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## Special Libraries, March 1978

Special Libraries Association

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# *special libraries*

*March 1978, vol. 69, no. 3*

- Simulation and Library Planning
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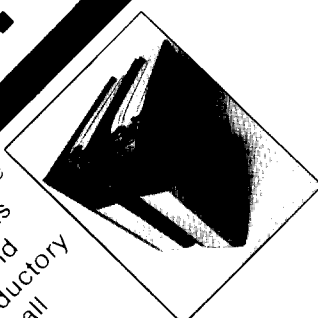
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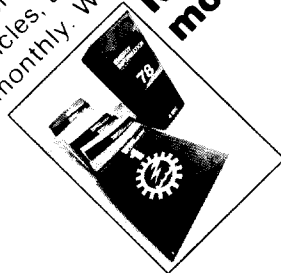
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## LETTERS

### *Pro-Publisher Bias*

The article by Herbert S. White and Bernard M. Fry, entitled "Economic Interaction between Special Libraries and Publishers of Scholarly and Research Journals: Results of an NSF Study" [*Special Libraries* 68 (no. 3): 109-114 (Mar 1977)], seemed to me to be biased towards publishers. The authors did not talk about publishers as being normal businessmen who take risks. According to White and Fry, "Commercial publishers do report an operating profit of close to 14 percent," which indicates that they know what they are doing. A business should stand on its own feet, set its own prices, and compete in the marketplace, and if they cannot make a profit, they should get out of the business. Subsidies can only help those periodicals which cannot help themselves.

This article does not take into consideration the controlled circulation magazines. Their publishers make a profit without charging a subscription fee. If the magazines are free to begin with, what kind of extra subsidy do they need?

That publishers as a group are under threat of an antitrust action also is not mentioned. Nor is the enormous investment by the government and industry in underwriting much of the research that appears as journal articles. Why shouldn't the research organizations that generate the articles share in the publishers' profit? Normally we think that making a journal financially independent is the publisher's concern.

Nor is there any mention of the proliferation of journals created by private publishers just for the purpose of cashing in on the library market. Philip H. Abelson, in the Nov. 22, 1974, issue of *Science*, says "A large number of new journals were created that depended entirely on library subscriptions." Nowhere in the White-Fry article is there any economic discussion of the phenomenon. White and Fry seem to say that every journal is the result of a need in the research world. Abelson says it may well be a need in the publisher's pocket-book.

I am concerned that White and Fry give the impression that the publishers need to be spoon-fed, that they hold monopolies that librarians have to support, that the loss of a journal title would be a loss to the world's intellectual community.

White and Fry do not mention advertising characteristics in the publishing business. The society publishers who produce the high quality

technical journals get the gleanings of the advertising dollars which support the controlled circulation freebees.

I am concerned that in an "economic interaction between special librarians and publishers," so little was done to define the characteristics of the publishers.

Masse Bloomfield  
Hughes Aircraft Company  
Culver City, Calif. 90230

### *Reply*

I am actually somewhat pleased at Masse Bloomfield's suggestion that our report and the article favors publishers, because we have had criticisms from publishers that the report favored librarians, and because this then gives me some confidence in having achieved the nonpartisan fact-oriented survey we sought. Since the article summarized several hundred pages of data, it is recognized that gaps between the study and this report remain. However, I would like to address Bloomfield's comments in sequence.

The report indicates that for-profit publishers are indeed financially solvent, and it is not suggested that any subsidy is required to salvage this publisher group. However, commercial publishers represent only 26% of the scholarly and research journals, and it is the other publishing groups which are in financial difficulty. In fact, many exist only because they are already subsidized by the academic departments which frequently publish them.

The article did not consider controlled circulation magazines because the study dealt only with scholarly and research periodicals, and advertising income is a trivial feature for this class of periodicals. It represents 18% of the revenue for all such publishers in the applied science and technology field but drops to 5.2% in the social sciences, 3.9% in the pure sciences, and 2.7% in the humanities. Relatively few research journals accept advertising, few expect to make money from it, and advertising pages are in fact dropping. We are well aware of journals which gain all of their needed income from advertising, but none of these controlled circulation periodicals fell within the scholarly and research scope of the study.

I am not sure of what antitrust threat Bloomfield speaks, but the fact that government has already paid for much of the research

is surely irrelevant in an environment (particularly the small journal environment) in which subscription revenues simply do not meet publishing costs. Somebody, be it government, author, or subscriber, must meet the cost of publishing. If not, as our study indicates, then whole subject fields, particularly in the humanities, could fall by the wayside. While this may not disturb those who already feel there are too many journals, it might be of concern to those specifically concerned with that subdiscipline of knowledge. It should be of particular concern to the agency which has funded the research. Why bother to support research which nobody will hear about? Again, the main thrust of our concern was not with the commercial publishers which Bloomfield has singled out.

Our study clearly indicates that publisher expectation of revenues from libraries is increasing, as advertising income, subsidies, and individual subscriptions drop. However, we see no evidence for the assertion that journals are created for the purpose of cashing in on the library market, which is not exactly the same thing Abelson said in the *Science* article which Bloomfield quotes. Our study reports a rather modest growth in scholarly journals, and while the greatest growth rate is for commercial publishers, so is the greatest cessation rate. In any case, the argument seems specious. If the newly created journals are worthwhile, then libraries should subscribe to them, even at the expense of cancelling something else. If they are not, then a failure by librarians to subscribe will doom the journal in any case. If it is going to be suggested that librarians cannot tell a good journal from a bad one, or that they do not have the authority or guts to refuse to buy a journal they do not need, then we would be in a lot more trouble than we have ever suspected.

Our difficulty in communicating with Bloomfield is in the fact that we have dealt with scholarly and research journals only, and he has commented on publishing as a whole. The differences in characteristics, which concern domination by commercial publishers, reliance on advertising and controlled circulation, and presumably higher profitability, may be characteristics of the trade press, but they do not describe research publishing, which is usually fragmented (better than two-thirds of the journals are published by organizations which publish only one journal), low-circulation, non-advertised, and even unable to accurately determine its own losses.

**Herbert S. White**  
Graduate Library School  
Indiana University  
Bloomington, Ind. 47401

### ***Attention Military Librarians***

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**James H. Byrn**  
Chairman, MLW Task Group  
Census of Special Resources  
Fort Sill, Okla. 73503

### ***Goals and Attitudes***

I found Miriam Drake's article, "The Management of Libraries as Professional Organizations" [*Special Libraries* 68 (nos. 5/6): 181-186 (May/Jun 1977)], very interesting but a bit disturbing as well. It was disturbing to me because I cannot concede that the goals and attitudes of most librarians in large libraries are in conflict with the goals of libraries as organizations. It has been a long time since I have known a librarian with a "warehouse maintenance" attitude or one who felt the user was an ignorant patron who needed enlightenment. I hope that as special librarians we are not assuming that we are the only ones focusing our objectives on the needs of specific constituencies or clients. There are too many dedicated librarians who are working at it as hard as we are—and, many times, at considerably less pay.

Another statement that bothers me is "... the new librarian approaches his/her first job with the attitude that client oriented services are neither suitable nor feasible in large libraries..." I doubt that they have given it any thought at all at that stage and that their attitude is formed based on the quality of leadership or supervision they receive in a particular institution.

This brings me to what I think are extremely significant statements by the author: "Mana-

gerial commitment is the most essential factor in effecting change" and "Library management must demonstrate its leadership by sharing authority with library professionals and working with them in merging their professional goals into the library's organization goals."

On the whole, we are indebted to the author for a very thought-provoking article.

**Florine Oltman**  
Retired from  
The Air University Library of the  
U.S. Air Force  
Maxwell AFB, Ala.

### ***Keeping Abreast***

This is in response to the article in the May/June 1977 issue of *Special Libraries*, entitled, "The Inadequacy of Interdisciplinary Subject Retrieval," by Trudy Gardner and Mary Lou Goodyear.

Following up on the article, which dealt with the difficulty of achieving interdisciplinary subject retrieval using commercial retrieval services, here is a technique which our library uses to keep abreast of the span of multidisciplinary literature in our field, mental retardation/developmental disabilities. Using a list of key words selected for relevance to our users and collection, the library staff scans *Current Contents in the Social/Behavioral Sciences* weekly, as it is received. We then very selectively send for articles found in journals to which we do not subscribe, i.e., outside our

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**Sandra J. Weber**  
Monroe Developmental Services  
Rochester, N.Y. 14620

### ***Information Sought***

The Sci-Tech Division of SLA has authorized me to begin work on a new supplementary edition of the *Handbook of Scientific and Technical Awards . . .* which was published in 1954. I would like to correspond with anyone who worked on the first edition or who knows of any ongoing projects in this area.

**Dana L. Roth**  
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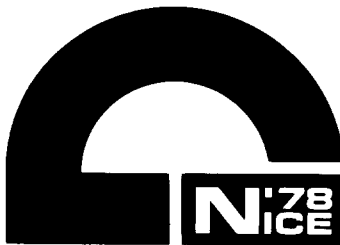
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# Policy Negotiations

## Simulation as a Tool in Long-Range Library Planning

**Charles T. Townley**

University of Michigan, School of Library Science, Ann Arbor, Mich. 48109

**Theresa Anderson and Russell J. Stambaugh, Jr.**

University of Michigan, Extension Gaming Service, Ann Arbor, Mich. 48109

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■ The development and use of a simulation game designed to facilitate nationwide long-range library planning for American Indian communities is described. The use of simulation outcomes in plan development is analyzed. Implications on the effectiveness of simulation in the library planning process are made.

---

LIBRARIANS increasingly face the challenge of planning long-range library programs which will effectively meet changing information needs (1). Over the past 10 years, a number of simulation games have been developed that permit planners in service organizations to examine the potential effectiveness of program alternatives in a laboratory setting at low cost and risk (2). This article describes the use of one major simulation game, "Policy Negotiations," as a tool to facilitate nationwide long-range library planning for American Indian communities.

