \$4.95 paper.

The best times to look, the best places on the Carolina coast to find shells, and tips on how to display collections are features of this pocket-sized guide for the summer vacationer. The author includes a chapter on strange creatures of the sea and brings to the attention of the reader short courses and programs on shells offered to the public by educational facilities in North and South Carolina. Mention is made of the three North Carolina Marine Resource Centers and the "Unusual Seafoods Festival" in Beaufort.

This guide claims to make easy the identifying of more than 200 shells most common in the Carolinas, but it would be difficult to

identify some of the shells from the black and white line drawings illustrating the book. Not every species is illustrated, and the illustrations for the bivalves are especially inadequate. The bivalve anatomical drawing does not include the siphon and *pallial* is misspelled. A very abbreviated glossary and the order of placement of some of the animals in the text may also cause problems for the user. A comparably priced pocket paperback, *Seashells of North America, a Guide to Field Identification*, by R. Tucker Abbott, published by Golden Press, 280 pages, with excellent color illustrations, would seem a better choice for anyone in the market for a field guide to seashells.

Lisa Wood, National Marine Fisheries Service, Beaufort, N.C.

Paul Branch, Jr. *The Siege of Fort Macon*. Morehead City: Herald Printing Co., 1982. 106 pp. \$5.00 paper plus \$.60 mailing—total \$5.60. (Order from Paul Branch, Jr., 209 Land's End Rd., Morehead City, NC, 28557.)

Fort Macon, located on North Carolina's Outer Banks, was a crucial part of the protection (or control, depending upon one's side) on the North Carolina coast during the Civil War. It protected Beaufort, one of the state's two deep-water harbors, needed by both sides. Paul Branch, Jr. tells the story of the fort from the beginning of the war through its occupation by Confederate forces, the siege, battle, and subsequent surrender to the Federals, and its current status as a state park.

The Confederates occupied the fort at the outset of the war and did as much as they could, considering the materials supplied them by the Army, to ready the fort for a battle. Major General Burnside, the Federal officer given the task of gaining control of the North Carolina coast, planned to achieve this by the capture of Hatteras Inlet, Roanoke Island, New Bern, Beaufort Harbor, and Fort Macon. When the General proceeded to take control of the fort, the Confederates refused to surrender, resulting in a siege of thirteen days.

The siege and the one day battle which followed it are recounted in exhaustive yet fascinating detail by the author. The men, both Confederate and Federal, are brought to life through the inclusion of such details as "The Bread Incident," which occurred when Colonel White, commander of the Confederate garrison, insisted that his men be issued baked bread instead of flour rations. The baked bread, unfortunately, turned out to be inedible, but White

continued to insist that the flour be baked into bread before distribution. When his men threatened to mutiny White did finally relent, but the incident was partially the cause of nine desertions shortly thereafter.

Fort Macon occupied a strategic location on the North Carolina coast. After Federal forces captured it, they were able to use the harbor as a coaling and repair station for ships of the Federal Navy, and it was used in their efforts to blockade Wilmington and the Cape Fear River. Fort Macon was an important factor in the eventual resolution of the Civil War in North Carolina.

The author recognizes strengths and weaknesses, mistakes and wise decisions, on both sides. The text is illustrated with maps, photographs, and sketches made at the time of the siege and battle, which enable the reader to picture clearly the events the author describes. Footnotes appear throughout the text and a bibliography follows.

The author was graduated from the University of North Carolina in 1975. Currently a Park Ranger-Historian at Fort Macon State Park, he has contributed to the *Dictionary of North Carolina Biography* and is currently working on a history of Robert E. Lee's Confederate Army.

The Siege of Fort Macon is interesting and well written and is recommended for high school, public, and academic libraries.

Melody A. Moxley, Rowan Public Library

Other Publications of Interest

It is a rare occurrence when one good state guidebook appears within a decade. It is amazing when two are published in successive years. North Carolina is fortunate to have both George Scheer III's *North Carolina: A Guide to the Old North State* [N.Y.: Burt Franklin & company, 1982] and Marguerite Schumann's *Tar Heel Sights: Guide to North Carolina's Heritage* [Charlotte: East Woods Press, 1983].

Scheer's book, one of three he did for Burt Franklin's "Compleat Traveler Series" is accurate, informative, and comprehensive. With the exception of the section on the Outer Banks (arrangement there is from north to south), Scheer arranged towns alphabetically under region, with no county division, making it a bit awkward to use for those accustomed to a more geographic arrangement. A decided plus is inclusion of telephone numbers when appropriate. An excellent introduction not only tells

how to use the book but tells whom to contact for further information on a variety of subjects. Two minor matters to consider for future editions: Smoky is misspelled in Great Smoky Mountains on the back cover (out-of-state publisher!), and the statement on p. 146 that the Pack Memorial Public Library in Asheville has the "largest collection of printed material by and about Thomas Wolfe in the world" will get some argument from the North Carolina Collection at the University of North Carolina Library and from the Houghton Library at Harvard. But these are details; the book is very good overall, is well illustrated with recent photographs, and includes an index. It's paper, and the price is \$4.95. (Order from publisher, 235 East Forty-fourth Street, NY, NY 10017.)