### **Bureau of Indian Affairs Library Planning**

In 1976, the Commissioner of the Bureau of Indian Affairs (BIA) requested that the U.S. Department of the Interior's Office of Library and Information

Services develop a long-range plan for the development of library programs in American Indian communities. Librarians working on this plan had ready access to preliminary data on Indian information needs (3). They were aware of alternatives that had proved successful in several demonstration libraries already operating in Indian communities (4). But additional information was needed. In particular, the planners wanted to determine:

- 1) The preferences of Indian people and BIA personnel for the various program alternatives under consideration.
- 2) The amount of potential support and reaction—positive or negative—of Indian people and BIA personnel at various organizational levels to library programs.
- 3) The scope of formal and informal processes by which BIA policy plans are approved and implemented.
- 4) The validity of preliminary data on information needs.

To get this data, the planners approached the University of Michigan Extension Gaming Service to jointly develop and run a simulation based on "Policy Negotiations" at a workshop on library programs sponsored by the Department of the Interior's Office of Library and Information Services and the BIA Office of Indian Education Programs.

## Policy Negotiations: A Frame Game

Developed by Professor Fred Goodman and modified by the University of Michigan Extension Gaming Service, "Policy Negotiations" is a set of rules which simulates elements common to service organizations. These rules function much as a picture frame does, allowing the problems of a particular library to be highlighted in the game. Thus a number of individual organizational settings can be simulated using the same game. Program alternatives, organizational structures and influence specific to the library under study are loaded in the "Policy Negotiations" frame to create a simulated model for observation and analysis. Library users and operational personnel test the desirability and effectiveness of various program components by playing the game. Operational and behavioral results of one or more game plays are fed back to the planners for analysis and incorporation in final planning and implementation.

The "Policy Negotiations" frame has five major components:

*Policy Options.* These represent the various program alternatives being considered by the library. Each policy option is briefly described, numbered, and posted around the room. A numbered card for each policy option—with space for voting for or against it—is placed on a central table.

*Teams.* Groups of one to four players represent those individual and/or collective roles which are perceived to wield direct influence in the library or its environment. During each round every team has the opportunity to vote or "spend" some or all of its influence for or against policy options.

*Influence.* Each team receives a quantity of poker chips during each round based on its perceived influence and power at that time. Chips are used to vote for or against options in each round.

*Social Indicators.* Graphs are used to indicate the impact that the adoption of any policy option has on one or more goals of the organization (e.g., library effectiveness and availability of information).

These social indicators are adjusted at the completion of each round to reflect the impact of the adopted policy—positive or negative—on the library's goal(s).

*Rounds.* "Policy Negotiations" is played in rounds. During each round teams spend their influence in two ways: 1) "agenda setting"—voting for or against any policy option to place it on the agenda for implementation in the next round; and 2) "implementation"—voting for or against the policy option on the agenda for that round. After a predetermined amount of time (usually 3–4 hours), the play of the game is stopped and the players discuss the implications of the policy options adopted and the strategies that enabled this to happen.

## The LIPS Modification

The version of "Policy Negotiations" designed for the Bureau of Indian Affairs is called the *Library Information Planning Simulation (LIPS)*.<sup>\*</sup> In LIPS, roles were developed to represent different levels in the BIA bureaucratic hierarchy and in the Indian communities. These roles can be grouped into four types:

- 1) Policy makers at the national and regional level.
- 2) Middle-level managers.
- 3) Professionals, librarians, and teachers.
- 4) Indian community members who are the potential recipients of library programs.

Program alternatives which could be delivered were drawn up as policy options. A selective list of library related policy options follows:

- Upgrade school libraries to American Association of School Libraries (AASL) standards.
- Establish or expand selected school libraries to serve as demonstration community information centers.
- Provide additional library personnel to free librarians to serve as information specialists or consultants for curriculum planning.

<sup>\*</sup>LIPS is available from the Extension Gaming Service, University of Michigan, Ann Arbor, Mich. 48109, for \$5.00.

Table 1. Relative Influence for Agenda Setting and Implementation

Type of Influence	National Policy Makers	Middle-Level Managers	Professionals	Community
Agenda setting	Most	Moderate	Least	Moderate
Implementation	Least	Moderate	Most	Least

- Establish media centers with adequate personnel, materials, and production capabilities to meet the assessed information needs of schools.

To determine the comparative strength of various library oriented policy options, several educational programs were included as policy options. A selective list of education related policy options follows:

- Provide for more field trips and out-of-classroom educational experiences.
- Implement demonstration adult education programs in selected BIA schools.
- Expand art and recreational programs.
- Develop an improved reading program for implementation in all BIA schools.

Players were also asked to generate additional policies which they felt were important. In the three-hour run of LIPS, seven policies were added to the starting list of 21.

To voice preferences for these policies, teams were given two different types of influence—agenda setting influence and implementation influence. Those teams which had the largest policy-making role in real life received larger amounts of agenda setting influence. Influence of this type could only be used to determine the order in which the different policy options would be considered. Teams which had the largest real life role in implementing policy options received larger amounts of implementation influence. This type of influence determined whether the top priority policy option was implemented or not implemented. Thus a policy given top priority by upper echelon, policy-making bureaucrats could be blocked or weakened when implemented by unenthusiastic lower-level professionals. A

chart of the relative allotments of influence is found in Table 1. Implementation or non-implementation of policy options impacted on the amount of relative influence each team received in subsequent rounds. Implementation or non-implementation of the policy options also impacted on two social indicators—“Quality of Indian Education” and “Availability of Library Programs.”

### The LIPS Simulation in Action

LIPS was run at the BIA Library Programs Workshop in Albuquerque during July 1976. The 45 players were drawn from workshop participants. They represented selected Indian communities and all BIA bureaucratic levels simulated in the game. Care was taken to mix players, so that many participants had an opportunity to experience an organizational role other than their own. However, each team had at least one player in his/her real world role to serve as a reality check on the others. The game was played for over two hours and then discussed for an additional hour by the participants in a structured debriefing. The actual play of the game consisted of a fifteen-minute preplay planning period and three rounds of voting.

In the pre-play planning period, the teams talked among themselves and with their likely allies, trying to get a feel for what the game was going to be like. Several interesting patterns of interaction quickly emerged. The upper-level policy makers coalesced into a single team for the rest of the game. The middle-level managers organized themselves internally and waited for the other teams to come to them. The professionals worked closely together, petitioning the middle-level teams fairly often, and also approaching the community members who worked alone at this stage.



Round One saw the alliance of the professionals and the community group. This coalition successfully sought support from the national policy makers for establishing adequate media centers in BIA schools. At the end of Round One this policy was the top priority policy option; thus it moved to implementation in Round Two.

In Round Two the teams concentrated on implementing the media centers, largely forgetting to establish a priority for their next option. Thus, one of the professional teams was able to establish a priority for an improved reading program despite its lack of broad support. The middle-level teams, and some of the national policy-making teams as well, hoarded their influence for later rounds. The media center program was implemented enthusiastically, resulting in increased influence for librarians and considerable improvement in the "Availability of Library Programs."

The third and final round saw a tremendous battle over the reading program. Although it had community and professional support, it received staunch opposition from the fiscally conservative middle-level manager and upper-level policy-maker teams. This failure to reach consensus resulted in the marginal implementation of the reading program. The round ended with large amounts of unspent influence, particularly among middle-level teams, and only minor changes in social indicators resulting from partial implementation of the reading program.

### **LIPS Results Used in Long-Range Planning**

The use of LIPS resulted in the following inputs to planners who ultimately prepared the *BIA Plan For the Improvement of Library/Media/Information Programs* (Working Draft)(5):

- 1) Several program alternatives under serious consideration by the planners were found to be unacceptable or weak. These have been eliminated or greatly modified in final planning.
- 2) Community support is a vital component for any BIA program.

Such support appears to exist for library programs. Upper-level policy makers were reluctant to initiate any programs without assurances that the programs would meet community needs.

- 3) BIA personnel, particularly at the professional and middle-management levels, prefer program alternatives for libraries that *directly relate to existing educational programs*. Community people are willing to support these alternatives as a means of initiating some type of library program in their communities.
- 4) Middle-level BIA managers remained unconvinced that the benefits of library programs exceed their costs. This attitude was caused more by their fiscal conservatism rather than distaste for any specific library policy options considered. Several middle-level management teams spent less than a third of their influence chips in the simulation.
- 5) In the game, librarians were able to initiate communication with community members, an option which can be a powerful aid to library development. Some librarians who have been traditionally trained tend to resist this redefinition of their role.
- 6) Librarians indicated a primary interest in school library applications and less interest in making their facilities responsive to the total needs of the local community in which they work.
- 7) Current BIA organizational behavior is based on achieving broad-based consensus before implementing any policy option. Players preferred to build consensus rather than implementing policy without total support.
- 8) Previous research on the range of information needs among Indian people was confirmed as substantially correct. Players emphasized that the demand for specific types of information would vary community to community.

## Implications for Effective Library Planning

The success of using "Policy Negotiations" as a tool for long-range BIA library planning leads the authors to submit that simulation games can contribute to the overall effectiveness of most library planning efforts. "Policy Negotiations," as one example, offers library planners the following advantages:

- 1) A range of program alternatives can be explored simultaneously. Simulation outcomes will reflect the preferences and attitudes of participating organizations and groups.
- 2) Supporting and blocking behaviors can be identified and acted upon prior to implementation.
- 3) Both formal and informal organizational behavior of the library can be illuminated.
- 4) User and staff input to the planning process is increased. Group-think alternatives resulting from organizational stress, retrenchment, and change can be identified and dealt with. Both the quality and acceptability of long-range plans and programs are increased.
- 5) Library funds and prestige that might otherwise be expended in failure-prone pilot programs can be enhanced by eliminating weak alternatives prior to implementation.

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# The Map Library in Private Industry

## An Operating Example

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■ The map library in a private industrial setting is an unusual occurrence in the United States. The commercial map library exists as a source from which its company may derive information used to develop marketable products. Both the li-

brary's collection and its users are oriented to the company's products and their manufacture. The commercial map librarian must build a philosophy of operation and service on the needs of the company.

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THE MAP library in private industry is a rather rare occurrence in the United States. Of 605 libraries listed in a directory of North American map collections, only 16 commercial libraries having map collections were shown among the total. Of these 16 libraries, eight had less than 5,000 maps; five owned 10,000 or more maps; and only two had collections in excess of 15,000 maps (1). A perusal of map library literature shows an almost complete lack of mention of the commercial map library. The majority of the literature is produced by, and for, the academic map librarian, thereby ignoring an unusual but uniquely interesting type of map library.