Marguerite Schumann, Publications Officer for the University of North Carolina, has written several other guides similar in nature to *Tar Heel Sights*. Her latest, covering over 1000 historical and cultural sights is, in a word, splendid. Arrangement is by region (Coastal Plains, Piedmont, Mountains), then alphabetically by county; towns are arranged alphabetically under each county. Information includes exact location, description, significance, and hours. Noteworthy are Miss Schumann's descriptions of architecture and her notations of specially-designated structures. Also included are sixty-seven photographs, a glossary, a short bibliography, and an index. Order from East Woods Press, 429 East Blvd., Charlotte, NC 28203. \$8.95 paper.

The Appalachian Mountain Club has published (1982) a book of interest to hikers and other outdoorsmen—and women. *North Carolina Hiking Trails* by Allen deHart, Director of Public Affairs at Louisburg College, is the first comprehensive guide to trails in the state. It covers nearly 600 trails in forests and parks owned by federal, state, and local governments, plus about 40 on privately-owned lands. Each description includes length of trail, degree of difficulty, location of trailhead, and some comments on what the hiker may see along the trail. Two separate maps are included, with

trailheads marked and numbered; information is supplied for ordering USGS and forest service maps. An appendix describes several hiking clubs and lists (including addresses & telephone numbers) dozens of national and state organizations and agencies concerned with the outdoors. An unexpected and useful addition is a list of about 70 trail supply stores in the state. A trail index rounds out the volume. This book will be in demand by hikers of the state, so if your library serves outdoorsmen, better get a copy or two. (Order from Appalachian Mountain Club, attention North Carolina Trails, 5 Joy Street, Boston, MA 02108. \$9.95 paper.)

Public libraries and libraries with collections of black history, poetry, or North Caroliniana will want to get a copy of a facsimile of George Moses Horton's *Naked Genius*, published by the Chapel Hill Historical Society in 1982. Horton, known as the "colored bard of North Carolina," was born a slave in Northampton County about 1797, moved to Chatham County, and in his free time earned money by writing poetry for the students at the University of North Carolina. During the occupation of Chapel Hill by Sherman's army in 1865, a Federal captain took an interest in Horton and helped him publish *Naked Genius* in 1865 in Raleigh. It contains 132 patriotic poems, some describing Horton's native state after the war. The original copy from which this facsimile was made is at the Boston Athenaeum. The attractive paperbound book, printed by the Greensboro Printing company, also contains a very good introduction by Richard Walser, Horton's biographer. This is a worthy addition to the Chapel Hill Historical Society's growing list of publications associated with the town and its citizens. (Order from the Society at P.O. Box 503, Chapel Hill, NC 27514. \$6.00 paper, includes tax, plus \$.75 postage and handling—total \$6.75.)

Note: NCL reviews books about North Carolina of interest to North Carolina librarians. The Book Review Editor welcomes suggestions for new reviewers. If you are interested in becoming a book reviewer for NCL, please write the Book Review Editor at the address given inside the back cover.



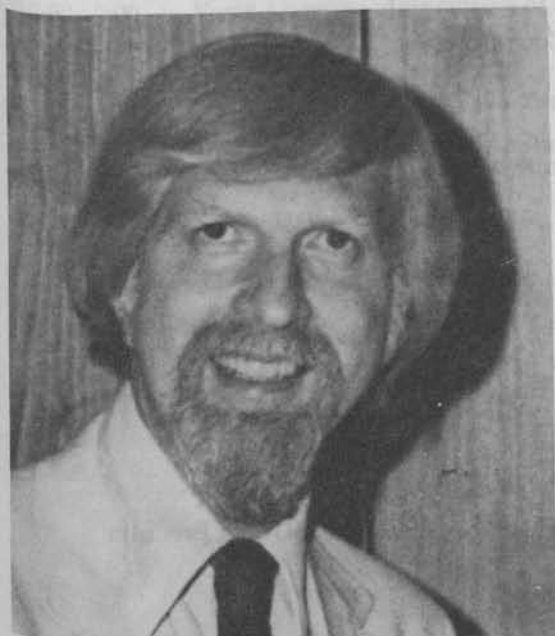
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NORTH CAROLINA LIBRARY ASSOCIATION

NCLA BIENNIAL CONFERENCE

October 26-28, 1983

Hyatt House Hotel, Conference Headquarters
M.C. Benton Convention Center, Exhibits and Meetings
Winston-Salem, North Carolina



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Director
West Virginia Library Commission
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Judith F. Krug
Director, Office for Intellectual Freedom
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1983 NCLA BIENNIAL CONFERENCE

TENTATIVE PROGRAM

Convention Center, Winston-Salem, N.C.