While it shares many characteristics with the academic, governmental, or public map library, the commercial map library also exhibits differences in most areas, from philosophy to daily practice. The author, in discussing the commercial map library, draws upon her own experiences as a map librarian in a privately owned map-making company. There are so few commercial map libraries in the United States that no single library could be said to be

representative of the group. The observations here are based on the assumption that, given the realities of the business world, most such libraries would operate on a similar pattern.

The overriding reality of the commercial map library is the very fact of its private ownership. The library does not exist for academic research, for storage of worldwide cartographic information, or for "the public good." It exists basically as a source from which its owners may derive information which they will use to develop a marketable product. It is a component of a business "which must create and manufacture a product so that it yields a sufficient monetary return (profit) . . . to enable continued re-investment in further product development, production facilities, and payment to the ownership for use of its money . . ." (2). This is the underlying foundation on which the commercial map librarian must build a philosophy of operation and service.

The position of the commercial map library in the organization of which it is part is similar to that of most libraries in private business. In the business world,

accounting systems often categorize employees or departments of a company in general terms of "productive" or "nonproductive." Because a library does not contribute directly to for-profit work on specific jobs, it is considered nonproductive and can often fall somewhere in the area of overhead. This is an obvious variation from the situation of most map libraries, which are parts of systems entirely devoted to, and existing for, the gathering and dispensing of information, or are parts of nonprofit agencies where the productive-nonproductive distinction does not apply. The commercial map library must therefore justify its existence by its contributions to the organization, in a way that the noncommercial library is rarely asked to do.

### Acquisitions

The composition of the commercial map library is dictated solely by the information needs of the firm. If the library is part of a publishing company such as Rand McNally, the scope of the map collection is directly linked to the company's published products. If one were to go through the map drawers at Rand McNally, one could relate almost every map to some one of the company's publications over the years. Acquisitions are thus handled on the basis of specifically known needs and future publication plans.

The commercial setting does not allow the map librarian to make many definite plans and/or limitations on the scope of the collection. Acquisitions policies can be useful as a general guideline, but a short-term and extremely flexible view should be taken of them.

At Rand McNally, the best acquisitions policy is a simple "order when needed." This guideline is perhaps not quite so unplanned as it may sound. Because the range of Rand McNally's cartographic publications is fairly extensive, certain source materials are always needed. Standing orders are maintained for the major map series covering the United States and the world, for a number of

cartographic and geographic periodicals, and for much of the statistical material that goes into Rand McNally atlases.

The "order when needed" directive applies to almost all other items. These needs are dictated by the publication schedules and content of the various atlases and maps the company produces. The map library's coverage of foreign areas is updated according to annually determined revision schedules for the *International Atlas*, *Cosmopolitan World Atlas*, and *Goode's World Atlas*, Rand McNally's three major map series. Foreign maps are revised on a seven-year schedule—each year one area of the world is completely revised, while other parts of the world are revised where major changes have occurred. Given ample notice, the map librarian is responsible for thoroughly updating the library's coverage of the geographical area planned for full revision. With the exception of sources showing major changes, very few maps are ordered for other parts of the world, since maps of those areas would not be used during that year.

This revolving revision schedule can be disconcerting to the map librarian, particularly when she is aware of all sorts of new maps which would be impractical to order. Furthermore, when all acquisitions efforts are centered on one area of the world, undue difficulty in obtaining the desired maps can cause frustration. Sometimes, source material for a certain country or city simply is not available, does not arrive in time, or is promised but delayed in printing. An examination of Rand McNally's map library would show many seemingly odd gaps in chronological coverage, which can be readily explained by the revision schedule. However, the revolving acquisitions schedule is advantageous to the practical operation of the map library and the research staff and allows in-depth concentration of funds in one area during any given year.

### Special Considerations

In profit-making publishing companies, copyright is an ever present consideration. Because copyrighted sources cannot be

used, it is impractical to order many of them for the Rand McNally map library. Thus, acquisitions dealings are mostly with official map-making agencies of the United States and foreign governments. However, copyrighted works, particularly certain atlases, can be valuable reference tools, and in such cases the library can often establish exchanges with other commercial publishers.

The map librarian in a commercial firm may often be asked to supply source material for unexpected short-term, one-time projects. Since all of the information needed is unlikely to be in the collection, the librarian must be aware of sources from which maps and atlases can be obtained for various purposes and must be willing to obtain these sources in any way possible. The commercial map librarian cannot stop at the bounds of her own library and merely refer users to other sources; very little of that type of referral is done. Rather, the commercial map librarian's obligation is to go out and get whatever sources are needed, wherever they are available.

When Rand McNally is considering a new product, the map librarian is often asked questions such as "Is there anything available in . . .?" or "What is new in mapping in . . .?" Availability of source material is a basic determinant of whether a new publication can be undertaken at all. The map librarian is depended upon for correct information and therefore holds an important key to the company's creativity and production.

The map librarian in private industry does not have the benefit of a central acquisitions department to handle the details of ordering maps. This is done all, or in large part, by the librarian. At Rand McNally, the map librarian is responsible for the entire acquisitions process with the exception of actual typing of purchase orders and preparation of payment checks. She must search out publishers' and dealers' addresses, prices, and all other ordering information; this sometimes involves a good deal of correspondence, particularly with foreign sources. While this can be a tedious process, personal handling of acquisitions

in this way gives the commercial map librarian a more detailed knowledge of map sources than the noncommercial map librarian usually needs.

### **Organization**

The organization of the commercial map library, like the acquisitions policy, must be primarily pragmatic. It is, or should be, organized for ease of use rather than niceties of cataloging. The commercial map librarian does not face the problem of trying to fit the cartographic collection into the existing scheme of a larger library. There are no higher powers with whom to have main entry fights, no one hoarding C.I.A. atlases, no central cataloging departments dictating subject headings that make the atlas collection unusable. The map librarian in the private setting therefore has the option of using original classification and cataloging systems and may find them more convenient and appropriate than the generally used systems.

At Rand McNally, the classification system and cataloging practices were devised to fit the existing collection, which has grown around source needs for specific company publications. Since the library's users are researching and compiling these publications, the organization of the library also fits patterns of use by the staff. The central rule of the Rand McNally map library is that everything—maps, atlases, and books—is organized by place. There are separate classification systems for each format, but all are organized alphabetically by continent and country.

Geographical main entries are used for cataloging maps. Book and atlas main entries follow accepted practice when useful, but there is divergence if necessary. All atlases and most books have place-subject tracings; subject-place tracings are rarely used. Subject headings try to anticipate use of the source material rather than to always correctly describe subjects in a work. For example, a whole array of sources used as place-name references by Rand McNally researchers—postal code directories, census

reports, directories of municipal officials, listings of incorporations—use the same single subject heading, “place-names,” rather than the widely varied headings that most cataloging systems would dictate.

Storage of the collection is geared to ease of use for the working researchers. This has led to some rather unorthodox practices, but they have proven advantageous. For example, there is no separate pamphlet file. Pamphlets are reinforced, then cataloged and shelved with the books; this ensures that all items about a certain place will be shelved together and can be seen at a glance. U.S. Geological Survey topographic quadrangles are folded into a 9 in. × 12 in. size and stored in accordion folders; this allows staff members to use whole states at a small desk and to transport them easily. It is also a great saving of space in the library. Aeronautical charts are left folded as they arrive and stored in stacks in the regular horizontal map drawers; this provides greater ease of access and saves space.

Most map library staffs seem to spend an inordinate amount of time refiling maps. Some of this work has been eliminated at Rand McNally by separating each map drawer into several folders. Although each map has its own number within a folder, it has been found unnecessary to maintain the numerical order, which greatly facilitates refiling of maps and lets the librarian trust users to do their own refiling.

### Users

The clientele of the commercial map library constitute a major area of difference from the noncommercial map library. The academic or public map librarian will usually be called upon to do a great deal of elementary cartographic reference work, since many of the users are unfamiliar with maps and probably completely baffled by a map library's arrangement (3). The map library in a private firm, on the other hand, will usually have a limited, known clientele who use the map library every day and have a high level of personal knowledge of cartographic sources. Thus

the librarian is rarely, if ever, needed for cartographic reference work.

Reference work at Rand McNally tends to fall into four categories. First, there is the usual “I can't find the map I used last week” type of question, with which librarians are all too familiar.

The second category of reference question is one which usually evolves into an acquisitions request. An example might be, “I need a map on submarine warfare in World War II. Can you find out if anything is available and order something?” This sends the librarian to the telephone and the acquisitions process begins.

The third category is requests for information on political and geographical changes around the world. Researchers review newspapers and periodicals, compare old and new maps, and receive notices from editors and affiliated publishers on new developments which will affect Rand McNally publications. The map librarian is asked to confirm these changes, usually by telephone, and get any pertinent information on them. Primary telephone contacts for this type of reference work are in various federal agencies, the United Nations headquarters, foreign embassies, and the military. Information received is then compiled in written form and returned to the researcher.

The fourth type of reference request is to prepare literature searches on given topics. A typical request might be, “Find me several atlases showing examples of fold-out maps” or “I would like to look at as many different kinds of ocean-floor maps as you can find.” This usually results in a combination of in-house materials and suggestions for information which can be ordered or borrowed from area libraries.

Thus the map librarian in private industry must provide specialized reference service geared to product development, making use of all available channels to secure information. As is obvious from the aforementioned examples of reference questions, reference and acquisitions in a commercial map library are closely related; in many cases their functions are inseparable. The map librarian in this kind of setting would most profitably view her

position as that part of a research/creative team providing the link to the outside world of information.

The map library at Rand McNally serves a clientele composed primarily of geographic researchers and cartographers. Most have academic backgrounds in geography or many years of cartographic experience. The researchers divide geographical and subject areas among themselves, so that each one develops expertise in a certain area. The cartographers usually work on one or two projects at a time and do a certain amount of their own library research. Thus, each individual user tends to be totally familiar with a certain subject and/or geographical area of the world and with locations of relevant information in the library. Periodicals, books, atlases, and maps are automatically circulated to individuals for their review; this keeps users abreast of current information in their assigned subject and/or geographical areas. Under such a system, user expertise and knowledge of the library take care of a large amount of questions which the non-commercial map librarian would be asked to handle. The map library also prepares a quarterly acquisitions list, which is circulated both within and outside the company.