October 25-28, 1983

Tuesday, October 25, 1983

7:00 Executive Board Dinner/Business Meeting

Wednesday, October 26, 1983

7:00- 1:00 Exhibits Open, Ribbon-Cutting
2:00- 4:00 *First General Session*
Speaker: Fred Glazer, State Librarian, West Virginia
4:00- 6:00 *SOLINET Users Group Program*
5:00 Exhibits Close
9:00-12:00 Wine and Cheese Party at Forsyth County Public Library

Thursday, October 27, 1983

7:45- 9:00 *Resources and Technical Services Section Breakfast*
8:00- 5:00 Conference Registration
8:30 Exhibits Open
9:00-10:30 *Roundtable on the Status of Women in Librarianship Program*
9:00-11:00 *Reference and Adult Services Section Program*
9:00-12:00 *Library Resources Committee*
10:30-11:00 *Roundtable on the Status of Women in Librarianship Business Meeting*
11:00-12:30 *Public Library Section Program*
Speaker: Bob Edwards, National Public Radio
11:00-12:30 *Resources and Technical Services Section, Serials Interest Group Program*
Topic: "Electronic Publishing"
12:30- 2:00 *Trustees Section Luncheon*
1:00- 5:00 *Children's Services Section Program*
Topic: "ALA/ALSC Notables for Children"
1:00- 2:00 *Intellectual Freedom Committee Business Meeting*
1:00- 5:00 *Public Library Section, Publicity Committee*
Poster Sessions and Swap 'n' Shop
1:00- 5:00 *Documents Section Program*
Topic: "Access to Government Documents"
2:00- 4:00 *College and Universities Section Program*
2:00- 4:00 *Public Library Section, Adult Services Committee Program*

- 4:00- 5:00 *Roundtable on the Status of Women in Librarianship Reception*
- 4:00- 5:30 *Resources and Technical Services Section, Cataloging Interest Group Program*
Topic: "The Public Catalog: Arrangement, Access and Maintenance"
- 5:00 Exhibits Close
- 5:00- 7:00 Vendors' Hospitality Suite
- 6:30- 7:15 President's Reception
- 7:30- 9:30 *Second General Session and Banquet*
- 9:30 Library School Receptions

Friday, October 28, 1983

- 8:00- 9:00 Resources and Technical Services Section, Acquisitions Interest Group
Business Meeting
- 8:00- NCLA Business Meeting
- 10:00-11:00 *Third General Session*
Speaker: Judith Krug, Director, ALA Office of Intellectual Freedom
- 10:00-10:30 *Junior College Section*
Speaker: Doris Betts
Topic: "The Writer, the Citizen and the Library"
- 12:00- 2:00 *North Carolina Association of School Librarians Luncheon*
Speaker: Lillian Gerhardt
- 2:30- 4:30 *North Carolina Association of School Librarians Program*
- 3:00 Exhibits Close
- 6:30 Executive Board Dinner/Business Meeting

NCLA Minutes and Reports

Legislative Day 1983

1983 Washington Legislative Day was April 19th. Most of the library delegation arrived during the afternoon of the 18th, many of them having left North Carolina in a howling snow storm. 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 up into two teams, more or less along east-west lines. Appointments had been made with all 13 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 to 7 o'clock 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, Lousie 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

NCASL Report

March 18, 1983

Ad Hoc Committees

NCASL has three ad hoc committees working on various projects.

1. Research Committee—This Committee is developing a proposal for a process for awarding research grants to school media personnel at the school, system and university level. Their report will be presented to the April 29th meeting of the NCASL Executive Committee.

2. School Media Day Committee—This Committee has met and has formalized recommendations for planning a school media day observance sponsored by NCASL to coincide with American Library Week. Their report will also be placed before the NCASL Executive Committee April 29th.

3. Handbook Revision Committee—This Committee is reviewing the current handbook and will revise and print a new handbook by NCLA Conference next October so new officers may begin with new handbooks.

NCASL Forums

NCASL held three forums this spring in three of the educational regions. These meetings are an attempt to meet school media personnel at the local level in order to discuss mutual interests and concerns. NCASL Executive Committee members will attend as well as school media personnel throughout each region.