Since the user in the commercial map library uses the library to do his job, he will approach the library from a largely utilitarian point of view, affecting both his attitude toward the library and his actual methods of use. This type of user does not approach the library with the trepidation that library school students are taught to expect in library patrons. The commercial map library is not an intimidating maze to its users, but a familiar body of heavily used information; these users are comfortable in the library, and consider it, in effect, theirs. For the map librarian, the keys to providing effective service to this type of user are flexibility and open-mindedness.

Any new map librarian at Rand McNally would probably go through an initial period of shock at the way these users handle maps. Maps removed for use by the cartographers will usually return to

the library folded in numerous places, drawn on, or cut apart. If the map has miraculously escaped one of these fates, it will almost certainly appear to have aged 10 years in two weeks. It becomes obvious that a librarian who treasures each map for its own cartographic sake may never want to work in a commercial map library!

Methods of use in the commercial map library are a direct result of the pragmatic orientation of its users. To people working with maps every day in a firm such as Rand McNally, maps are simply tools used to produce other maps; they hold little fascination in themselves. The rules and regulations applied in most noncommercial map libraries to the circulation and care of maps would be inappropriate in the commercial setting and might even be detrimental to the efficient functioning of the creative process. The map librarian in private industry must bear in mind that the primary purpose of the map library is to provide maps for use, not to preserve them.

### **The Map Librarian**

How does the commercial setting affect the professional orientation of the map librarian? The rewards and disadvantages involved would probably apply to any special librarian working in a one-librarian library in a private business (4). They basically revolve around the fact of being the only librarian on the premises.

The greatest drawback in this situation is the problem of professional isolation. The actual physical isolation from other librarians, taken together with the necessary pragmatic orientation of the commercial library, tends to cause a feeling of operation in a vacuum. The librarian in this case must expend personal time and effort not to fall into the isolation trap, an effort not usually required of librarians working in multi-librarian systems.

Perhaps the map librarian has an advantage over other kinds of special librarians in this regard. Because the map library world is small, and because of the unique nature of maps, the map librarian may be forced to maintain professional

contacts in order to function effectively. This is especially true in the area of acquisitions, where contacts with other map librarians are one of the major avenues of information; such contact is not nearly so crucial in the "better-bibliographed" domain of the book.

Part of the isolation problem is alleviated if the private employer supports the librarian's efforts and encourages professional commitment and contacts. If the librarian demonstrates that professional involvement in the library field contributes to on-the-job effectiveness, the private company will usually view this involvement as indirectly profitable and will therefore support it in a way that is perhaps more overt and enthusiastic than the noncommercial librarian is likely to see.

In a map library such as Rand McNally's, there is some danger of losing one's knowledge of worldwide map production. It would be very easy to involve oneself only with the source material needed for company publications and to ignore all cartographic materials not needed. The best way to guard against this is constant reading of reviews, map librarianship journals, and outside acquisitions lists, so that awareness is maintained, even though acquisitions may be limited.

Although it may not be obvious during the daily routine, the commercial map librarian who participates in the world of professional map librarianship and is aware of developments in cartographic production will give much more valuable service to the employer. As part of a creative team, the map librarian in a private firm must be capable of moving into new areas as the field of map-making changes and expands. She has a responsibility to provide the employer with the new information necessary for continued development of cartographic products.

The rewards for the commercial map librarian are those of independence and participation. Although the librarian is, of course, responsible to the management of the company, as the only librarian she usually has a great deal of independence in the actual operation of the library. This is especially advantageous to the map librarian,

since it means she does not have the problems with book-oriented central systems that sometimes handicap map collections in large libraries.

The map librarian in private industry also can enjoy the variety of occupying two worlds. One has the advantage of inhabiting the "real world" of business and industry, where practicality reigns, while at the same time, one can be part of the more "ivory tower" world of the professional map librarian.

Finally, the business of commercial cartography can be fascinating. When the balance between creativity and practicality is just right, it is a very exciting field in which to be involved. As a link in the process from inception of a product to its final sales, the map librarian has the reward of seeing the tangible results of her contribution.

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# Library Education in Information Science

## Present Trends

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■ This article discusses present trends in library education in information science, as based on a survey of course offerings found in library school catalogs. The courses offered are divided into five basic categories, and new directions in library education for information science are dis-

cussed. Present trends are measured against the aspirations of the library community concerning information science in the 1960s. Specific recommendations are given for the improvement of current library science curricula in this area.

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INTEREST in education for information science has remained at a constant high level since the emergence of the field and the formation of its conceptual basis in the early 1960s. This interest has spawned both independent degree programs in information science, and also information science majors or specialties in library science, computer science, and occasionally other miscellaneous departments.

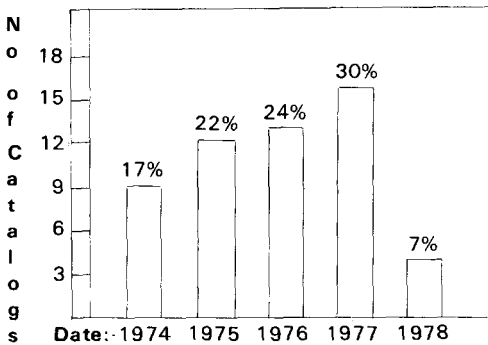
Numerous studies have cataloged and described these various information science programs. The studies have both delineated the natures and emphases of these programs, and have also discussed the portent of these developments for the field itself. Landmarks among them include what is popularly called the "ASIS Directory," 1971 (1) and its 1972 supplement (2). As with most of the descriptive studies of information science programs, the data contained in these directories were obtained by questionnaires returned from schools polled.

Belzer (3, 4) and Stone (5) have since provided useful updates on some of the in-

formation cataloged in the original ASIS directories. Significant international surveys include Bottle (6), Foskett (7), and Samuelson (8). Finally, of the many papers dealing with recent directions and tendencies in education for information science generally, Elias (9), Foskett (10), Kazlauskas (11), Stone (12), and Vagianos (13) should be mentioned.

When, however, one restricts the scope of these studies to exclusive concern with the programs of education in information science as offered by graduate schools of library science, the number of comprehensive studies available is drastically reduced. Historically, quite a lot of research is available from the 1960s, when such information science offerings in library schools were first being developed and academic interest was high. Bracken and Shilling (14), Hayes (15), and Melkonian and Donahue (16) are all discussions of then-current library science offerings and the attitudes and approaches prevalent in the teaching of this new field. Rees and Riccio (17) produced a comprehensive

Figure 1. Percent of Total Number of Catalogs Used for the Survey by Year



The date of a catalog was defined by the latest date occurring on its cover, i.e. a catalog with a cover date of 1975-1976 would be considered dated 1976.

Mean date = 1975.9  
 Median date = 1976  
 Modal date = 1977

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state-of-the-art report for a *Drexel Library Quarterly* series on library education. Isabella (18, 19) produced a particularly complete poll-study, which included descriptions of programs at individual library schools across the nation and in Canada.

Surveys cataloging current programs in information science at library schools are rare. Perhaps the most recent information available was compiled in 1974 by Weintraub and Reed (20) in the *North American Library Education Directory and Statistics, 1971-1973*, which includes a table summarizing library science programs in information science. Articles dealing with present trends in these information science programs have been mentioned previously.

This author undertook a current survey of graduate library school course offerings in information science in order to gauge present attitudes in library education towards information science—its place in the overall curriculum, its new developments and tendencies. This survey was not intended to be either complete or impeccably accurate, but rather, only to produce statistics indicative of the present state of library education in information

science. Present tendencies in the teaching of information science and course offerings will be measured against the previous aspirations and opinions of the library science community concerning the teaching of information science in library schools.

Whereas all the surveys in the aforementioned research involved questionnaires returned from graduate library schools, this investigation involved solely the course catalogs printed by the schools. Information obtained from the catalogs included course descriptions, titles, and any other explanatory information provided by the schools through the catalogs.

For this survey, 54 catalogs were polled, representing 84% of the 64 accredited library schools in the United States and Canada, as according to the *Journal of Education for Librarianship, 1977* (21). Data on the recency of the catalogs is shown in Figure 1.

## Findings

Working from the course descriptions and other information provided by the catalogs, then, the first question is: What constitutes an information science course? Definition of information science, as shown by Belzer (22), Hayes (15), and many others, is not a simple matter. For this investigation, the policy established by Weintraub and Reed (20) in their survey was followed. "Non-traditional" offerings in the library science curriculum were considered as information science courses—in other words, courses that would not have been offered in library schools prior to the interest in and awareness of information science as a field in its own right in the 1960s. Implicit in this definition is that such courses relate to the relatively new practice of the manipulation of data by computer.

It was found, similar to studies by Belzer (4) and Rees and Riccio (17) that information science courses taught in graduate schools of library science did tend to fall into recurrent categories. In this study, these groupings were discovered by empirical observation through the school catalogs. The labels assigned to

these five resultant areas, and general descriptions of the areas, are as follows:

1) *Library Automation*. Courses concerned with the use of modern technologies, particularly computers, to facilitate traditional library operations and technical services. These courses are typically applications-oriented.

2) *Information Storage and Retrieval (ISR)*. Often entitled "Introduction to Information Science," "Information Science," or "Information Storage and Retrieval," these courses deal with (modern) ISR systems and related ISR topics, both theoretical and practical, including abstracting, indexing, controlled vocabularies, thesauri, searching methods for systems, and comparisons of different systems. This category would include advanced courses dealing with single topics from the preceding.

3) *Systems Analysis*. Courses comprising this group are the results of modern systems engineering concepts. These courses may contain statistical studies and methods for mathematical measurement and evaluation of library operations and services. Techniques commonly taught include statistical sampling and decision tables.

4) *Interactive Computer Systems (IACS)*. These courses are concerned with the information storage and retrieval capacities of interactive computer systems. They usually treat such on-line bibliographic citations retrieval systems as SDC, Lockheed, and BRS, and the search logic and query languages used in such systems.

5) *Programming*. These courses are designed to prepare students to solve library problems through computer applications. They are distinguished from Library Automation courses through their exclusive attention to programming languages and methodology.