Region 1—ECU—March 14, 1983:

Emily Boyce—Contact 4-6 p.m.

Region 4—Scotland High School, March 28, 1983:

Helen Bullard—Contact 4-6 p.m.

Region 5—UNC-G—April 28, 1983:

Nona Pryor—contact 4-6 p.m.

ALA Legislative Day in Washington, D.C.

NCASL had two representatives in the NCLA delegation going to Washington on April 19 for Legislative Day. Paula Short, NCASL Chairman, and David Harrington, Chairman of NCASL Nominations Committee traveled to Washington to speak to legislators.

Paula F. Short

"Information Skills for the Year 2000"

John Lubans will be the featured speaker at the RASS program at the biennial conference, October 27, 1983. Representatives from the College Entrance Board and the Commission on the Future of North Carolina will also appear on the program.

Beginning or Entry Level Salaries In North Carolina Public Libraries

The Personnel Committee of the Public Library Section of NCLA has the following results of a statewide survey of beginning or entry level salaries for North Carolina's public libraries. Questionnaires were sent to 71 library systems; 75 replied, some systems operating with more than one pay plan.

Dave Fergusson, chairman of the committee, notes that twelve libraries begin professionals at the state scale or minimum, and nineteen begin below that figure, for a total of 50 per cent at or below the state minimum. For nonprofessional positions, 17 per cent are paid minimum wage or below.

Nine libraries serving over 150,000 persons responded. All have job descriptions; all have pay plans. Thirty-three libraries serving between 50,000 and 150,000 persons responded. Twenty-eight have job descriptions; twenty-four have pay plans. Thirty-three responding libraries serve fewer than 50,000 persons. Twenty-five have job descriptions; sixteen have pay plans. The accompanying chart summarizes data for beginning or entry level salaries by size of library and type of position.

Beginning or Entry Level Salaries

	Responses	Mean Salary	Low Salary	High Salary
Large Libraries (over 150,000 served)				
Professional	9	14,961	12,090	16,769
Paraprofessional	7	11,704	9,232	13,896
Nonprofessional/Clerical	9	8,244	7,358	9,736
Medium Libraries (50,000-150,000 served)				
Professional	32	13,755	10,000	16,865
Paraprofessional	25	10,032	7,478	14,581
Nonprofessional/Clerical	33	7,903	6,261	11,415
Small Libraries (below 50,000 served)				
Professional	20	13,444	11,000	15,600
Paraprofessional	15	10,288	8,500	11,566
Nonprofessional/Clerical	30	7,707	6,540	9,507
All Libraries				
Professional	61	13,831	10,000	16,865
Paraprofessional	47	10,363	7,478	14,581
Nonprofessional/Clerical	72	7,864	6,261	11,415

RTSS Summer Report

RTSS Biennial Conference Programs

Programs planned by the Resources and Technical Services Section during the NCLA Biennial Conference begin with a breakfast/business meeting on October 27, at which the Best Article Award will be presented and the recipient of the RTSS NCLA Conference attendance grant will be introduced. On October 28, the Serials Interest Group will sponsor a session on electronic publishing presented by Seldon W. Tarrant, Head of Research and Development, Books and Journals Division, American Chemical Society. The Cataloging Interest Group's program, also on October 28, is entitled "The Public Catalog: Arrangement, Access and Maintenance." PLAIN, the Acquisitions Interest Group, plans a continental breakfast and meeting on October 29.

Collection Development Interest Group Formed

RTSS announces the establishment of a Collection Development Interest Group as a follow-up to the 1983 Spring Symposium on Collection Management and Development. Harry Tuchmayer, New Hanover County Public Library, is chairing the group, which will hold its first gathering during

the RTSS breakfast meeting on October 27 during the NCLA Biennial Conference. All interested persons are cordially invited to meet with the group at that time and to participate in planning future activities.

NCLA Scholarships Awarded For 1983

The Scholarship Committee of the North Carolina Library Association announces the award of three scholarships in the amount of one thousand dollars (\$1,000) each for 1983.

NCLA Memorial Scholarship to Joseph C. Tuttle, Raleigh, NC

NCLA Memorial Scholarship to Tammy A. Young, Albemarle, NC

Query-Long Scholarship for Work with Children or Young Adults to Myra K. Hill, Kinston, NC

Four other applicants were selected from the applicants to receive loans of two hundred dollars (\$200) each from the McLendon Loan Fund.

ALA Midwinter Report

When Council convened in San Antonio members faced the fiscal situation in ALA once again. And again, not much was resolved. Executive Director Robert Wedgeworth proposed an increase in dues which was opposed by Council. The arguments which resulted from this proposal were reminiscent of a long standing issue of how the American Library Association manages its finances.

The proposal to raise dues from the current \$50. to \$70. represented a 40% increase as well as coming only three years after the last raise in the dues structure.

COPEs requested that the Association provide Council with a long range plan including documentation from which the Council could make a recommendation. COPEs did not totally reject the idea of a future dues increase.

Council took no formal action on the proposed increase in dues. The subject will be before Council during the annual conference in Los Angeles.

An additional factor in the continuing discussion regarding money was the \$95,000 loan which the Executive Board withdrew from the ALA Endowment fund. The trustees of the Endowment could not endorse this withdrawal, nor could President Nemeyer properly explain this action to Council. A motion was made that any future withdrawals should have a prescribed payment schedule and set interest rates. This motion was passed by Council.

The responsibilities of the vendor and the library in the maintenance of automated systems had implications for us all. The fact that this issue was addressed and discussed was a positive sign for future relationships between these two parties. This dialog will continue.

Library education had its chance with a scheduled hearing hosted by the Committee on Accreditation. Representatives from the COA were present to answer questions. The audience of Deans of Library Schools, faculty members, and other interested people made statements and raised questions.

The Intellectual Freedom Committee worked hard to develop a more realistic and contemporary action program. The problem of the ALA's stance regarding an adopted goal of a legal support system was discussed. Priorities involved training packages for front line librarians, increase OIF Staff and funding, legal training for librarians, etc.

As NCLA's representative, I participated in all Chapter meetings, represented NCLA at a LAMA public relations meeting, attended other ALA committee meetings, and was present at all Council meetings.

Emily Boyce, NCLA/ALA Council Representative

SELA Report

March 18, 1983

The Southeastern Library Association conducted a leadership conference in Atlanta on February 9-11 during which sections, roundtables, and committees planned activities for the biennium.

The Continuing Education Committee expects to circulate periodically to members a regional calendar of events, and SELA hopes to offer C.E.U. credits for workshops that it will sponsor. A national conference on intellectual freedom is planned for Fall of 1983 at Tallahassee. It will be co-sponsored with the Association by Florida University and Florida State with assistance from the Florida State Library. The program is expected to be carried by satellite.

At the Louisville biennial convention in November, the Board learned that SELA was in serious trouble financially. The Budget Committee in December worked on streamlining office procedures, cutting certain costs that have not been effective, and proposing to the Board that an SELA endowment be established. The Committee also advised the Board that *SOUTHEASTERN LIBRARIAN* must continue as a self-sustaining publication and this may call for a less expensive production format. Decisions about the Journal will be made after the new editor has been named.

A balanced budget of \$101,500 for the 1983-84 biennium was approved by the Board on February 10. A net profit from the Louisville conference of \$22,000 exceeded expectations and helped alleviate some of the financial problems of the Association. \$60,000 of the new budget must come from membership dues, and the Budget Committee has been asked to study the present dues structure and make recommendations. The Board wants to place particular emphasis on developing a first rate biennial conference and establishing an endowment for SELA if the membership will approve it.

The biennial conference, which will be a joint meeting with the Mississippi Association at Biloxi on October 15-20, 1984, will be preceded by an afternoon program for state association presidents, vice-presidents, journal editors, and executive secretaries. During the conference week, buses will run regularly between Biloxi and the World's Fair in New Orleans 60 miles away.

SELA will meet in Atlanta in 1986 and in New Orleans in 1988 since Louisiana is a new member state. Louisville is under consideration again by the Conference Site Committee for the 1990 convention, but some Board members believe that the biennial meeting ought to rotate among the member states. If that is done, North Carolina is the logical state to host the 1990 convention, and NCLA has been asked whether it wants to extend an invitation. SELA will receive bids for the convention site until April first.

Rebecca S. Ballentine

Collection Development Workshop: A Report

The 1983 Spring Symposium on Collection Management and Development was held in Southern Pines April 28-29, 1983, sponsored by RTSS and the College and University sections of NCLA. In the opening session, "Duties and Responsibilities for Collection Management and Development," a panel of three participants presented diverse views on the goals and activities involved in selection and maintenance of library collections. Generally, the differences in opinions and recommendations could be divided between the library backgrounds represented.

From an academic library perspective, John Ryland, Librarian of Hampden-Sydney College, criticized the developing trend of collection development as a management func-

tion suffering from short term goal setting, lack of continuity due to job mobility, and dependence on quantification measures for decisions to purchase or retain materials for a collection, stating that "simple-minded managers will come to simple-minded conclusions," reducing the quality of the collection and taking too much time. Ryland recommended that collection development be the major responsibility of a collection development officer. The desirable qualities for this professional are (1) a broad spectrum of knowledge without extensive knowledge in any one area; (2) extensive knowledge of the publishing and bookselling trades; (3) ability to relate well with people (faculty members specifically); (4) ability to make quick decisions; and (5) commitment to the library being served.