#### **Advantages and Limitations to the Method**

Before proceeding further with the findings, certain aspects of the survey methodology should be made explicit. First, this method of polling catalogs, rather than schools, may show somewhat less

bias than direct questionnaires. In the questionnaire situation, the school is being asked specifically concerning its information science program. Naturally, the tendency is to answer that it is outstanding. Polling catalogs is less direct, and therefore may reduce this bias in the data somewhat.

But, in purchasing this freedom from the bias of such "tailored" responses, a price is paid in accuracy—course descriptions are sometimes too brief for accurate analysis. Too, the method is unscientific in its possible engagement of the observer's predispositions.

The main point here, though, is that the purpose of this survey is to delineate tendencies and define new trends, not to compile definitive statistics. In fact, although it was usually rather obvious whether a course was within the province of this study, the relationship of a very small number of courses to the five above-mentioned categories was not always clear-cut. So it is important to bear in mind that the figures to be discussed subsequently are only statistical approximations appropriate to the intention of this paper, and that they are not "hard" statistics of literal accuracy.

#### **Further Findings**

Virtually every information science course encountered in the course catalogs did fit into the five groupings mentioned, then, although the areas could not be considered rigidly mutually exclusive. Table 1 gives some indication of what proportion of the schools surveyed teach courses in each of the five categories of information science courses. As can be seen, large majorities of the schools do teach one or more courses in Library Automation and ISR. Courses in these two areas appear to constitute the "core" of information science education in library schools.

Systems Analysis courses follow the leading two areas in popularity, being taught at about half the schools polled. As noted previously, these courses often include statistics and techniques of mathematical analysis appropriate to library purposes.

Table 1. Number of Schools Surveyed Teaching Courses in Five Categories of Information Science

Course Category	No. of Schools Offering 1 Course or More in . . .	No. of Schools Offering 2 Courses or More in . . .
Library Automation	44 (81%)	22 (41%)
Information Storage and Retrieval (ISR)	43 (80%)	18 (33%)
Systems Analysis	26 (48%)	5 (9%)
Interactive Computer Systems (IACS)	15 (28%)	3 (6%)
Programming	6 (11%)	0 (0%)

Figure 2. Number of Information Science Courses Offered by Library Schools

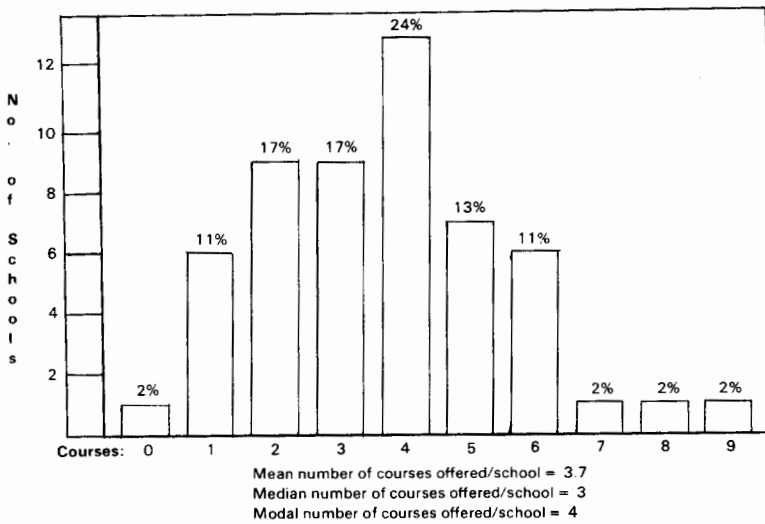


Figure 3. Number of Schools Offering at Least the Number of Courses Listed

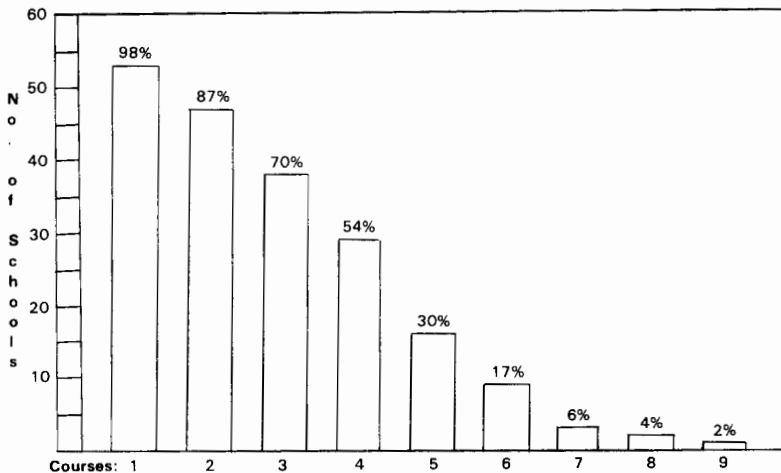
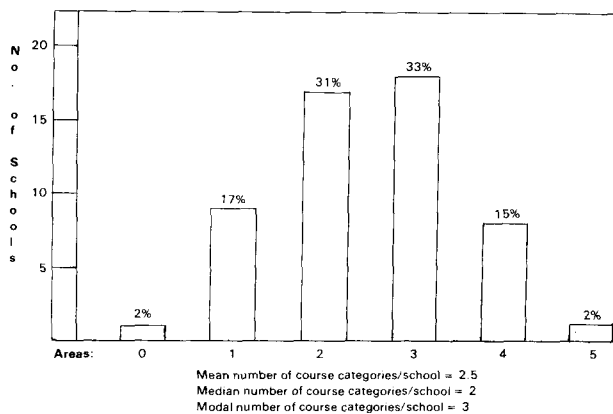


Figure 4. Number of Areas of Information Science Courses Offered by Library Schools



The area labeled Interactive Computer Systems represents a totally new field of information science education in library schools, one that was not generally seen even as recently as five years ago. This area was not mentioned in any of the previously discussed surveys of library education for information science. It would appear that the teaching of IACS courses in the library science curricula is in direct response to the increasing use of such commercial systems as those offered by SDC and Lockheed. OCLC and BALLOTS have doubtless also encouraged the development of new IACS courses. This area is the most recent addition to the groupings of information science courses found in the library science curricula, as its rise coincides directly with the birth of the previously mentioned on-line systems early in this decade.

Programming courses, as defined previously, are available in only 11% of the library science programs. No school offers more than one course in this area.

Figures 2 and 3 further illustrate the numbers of information science courses taught at the various library schools. In Figure 2, the statistics show that most schools offer in the range of three to four courses in this field. Note that if a curve were drawn on the graph, it would form a rough bell distribution. Thus, there are small minorities of schools displaying either exceptionally great or unusually lit-

tle interest in offering information science in the library curricula.

Figure 3 is basically a variant representation of the data of Figure 2. This graph shows the number of schools offering a number of information science courses at least equal to those plotted on the independent axis, and it better illustrates the modal number of course offerings, which is four.

Figure 4 further deals with how many of the previously defined areas or clusters of information science courses are offered by library schools. Of these five areas, the mean was 2.5 taught by the average school. Note that 50% of the schools do teach courses in three of the areas or more—thus offering what are most probably fairly complete programs for the student majoring in information science in library school.

### Programming Courses

As seen in Table 1, six schools offer one course in what was termed the Programming area—courses primarily concerned with teaching a programming language in relation to its practical use in solving problems of library application. No school appears to teach more than a single course in this area.

In Table 2, the number of times each programming language is mentioned in course catalogs is listed. Note that the most common languages offered are PL/I,

Table 2. Number of Mentions for Programming Languages in Course Descriptions

Programming Language	No. of Mentions
Assembly	2
BASIC	2
COBOL	1
COMIT	1
FORTRAN	2
PL/I	4
Query languages	3

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and the non-programmable query languages. The teaching of the query languages is obviously related to the rather recent interest in the IACS courses.

Many other programming languages receive one or two mentions, ranging from assembly language to a very high level programming language such as COMIT.

Given one assumption—that for any course dealing extensively or meaningfully with programming or programming languages this fact will be noted in the course description—the data of Tables 1 and 2 tell quite a lot regarding the prevalent attitudes of library schools towards teaching programming for library applications.

To begin with, one might look at the languages mentioned. The schools offering BASIC and FORTRAN make it clear that these languages are being employed in their common role of training languages. They are not being taught rigorously, or as being particularly well suited for the solving of library problems. In the teaching of assembler languages, given both the inherent complexity of these languages and also the lack of prerequisites for these courses, one must wonder how much practical knowledge can be imparted to students in these single-semester courses. And, of course, the query languages mentioned are not programming languages.

Given these indications concerning the languages used, then, it becomes evident that only a very few library schools are truly teaching computer programming in a manner rigorous enough to actually

prepare students to solve practical library problems through on-the-job programming.

Most schools do have some provision for students to take a limited number of courses from another department of the school. Thus, it may seem plausible that the interested student could take some computer science from the computer science department, assuming the school to have this department. However, it is almost invariably stated in the course catalogs that courses taken outside the library department or school must be at the graduate level for the student to receive credit for them towards the library degree. The unfortunate result of this situation is that the student who has little or no previous programming background is rarely allowed to gain it in library school, as he or she would not be qualified to start with graduate level computer science courses. With very few exceptions, then, library schools do not provide or offer their students more than minimal capabilities or experience in practical computer programming. Students who desire such technical training must generally seek it somewhere other than in library school.

## Conclusions

This survey of library school catalogs indicates, then, that virtually all information science courses offered in graduate schools of library science fall into five categories. Based on course descriptions and information as given by the catalogs alone, these five areas can not be considered rigidly mutually exclusive—yet they do provide an adequate conceptual framework for defining the basic sorts of information science courses presently offered by library schools.

This finding is similar to Belzer's (4) and his concept of "cluster analysis," in which seven clusters of information science courses were recognized as taught at the master's level, for information science programs not necessarily associated with library schools.

Comparison of these five groupings of information science courses to earlier

studies, particularly Isabella (19) and Rees and Riccio (17), shows library schools to be teaching more such areas than a decade ago. This, too, coincides with findings from the Belzer study (4), which also noted a general expansion of the information science curricula.