Charles Robinson, Director of the Baltimore County Public Library, approached the topic from a perspective that a public library's whole existence depends on the public helpfulness of the library. A collection development policy cannot ignore the quantitative measures if that helpfulness is to be evaluated. In Baltimore County, surveying users and surveying use revealed two different things. The public had said they wanted the same things that librarians had thought they wanted. However, in measuring use of materials, the library discovered that what the public said they wanted was not the same as what they used. Therefore, Baltimore County decided to give the public materials according to their demands, not according to what the librarians thought they should have. This decision has been incorporated into the library's mission statement: To make readily available to Baltimore County residents library materials and information service proportionate to the level of demand and use, and to serve as a point of access to other information sources.

Robinson gave a number of recommendations concerning the qualities of a collection development librarian: (1) practicality, with an honest desire to serve the public; (2) interest in current trends; (3) a restless interest in doing the job better with distrust of the status quo; (4) a reverence for books with a lack of reverence for books as objects; and (5) enjoyment in taking risks. He feels that it is the responsibility of professional education to (1) screen entrants into the profession; (2) lay foundations for library service; (3) present the predominant issues in the field; and (4) develop the process of analytical thinking to make evaluations and rational decisions.

Speaking from the perspective of an active medical library user, Dr. Douglass Thompson, University of Pittsburgh, provided practical recommendations for special libraries. (1) The library needs an in-depth collection for the specialty; (2) the librarian should have college background in the specialty along with the professional library program; (3) the librarian should actively participate in the specialized area to remain familiar with the information needs of the users and be in contact with the users; (4) when possible there should be a selection committee composed of bibliophiles; (5) the relevant cumulative indexes to the specialized literature should be available; and (6) non-specialized materials should be included to enrich the lives of the users.

Dr. Benjamin Speller, moderating the panel, summarized the meeting by identifying the common thread in each presentation: in collection development we are constantly reminded of our missions, goals, and environments, where collection development policies and solutions to problems must be founded.

Keynote speaker Wendell Wray, former Chief of the Schomburg Center for Research in Black Culture, addressed the practical and ideological concerns of Black collections. He defined the scope of Black collections as ranging from everything to regional Afro-American materials. He challenged

the profession to recognize its responsibility to preserve materials relating to Black culture: manuscripts, art, photographs, and also to create material through oral history. We must, he said, become experts in Black bibliography in order to collect and access this material.

Mae Holt, Head Reference Librarian at North Carolina Central University, has prepared a bibliography on resources in Collection Management, which was distributed at the workshop in Southern Pines this past April. Titles included have publication dates between 1980-83. Articles and books concerning collection development in general, policy development, and policy manuals and collection management, including evaluation and weeding, are covered. One section is devoted to serials management and the selection of science books. Also, a list of bibliographies related to collection development, covering literature before 1980, is included. Information on college, public and school media collection management is also included in the bibliography.

For a copy of this bibliography, please send a stamped, self-addressed envelope to Mae L. Holt, Head Reference Librarian, Shepard Memorial Library, North Carolina Central University, Durham, NC 27707.

Resources and Technical Services Resources: An Annotated Bibliography

Benjamin F. Speller, Jr. and Lillie D. Caster, Compilers

This is the initial compilation of studies conducted by library school students, faculty and practicing librarians that fall within the broad categories of resources and technical services. The focus of this and future reports will be on six areas that were identified by a previous survey as being of interest to librarians in North Carolina: acquisitions, automation, cataloging, collection development, management and serials.

The compilers would welcome the receipt of studies to be considered for inclusion in future reports. Abstracts or copies of studies should be sent to: RTSS Research Reports, School of Library Science, North Carolina Central University, Durham, North Carolina 27707.

Acquisitions

Robert B. Kilgore. "The Automated Acquisitions System at the University of North Carolina at Charlotte: A Case Study." A master's paper for the M.S. in L.S. degree, UNC-Chapel Hill, September 1980. 50 pages.

This study investigates the implementation of the Baker & Taylor Automated Buying (BATAB) system at the Atkins Library of the University of North Carolina at Charlotte. Detailed explanations of the functions and operations of the system are given; and these operations are compared and contrasted with the tasks performed under the older, manual acquisitions system by utilizing a step-by-step analysis of the ordering, receiving, and processing procedures employed by the acquisitions unit under the two systems. Conclusions regarding the greater efficiency of the automated system are based on the ability of the system to handle a greatly increased order volume with no additional staff, elimination of many time-consuming manual tasks, and provision of detailed accounting and statistical reports.

Cataloging

Arneice L. Bowen. "A Study to Explore Problems in the Implementation of Rules for Form of Headings in Anglo-American Cataloging Rules Second Edition at the Public Library of Charlotte and Mecklenburg County." A master's paper for the M.L.S. degree, North Carolina Central University, December 1981. 37 pages.

This study investigates the types of entries whose present form conflicts with AACR2 rules for form of heading in the Charlotte/Mecklenburg Public Library Systems. Samples (995) from the card catalog were randomly surveyed and checked against the Library of Congress headings sample. Approximately 45% of those headings were found to be constructed differently in the L.C.'s *Cataloging Service Bulletin*. Tables presenting the types of headings and their percentage of total conflict are displayed. The findings may be helpful in estimating the amount of work loads and the cost of implementing AACR2. Also, the findings provide data which may be useful in the development of policies.

Ian J. Ewing. "Videocataloging with AACR2: A Case Study." A master's paper for the M.S. in L.S. degree, UNC-Chapel Hill, July 1981. 59 pages.

This paper explicates AACR2 videocataloging in the context of a project undertaken for the University of North Carolina Center for Public Television. AACR2 edicts and user needs led to title main entry of all works. A hierarchy of usable sources is specified. A step-by-step guide through Chapter 7, "Motion Pictures and Videorecordings," explains rules and suggests procedures. The paper recommends that catalogers play back video material, although AACR2 does not require it, and make generous use of the note area. Multiple access points are needed to reflect the contributions of persons in several technical and artistic functions. Sample catalog pages appear in an appendix.

Gordon Ellyson Jessee. "Authority Control: A Study of the Concept and Its Implementation Using an Automated Indexing System." A master's paper for the M.S. in L.S. degree, UNC-Chapel Hill, April 1980. 62 pages.

This study examines the concept of authority control in indexing systems and the role of authority files in implementing that concept for a collection of bibliographic records. The different types of synonymy and ambiguity among the headings in an authority file and the entries in a bibliographic record are examined and the possible term relationships that can result from them are analyzed. The bases for interaction between authority files and records in both manual and automated systems are discussed. A procedure is outlined for automatic indexing with an authority file on a selection of bibliographic records drawn from the American Religious Tunebook Collection.

Joanna Ennis Wright. "Impact Analysis of AACR2 on the Periodicals and Serials Department of Wilson Library." A master's paper for the M.S. in L.S. degree, UNC-Chapel Hill, April 1981. 21 pages.

This study describes the percentages and types of changes in serial main entries that the Periodicals and Serials Department can expect as a result of the implementation of the *Anglo-American Cataloguing Rules*, second edition (AACR2). A second part of the study analyzes the average amount of time it takes for each serial record to be changed when a serial is recatalogued to conform to AACR2. It was expected that the new rules would greatly affect the work of the department and that 25 percent of the serial main entries would require changes; however, the conclusions indicate that the percentage would be much higher.

Rebecca C. Knight. "OCLC and Federal Documents Depositories." A master's paper for the M.S. in L.S. degree, UNC-Chapel Hill, April 1981. 64 pages.

This paper examines the impact of OCLC on the *Monthly Catalog of United States Publications* and gives a history of the relationship between OCLC and the Government Printing Office. A user's manual presents an introduction to OCLC searching and emphasizes the special problems involved in federal documents. Three procedures were utilized to judge the usefulness of OCLC for government depositories concern-

NCLA Minutes and Reports

ing: (1) the ability to solve day-by-day problems using OCLC, (2) the time lapse between receipt of Daily Depository Shipping Lists and occurrence of records online, and (3) a comparison of the completeness of a random sample of *Monthly Catalog* entries to the corresponding OCLC records. Includes tables and illustrations.

Collection Development

Martha Marshall Smith. "Cooperative Collection Development in Rare Books among Neighboring Academic Libraries." A master's paper for the M.S. in L.S. degree, UNC-Chapel Hill, December 1979. 36 pages.

This paper studies the characteristics of a multilateral cooperative selection program for small rare book collections at neighboring academic libraries. It then proposes such an agreement for the collecting of books in the history of the printed book between the Rare Book Collection, Wilson Library, University of North Carolina at Chapel Hill, and Special Collections, Jackson Library, University of North Carolina at Greensboro.

Management

Evelyn Carol Hedsbeth. "Optimization of the OCLC System through Standardization of Cataloging Procedures." A master's paper for the M.S. in L.S. degree, UNC-Chapel Hill, December 1979. 74 pages.