This study found courses in Interactive Computer Systems to represent an entire new area of library educational endeavor, an area not defined in the previous studies. Interest in these courses has coincided with the rise in use of on-line bibliographic systems in libraries since 1970.

In comparison to Isabella (19) and Rees and Riccio (17), this study found Systems Analysis courses to be a more precisely defined area than previously. These courses show a much greater similarity in course content from school to school than they did 10 years ago.

Thus, it seems clear that library schools have continued their expansion of course offerings in information science, as was widely predicted in the library community in the latter 1960s. The trends and tendencies noted above support this statement.

But perhaps the most interesting aspect of this study's findings concern the place of Programming courses in the information science curricula offered by library schools. A very large proportion of library schools provide their students with some familiarity with computer applications and principles through Library Automation courses. Yet only a very few library programs offer any comprehensive or rigorous courses designed to produce graduates capable of on-the-job programming. Very few graduates, as a result of their library education, can program for such useful and fundamental tasks as updating and editing. The numbers of programming courses offered and the languages they deal with constitute supporting evidence for this conclusion.

Should library schools be teaching problem-oriented programming? Papers from the well-known Airlie House symposium on "Education for Information Science" in 1965, including those of Barnett (23) and Taylor (24), strongly stated that such programming capabilities would be

necessary talents for any information scientist and that programming courses should be a basic component of any information science major in any curriculum.

Too, it has long been recognized that the lack of such technical expertise in the library community would lead to most technological innovations being produced outside the community—and this has, indeed, often been the case with computer technology in library applications.

Library schools have, quite correctly, not perceived themselves as programming schools. Yet, as mentioned earlier, their responses to the needs of some of their students for programming capabilities have often been insufficient. Students are often only allowed to take graduate level computer science department courses for which they are rarely eligible in terms of background, or, they are offered non-rigorous or non-programming courses in the library school which do not adequately cater to their needs for programming abilities. The greatest need of the present library science curricula in information science is to remedy this situation. Solutions to this dilemma have already been pioneered by a certain few library schools, which have either initiated programming courses in their own curricula or have adopted more realistic cross-registration requirements for credits towards the library degree. Hopefully, more library schools will investigate these alternatives and take measures to similarly improve their own information science majors in the near future.

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# An Engineering Information System and Communications Network

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■ The Government-Industry Data Exchange Program (GIDEP) is a government funded and managed program. It involves a cooperative activity between government and industry seeking to reduce or eliminate duplicate expenditures of manpower, time, and money through the exchange of technical data. Techniques of technology transfer through the development of centralized data banks are utilized to provide specialized engineering data to the user com-

munity. Data automation is accomplished through the use of a microfilm data storage system with computer remote terminal search and retrieval capability. Two unique systems, the "alert" system and the "urgent data request" (UDR) system, provide a communications network among participants working on related problems. Examples of data utilization and the benefits gained by government agencies and industry participants are described.

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**I**N this era of constrained budgets and ever increasing manpower and material costs, it is increasingly important for all organizations to make the maximum use of existing technical data in the engineering field. This includes test experience and operational use history on parts, components, and materials. With this goal in mind, the government has established a program for data exchange between government and industrial organizations working on related products and problems. It involves a cooperative activity

between these organizations seeking to reduce or eliminate duplicate expenditures of manpower, time, and money through the effective use of technical data.

The Government-Industry Data Exchange Program (GIDEP) has focused its attention on amalgamating specialized engineering information and making it available to design, laboratory, quality assurance and application engineering specialists. The program was previously restricted in participation to government activities and their contractors. However,

with the current trend in government procurement toward commercial-off-the-shelf items, it was decided to open the program to any qualified endeavor that is generating or using the types of data GIDEP exchanges. The program specifically excludes classified and proprietary data.

In addition to the Department of Defense (DOD) and the National Aeronautics and Space Administration (NASA), other government agencies such as the Federal Aviation Administration, Energy Research and Development Administration, U.S. Postal Service, and the National Security Agency are actively involved in the program. The Canadian government and many Canadian industrial organizations have been participating in GIDEP since 1966. A limited international reliability data exchange program on electronic parts test data has been established between GIDEP and its European counterpart, the Exchange of Authenticated Electronic Component Performance Test Data (EXACT) program.

### **Data**

Engineering and reliability enhancement procedures and components developed from military and aerospace programs have produced some exceptionally reliable equipment. GIDEP's data banks contain much valuable information generated by DoD and NASA related organizations. The technology transfer from aerospace and military developments offers commercial and industrial contractors significant opportunities in consumer product development. The utilization of this information, and application of these techniques could result in rewarding pay offs and profitability. Consumer products need to be made increasingly reliable in order to remain competitive, and to avoid the cost impact of excessive warranty claims, recall and rework of products already in consumer use, and liability claim losses.

The availability of specific engineering, quality, and reliability data is of major concern to all organizations involved in the

development of high performance systems and equipments. Frequently, the bottom line of the statement is whether the equipment met its performance and reliability goals. And, since reliability is in a large measure a function of design, the design engineer must be motivated and given the tools to build reliability into the system from the beginning. In addition, improved reliability reduces life cycle costs. It is much the same way that improved health reduces the costs of medical treatments.

GIDEP provides some of the tools to accomplish this end. Participants in the program are presently provided access to four major data banks: Engineering Data Bank; Failure Rate Data Bank; Metrology Data Bank; Failure Experience Data Bank.

### **Engineering Data Bank**

The Engineering Data Bank (EDB) contains engineering evaluation and qualification test reports, nonstandard parts justification data, parts/materials specifications, manufacturing processes, failure analysis data, and other related engineering data on parts, components, materials, and processes. The bank includes a section of reports on specific engineering methodology and techniques. The EDB has amassed considerable information on critical parts which have the greatest potential effect on equipment reliability. These may be parts that historically cause occasional trouble or whose composite failure rates contribute significantly to field failures. Test data received from EXACT is included in the EDB. Currently there are over 45,000 engineering data reports in the data bank estimated to have cost at least \$70 million to create. Each month approximately 200-300 new reports are added to the data bank. For example, a participating organization provided information to the data bank on the predominant failure modes associated with each process type for LSI/MSI circuits from several vendors. This was determined from detailed analysis of all failures and recommendations were made on methods for testing and screening against such failures. In addition, this

valuable information was provided to the vendors who initiated studies to improve the device designs. Considering the amount of valuable information that can be gleaned from a detailed analysis of part failures, it is clear that this information is essential to any part improvement program by manufacturers.

### **Failure Experience Data Bank**

The Failure Experience Data Bank (FEDB) contains GIDEP ALERTs consisting of objective failure information generated wherever significant problems are identified on parts and materials. SAFE-ALERTs are issued on problems related to life or fire hazards. The FEDB provides the capability of being able to pool our failure analysis data and also ALERT on potentially defective and problem parts and materials, whenever a pattern or trend exists.

The ALERT system provides participants with identification and notification of actual or potential problems on parts, components, materials, manufacturing processes, test equipment or safety conditions. The initiator of the ALERT coordinates the ALERT with the manufacturer, then forwards it to GIDEP for distribution to all participants. The system also has provisions to provide information back to the manufacturer (vendor) of an item. A copy of all reports and ALERTs are provided to the vendor for comments prior to submittal to GIDEP. This establishes a communications link for possible corrective action. Experience has proven that the manufacturers appreciate receiving this data, since it frequently is the only feedback he receives on the performance of his parts in various systems and equipments under operational conditions.

Examples of benefits obtained by participating organizations are numerous. Such early information not only proves cost effective in equipment, but also prevents use of devices which later prove unacceptable from a reliability viewpoint, for field operational use. A recent industry organization's input to the ALERT system provided information to all par-

ticipants on the failure of nichrome thin film resistors. Failure analysis indicated lack of control by certain vendors over package gas ambients and variability in glassination films. This knowledge prevented possible loss of several mission objectives in a space vehicle program.

### **Failure Rate Data Bank**

The Failure Rate Data Bank (FRDB) contains failure rate/mode data on parts and components based on field performance information and reliability demonstration tests on operational systems and equipment. The FRDB provides a better and more complete feedback on field reliability for use by government and contractor activities. It has been designed to provide existing available field reliability information back to the project manager and supplier with a minimum of delay. Since failure rate and field reliability information is often lacking in the early stages of systems development, the FRDB can be used to facilitate the selection of types of parts and components that will give an adequate failure rate at a reasonable cost. The adequacy of the failure rates must be determined by comparing the equipment's total failure rate to the reliability requirement and weighing failure rate differences against warranty costs. Most reliability improvement warranty policies contain penalties for excessive failures, and time to repair, and have a fixed repair fee to the contractor. For example, one prime contractor utilized a Failure Rate Data Bank report that provided valuable background information on fault tree technique of failure mode and effects analysis. This information increased his working knowledge of that technique and provided additional GIDEP contacts for more information. Savings of 240 man-hours were reported by the contractor using this report.

### **The Metrology Data Bank**

The Metrology Data Bank (MDB) contains test equipment calibration procedures and related metrology engineering data on test systems, calibra-

tion systems, and measurement technology. The MDB interchange includes a Metrology Information Service (MIS) system which provides rapid response to GIDEP participants on queries related to test equipment and measurement services. The MIS system also includes an extensive research capability which is available to participants on a fee basis. Utilizing the extensive metrology information and expertise available at the GIDEP Operations Center, the MIS system provides GIDEP participants with the capability to obtain technical information and research efforts on metrology and test related requests. Requests which require efforts beyond the GIDEP base-line will be undertaken only with additional funding from the requester. The areas of Metrology research and expertise available encompass the research, development, test and evaluation of measuring instruments and their application to all facets of support, maintenance and performance of prime equipment. Outputs are intended to provide practical solutions to specific problems. For example, a GIDEP participant contractor routinely uses the program to formulate the calibration procedures sent out with his instruments. In addition, the company recently derived a significant benefit from the program when the customer requested bids for preparing a set of computer programs for automated instrument calibration. Some 80 instruments were involved, many not made by the company, and the calibrations had to conform to military standards and procedures. The company had the required information instantly at hand in its GIDEP file and was able to submit a winning bid. If the company had not had the procedures in its files it could have taken easily two months to locate them, and it would then have been too late to even submit a bid.