This paper studies the detailed procedures involved in cataloging in ten North Carolina libraries that use the Dewey Decimal classification scheme and are also members of the OCLC network. The study is based on a survey of the literature and on original data gathered by the author. Interviews with the librarians at Davidson College, Elizabeth City State University, Fayetteville State University, Mars Hill College, and Meredith College provide detailed data on the policies and procedures of computerized cataloging within these libraries. The study concludes with recommendations and suggested policies regarding optimum procedures for those libraries using the Dewey scheme and the OCLC system.

Susan Cheryl Wood. "Control of Serials in a Health Sciences Library: A Study of Departmental Organization and Record-Keeing Techniques." A master's paper for M.S. in L.S. degree, UNC-Chapel Hill, December 1980. 77 pages.

This paper is designed to give guidelines for evaluating and reorganizing the serials section of a large health sciences library. Evaluation of existing organizational structure is shown useful in planning the reorganization and implementing changes. Staffing is discussed and specific job descriptions are given. Procedures for record-keeping are studied and techniques for improving procedures are described in detail. Emphasis is placed on a central serials file in anticipation of conversion to automated records. A case study documents one library's consolidation of several serials files into one file. Various serials problems are presented and solutions proposed.

Children's Services Section Announces Nominees for 1983-84 Offices

Trish Gwyn, Chairman of the Nominating Committee for the NCLA Children's Services Section, has announced the nominees for 1983-84 Section offices. They include

Chairman-Elect

Nina Lyon, Children's Coordinator, Charlotte-Mecklenburg Public Library

Rebecca Taylor, Branch Librarian, New Hanover County Public Library

Secretary/Treasurer

Hope Gooch, Children's Librarian, Greensboro Public Library

Sue Williams, Children's Librarian, Wake County Public Library

Directors (2 to be chosen)

Dot Guthrie, Children's Librarian, Gaston County Public Library

Linda Hadden, Youth Services Librarian, Edgecomb County Memorial Library

Kathy Woodrell, Children's Librarian, Rowan Public Library

Other members of the Nominating Committee were Eileen Johnson (Sandhills Regional), Vanessa Ramseur (Charlotte-Mecklenburg), and Suzanne Williams (Pack Memorial Library, Asheville).



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American Library Association

Treasurer's Report

January 1, 1982 — December 31, 1982

Exhibit A

Balance on Hand — January 1, 1982 — Checking Account	\$ 1,519.16
Receipts:	
Dues and Receipts:	
Association	\$17,189.37
Sections (Schedule 1)	8,965.34
Total Dues and Receipts	\$26,154.71
NORTH CAROLINA LIBRARIES	4,409.05
Reimbursed Expenses	453.65
Spring Workshop Meals	592.50
Refund from ALA Representative	91.20
Transfers from:	
General Savings	\$14,000.00
Scholarship Fund	3,020.00
NCASL Savings	500.00
McLendon Loan Fund Savings	17,920.00
Total Receipts	\$49,621.11
Total Cash to Account For	\$51,140.27
Expenditures (Exhibit B)	51,789.35
Cash Balance, December 31, 1982	(\$ 649.08)

Exhibit B

Cash Disbursements

Executive Office — Expenses:	
Telephone	\$ 285.12
Postage	403.63
Printing and Stationery	123.82
Computer Changes	1,023.42
Duplicating (Raleigh & Jamestown)	242.67
P.O. Box Rent	20.00
Clerical Help	146.25
Mail Processing (SELA Rep. Ballot)	93.33
Audit and Preparation of 1981 Tax Forms	285.00
President's Expenses	\$ 2,623.24
Other Officers' Expenses	635.39
ALA Representative Expenses	78.84
SELA Representative Expenses	1,701.56
Conference Expenses, 1983	966.34
NORTH CAROLINA LIBRARIES	161.61
TAR HEEL LIBRARIES	22,918.70
Scholarship Awards (3)	959.46
McLendon Loans (3)	3,000.00
ALA Dues for 1983	600.00
SELA Dues for 1982 & 1983	50.00
Executive Board Meals	60.00
Committee Expenses:	542.43
Community Education Committee	\$ 40.71
Governmental Relations Committee	899.84
Membership Committee	403.70
Intellectual Freedom Committee	75.00
Labels for UNC-CH Librns. Assoc., ALA, NC Media	1,419.25
Council, Serials Interest Grp.	76.76
Spring Workshop	174.58
Spring Workshop Meals & Coffee	616.25
Other Assoc. Expenses	93.15
Transfers to:	
General Savings	\$ 3,000.00
Scholarship Savings	20.00
Section Expenses (Schedule 1)	3,020.00
Less RTSS Funds transferred to Special Sav.	\$15,116.79
Total Cash Expenditures (To Exhibit A)	12,091.75
	\$51,789.35

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