Since the inception of the program, emphasis has been placed upon the immediate transmittal of current information directly to the potential users, and to have the information readily available upon demand. The philosophy is to have the information waiting for the user,

rather than the user waiting for the information. GIDEP has a rapid data storage, search and retrieval system which makes the information in the data banks immediately accessible to all participants. The primary form of data storage and distribution is on 16 mm roll microfilm, available in reels or cartridges. The microfilm data files are provided to participants and maintained in their engineering, reliability or metrology organizations. Indexes, abstracts, and summary information is stored in the GIDEP computer system, with on-line remote terminals providing rapid search, sort and retrieval capability to the specialized data. ALERTS, SAFE-ALERTS, Indexes, and Special Listings are also provided in hard copy form. Many organizations have in-house data programs that are adaptable to the microfilm and computerization techniques developed by GIDEP to make specific information more readily available to the user. The GIDEP system is "user" oriented.

### Special Services

Another special service within GIDEP is the Urgent Data Request (UDR) system, in which a GIDEP participant may query all other GIDEP participants on specific problems. The UDR system permits any participant with a technical problem to rapidly query the scientific and engineering expertise of all participant organizations. This capability affords us an excellent opportunity to further our attack on reliability problems. A UDR form is initiated by the member and sent to the GIDEP Operations Center for distribution to all participants. Responses are provided directly to the person making the query and are also incorporated into the appropriate data bank. The UDR communications system value is immeasurable since it provides access to information not readily available through normal channels. It saves on research time and establishes point-to-point contacts with people working on related problems.

In addition to the communication network systems, GIDEP provides Workshops and Clinics where you have an op-

portunity to see who your counterparts are, become better acquainted with them and exchange valuable information relating to improving systems quality and reliability. There is sufficient circulation of key personnel in government and industry to maintain effective cross-communications on engineering/quality/reliability related matters at these Workshops and Clinics.

### **Participation**

Organizations may participate in GIDEP without charge in any or all data banks and use GIDEP's services by agreeing to abide by preestablished requirements for participation. The GIDEP participant roster is impressive, consisting of numerous government activities and the leading industrial organizations in the country. Participants are not subject to any fees or assessments. However, each participating organization must provide an internal program operation to include at least one point of contact, a microfilm reader-printer, and adequate working area within its facility. Each participant, depending upon the data banks with which he is involved, submits test reports, metrology data, failure rate/mode data, failure experience data and related technical information to GIDEP. GIDEP reviews, processes, computer indexes, and microfilms the documents for distribution to participants.

Any program to be most effective in an organization, requires the support of top management. The establishment of policies which provide the necessary support and monitor/audit functions always result in greater program visibility and successful in-house implementation. This in-turn stimulates the contribution of more valid data and results in better use of the data banks and services prior to committing manpower, time, and money to duplicate test and research efforts already accomplished elsewhere.

With a little imagination and initiative, the information available in the data banks can be profitably applied in every step of a system design, development, production, and support process. Design

engineers will find a ready source of proven parts information to meet specific applications; reliability engineers find the failure rate and mode information invaluable for prediction of hardware reliability; and the continuous flow of safety and potential or actual failure experience information may preclude a system malfunction at any step of the way. Logisticians find the information useful in projecting support and resupply requirements. Production engineers frequently find new and innovative techniques to expedite operations or save money. Perhaps the most important aspect of all is the broad range of direct contacts in almost every technological area. Participants are dedicated to cooperative efforts in the interests of economy and efficiency; and report savings ratios of 10:1 to 14:1 in dollars saved versus operations costs through active participation and effective data utilization. It has been proven that the proper utilization of these data banks and services can result in the improvement of quality and reliability and reduce costs in the development and manufacture of complex systems and equipment.

### **Conclusion**

As was stated in the beginning of this paper, the demands for improved reliability performance have increased concurrently with the complexity of the systems over the past fifteen to twenty years. As can be expected, technology will not stand still, and with new and constant changes in technology, greater demands are imposed on materials, components, and engineering design. The combination of changes and demands strains the state-of-the-art, and each new development challenges our ability to achieve reliable operation. GIDEP's data banks keep up with these technological changes by providing current up-to-date test data on state-of-the-art parts, components, and materials for engineering design. GIDEP provides an improved knowledge and methodology for attaining greater equipment and system reliability. The proper implementation and utilization of GIDEP

data can make a significant impact on the historical problems of quality and reliability that are becoming increasingly critical to the technical progress of the United States.

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# Asian Community Library

First in U.S.

**Judy Yung**

Oakland Public Library, Asian Community Library, Oakland, Calif. 94606

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■ The first Asian Community Library in the United States opened in Oakland in 1976 with the help of a \$300,000 federal LSCA grant. The library offers a popular collection of print and audiovisual materials in five Asian languages (Chinese, Japanese, Korean, Pilipino, Vietnamese) and a special collection in English on Asian Americans and Asian history and

culture. There have been acquisition, cataloging, and political difficulties, but high circulation and positive response from the Asian community have earned the Asian Community Library a third year LSCA grant of \$50,000. Oakland Public Library is prepared to take over the Asian project's funding in FY 1978-79.

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IN March 1976 the first Asian Community Library in the United States opened its doors to the public. Funded by a two-year federal Library Services Construction Act grant, the library as a branch of Oakland Public Library offers library materials in Chinese, Japanese, Korean, Pilipino, and Vietnamese. It also specializes in English language materials on Asia and Asian Americans. Prior to the library's existence, most of more than 50,000 Asian Americans residing in the Oakland Bay Area were unserved by the public library.

## Patrons

The target groups of the Asian Community Library include: 1) non-English-speaking Asian immigrants in need of recreational and informational reading

materials in their native languages, materials to assist them learn English and become acculturated to American life; 2) second to fifth generation Asian Americans in need of information on their cultural heritage and the Asian experience in America; and 3) non-Asians interested in Asian and Asian American subjects.

## The Library

The staff of the library consists of one librarian, two library assistants, and an audiovisual technician. These four are capable of covering the four major Asian languages—Chinese, Japanese, Korean and Pilipino—and have led the growth of the Asian Community Library. The collection now consists of 15,000 books, 32 newspapers, 100 magazines, 50 films, 20 filmstrips, 2 slide sets, 1000 records, 400 cassettes, and 40 videotapes. The library also has a bookmobile that carries paperbacks and magazines in the Asian and English languages to child care centers, public schools, adult educational centers,

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This paper is one of several papers in a series planned by the SLA Committee on Positive Action for Minority Groups.



community agencies, and shopping centers on a regular basis.

The library's audiovisual collection of records, cassettes, films, filmstrips, slides, and videotapes serve as an additional source of recreational and educational materials for the target group. Except for the videotapes, all audiovisual materials circulate. Popular records and cassettes in the Asian languages are purchased locally and make up 27% of the branch circulation. The staff is still previewing films and has just begun circulating them. They have found that educational films on Asia, geared for classroom use, are most disappointing. The majority of these films are out of date, unimaginative, condescending, or inaccurate. Because there are few free sources for films in the Bay Area, especially films on Asian subjects, it is expected that the library's film collection will be extremely popular.

The staff is continuing to videotape television and in-house programs of interest to the library's target group. The purpose is to build up a resource collection on Asia and Asian Americans to be used in the library as part of library-sponsored programs to the public. What has been videotaped is often unavailable in other mediums such as film.

Each Saturday the library sponsors a children's program of storytelling, films, and crafts. Each month a program featuring a speaker, a film, or a cultural presentation is planned for the public. Past programs have included a Chinese shadow puppet show, a Korean classic film, an Asian American poetry reading, celebration of the Pilipino "Bonafacio Day," and a film on China.

One difficulty encountered in dealing with the Asian language collection is cataloging. The original proposal establishing the library called for the staff to do the necessary cataloging. However, it was felt that staff time was better spent on materials selection and direct services in the branch library and on the Asian bookmobile. On the other hand, the staff recognized the need for an organized and accessible collection. The solution was to hire a trilingual cataloger with project consultant funds.

## Materials Acquisition

Acquiring materials for non-English speaking Asian immigrants has proved most difficult. Only limited quantities of materials in the Asian languages are available in local bookstores. For the large quantities the library wishes to purchase, the staff found it economically advantageous to buy from overseas dealers, despite the delays. Among the difficulties encountered were communicating and setting up accounts, ordering from catalogs, and waiting six weeks for materials to arrive by ship.

The staff particularly had problems acquiring Pilipino and Vietnamese materials. There is little available in the United States at reasonable prices. Materials available from the Philippines are closely censored by the government and often questionable in terms of the quality of the paper and durability. As for Vietnamese materials, there has been no export of books from Vietnam since the end of the Indo-Chinese conflict.

In terms of walking a neutral political line, the staff must remember the nationalistic sensitivities of the Asian American communities. Materials and programs in the library must reflect all sides of political stands: Mainland China versus Taiwan; North Korea versus South Korea; martial law versus anti-martial law in the Philippines; North Vietnam versus South Vietnam.

To acquire materials on Asian history and culture in English poses no difficulties; much is available from American publishers. The problem is selection. Staff librarians rely on their own knowledge, the review media, and consult other librarians and teachers knowledgeable on the subject.

However, there is a dearth of acceptable materials on the Asian American experience. Most of the published materials available are written by white missionaries or scholars with a distorted view of Asian American history. New works written from an Asian American perspective are slowly being published, but usually by small presses with limited budgets which allow for little publicity or

distribution. Because many colleges, universities, and public schools in the Bay Area are offering Asian American Studies courses and because there is a large concentration of Asian Americans in the library's vicinity, the staff has sought to build up its Asian American collection by buying almost everything in print and by keeping informed of new publications through personal contacts, the Asian American media, and local stores specializing in Asian American materials. This collection is supplemented by a vertical file of news clippings, magazine articles, student papers, and pamphlets.

### **Community Involvement**

The library's present staff is unique in that each member takes an active, personal interest in the Asian American community. Through their involvement and contacts in the community, they are able to assess personally the library needs of the target group. They are also able to provide information and referral services to resources in the community, such as where to find employment assistance, language classes, and social services.

Another means of community contact is the Asian Community Library's Community Advisory Committee, composed of 20 individuals representing community agencies and the interests of the target group. The committee meets monthly with

staff members to assist on materials development and program planning.

The staff has found that, by far, the best method of assessing needs is direct contact with patrons on the bookmobile, in the library, and at library programs. Much can be learned by responding to the criticisms and suggestions of patrons. Traditionally, Asians are educationally oriented. With adequate publicity, the staff has found it easy to draw patrons to the library. Through interpersonal rapport, the staff has been successful in learning of gaps in the collection and of necessary additional services.

High circulation and positive response from the Asian community this past year has convinced the California State Library to award the project additional third-year funding of \$50,000.00, which will allow the library to hire additional staff of a half-time children's librarian, a half-time cataloger, and a half-time Vietnamese library assistant. Plans have been made to use this third year to increase the library's collection and establish a stable group of patrons for the library, so that Oakland Public Library will be able to easily take over the project financially in the fourth year.

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## The Theatre Institute Library of Barcelona

Joyce Duncan Falk

American Bibliographical Center, Santa Barbara, Calif. 93103

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■ This special library houses one of the world's largest collections of Spanish drama and theatrical materials, particularly of the Golden Age, the *teatro menor*, and Catalan theatre. It is now challenged with preserving and providing

access to this retrospective collection, as well as developing the techniques and materials of a multimedia theatre documentation center to serve students, scholars, and Barcelona theatre professionals.

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**PARTICIPANTS** in the 1978 meeting of the International Society of Libraries and Museums of Performing Arts in Barcelona can look forward to a special treat. The city of Barcelona, long recognized for its leadership in library development in Spain, possesses in the Biblioteca y Museo del Instituto del Teatro a unique combination of architecture, theatre museum, and library. Located in the Palacio Güell, a mansion designed by the inimitable Catalan architect, Antonio Gaudí, is the Theatre Institute Library and its rich but little-known collection of Spanish theatre. In addition to the value of its collection for theatre scholars, this library offers an example of a Spanish special library in transition from the quiet seclusion of a traditional private collection to the busier and more varied activities of a theatre documentation center.

The Theatre Institute itself, of which the library is a part, is the major center of theatre education in Catalonia, the historical region comprising several provinces, with Barcelona as its capital. The institute was founded in 1913 as the Catalan School of Dramatic Art and is now under the jurisdiction of the provincial government of Barcelona (1). It is

located a few blocks from the library at calle Elisabets, 12. The Museum of Scenic Art, founded in 1932 by Marc Jesús Bertran with materials collected during the period 1914–1921, was moved to the Palacio Güell in 1954. Thus the museum is located in the same building as the library, at Conde del Asalto, 3, but is administered independently of the library and has its own archives. It is there the institute mounts, in addition to the permanent displays, temporary exhibits of a wide variety of theatrical activities of interest to both theatre aficionados and the general public. Since 1957 the institute has published *Estudios Escénicos*, a scholarly journal on theatre history and criticism.

### The Collection

In 1969 the institute acquired the majority of the Arturo Sedó Theatre Collection, which numbered more than 60,000 books and manuscripts plus a collection of perhaps a million photographs, autographs, letters, and theatre programs. The private Sedó collection had been open to scholars, but since Sedó's death in 1965 access had been limited. A selective catalog with a discussion of the

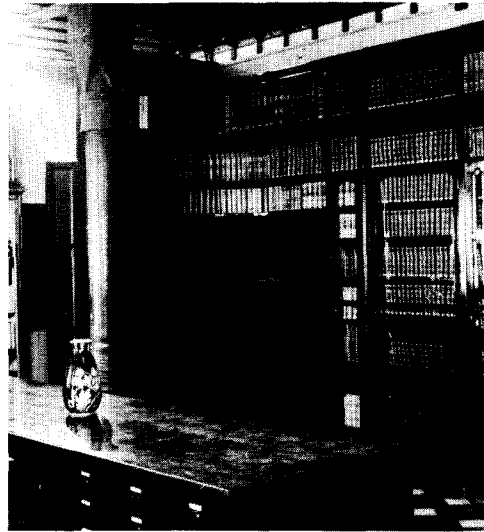
development of Sedó's collection was published by the poet and dramatist Joaquín Montaner in 1951 (2). After the Sedó acquisition the institute library was opened to the public and now ranks as a major theatre research center.

It is a small, intimate library in which the fascinating decor, the evidence of live theatrical activities, and the interest and attitude of the staff combine to make an unusually pleasant place to work. The number of users averaged less than 200 per month in 1973 but by 1976 had increased to about 300 per month. They are a combination of institute students, professionals and aficionados of the theatre in Barcelona, and a few scholars from Spanish universities and foreign institutions.

Present holdings total approximately 100,000 books and manuscripts, of which about 80% are on Spanish theatre. About 1,000 books per year, acquired through gifts or purchase, are cataloged and made available to the public. The collection includes general reference works on theatre, play texts, and books on contemporary theatre, primarily in Spanish, Catalan, French, and Italian. None of the materials circulate. The retrospective collection (the majority from the Sedó collection) comprises valuable, often unique, research materials concentrated mostly on four periods and subjects: the Golden Age (sixteenth and seventeenth centuries), the Spanish *teatro menor* of the seventeenth and eighteenth centuries, Catalan theatre of the nineteenth and twentieth centuries, and late nineteenth- to early twentieth-century Spanish theatre documents and ephemera (3).

Current acquisitions support the two general objectives of the existing collection: 1) reference books, current studies, and other materials for institute students and the Barcelona theatre professionals, with an increasing interest in slides and microfilms, and 2) collections on the Golden Age, Catalan theatre, and *teatro menor*. Some smaller collections were acquired from playwrights and scholars in 1972 and 1973, but the emphasis now is on developing a documentation center for contemporary theatre.

Figure 1. The Theatre Institute Library is located in the Palacio Güell.



### Types of Material

The research resources for the four areas of specialization exist in a wide variety of types of material from manuscripts and books to press clippings and autographs. Manuscript holdings include autograph manuscripts of plays by some of the great Golden Age authors such as Calderón and Lope de Vega, by the prolific eighteenth-century dramatist Ramón de la Cruz, and by both well-known and lesser Catalan playwrights. Manuscript copies of plays are numerous for all three periods. Some of these are acting copies, hence particularly valuable to theatre historians, and some are of non-published Catalan plays.

Books range from rare and unusual editions, such as a first edition of Cervantes' *Ocho comedias y ocho entremeses* (1615), to contemporary play texts and criticism. Several important but scarce collections of Golden Age drama and seventeenth- and eighteenth-century short theatrical pieces of the *teatro menor* (entremeses, sainetes, loas, bailes, and tonadillas, for example) are available here. From the archives of some of Barcelona's theatres and scholars have come Catalan play texts and works on European theatre.

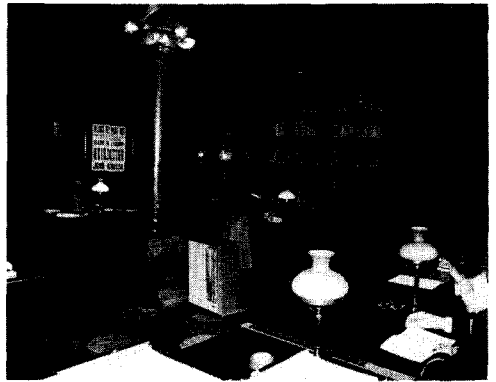
Fugitive materials—theatre ephemera, memorabilia, and documents—exist in great quantity, but the quality and the consistency of coverage varies considerably. These items, primarily from the Sedó collection, belong to the period from the mid-nineteenth to the mid-twentieth century. Called “documentos,” they are cataloged by the personal names of directors, “empresarios,” authors, actors and actresses, musicians, designers, and so forth, or under general headings such as “documentos varios,” “escenografía,” and “teatros.” The materials consist of letters and postcards, programs, scene designs, sketches, scores and librettos, photographs, press clippings, autographs, and some lists of performances, contracts, expense accounts, and municipal ordinances. A separate collection of some 6,000 press clippings from European periodicals of the 1920s, the *Archivo Tomás*, is now being indexed.

### Facilities

Access to the collection is provided through a series of separate catalogs, not completely rationalized. The library uses its own cataloging and shelf arrangement schemes. Only recent acquisitions are thoroughly subject cataloged. The main catalog for books and manuscripts is the card catalog of titles carried over from Sedó's private library. The cards are specially designed to record specific data: title, author, type of work (for example, comedy, tragedy, *sainete*) and number of acts, list of characters, place and date of premier, language, and date of publication. The reverse side of the card is used for bibliographical notes: place and publisher, type of manuscript, binding, size, illustrator, provenance, and miscellaneous notes. New titles are added as time and space permit; in the meantime, cards for newly received items are held in separate files awaiting incorporation into the main catalog.

The author catalog cards, approximately 5 in. × 8 in. in size, list after the author's name the titles of individual works with some description (for example,

Figure 2. Reading Room, Biblioteca del Instituto del Teatro, Barcelona.



number of acts, date, publisher, and call number). If a title is a collection, such as a set of complete works, the contents are itemized. The documents, memorabilia, and ephemera are separately cataloged and filed by author, general subject headings, or names of theatres.

The careful researcher soon becomes aware of idiosyncracies of the catalog such as finding titles beginning with the article “el” filed under the article, and finding theatre programs cataloged under the names of persons and under “teatros” in the documents and ephemera file, and under “programas varias” in the author catalog. The library has not tried to convert the various catalogs into a single system and has not adopted either a standard classification scheme such as Dewey or a system developed by other performing arts libraries for cataloging theatre materials. As long as the collection and number of users do not increase, there is no real necessity for such changes. However, a distinction between the research collection and the reference collection and classification of the reference section according to Dewey or UDC would be helpful.

The Sedó catalog, in meticulous, old-fashioned handwriting, is surprisingly reliable, although recent cataloging by a variety of assistants has not maintained the earlier level of quality and consistency. The library has not continued to research and identify authors of anonymous works.

Only those anonymous editions or manuscripts already attributed to an author by a previous owner are entered under an author's name. Also, items without dates of composition or publication are no longer assigned an estimated date unless Sedó's staff or other earlier owners noted such a date. In addition, dates established by later scholarship are not added to the catalog. Research for the preparation and updating of catalog cards could be done using recent author bibliographies and the British Museum catalog—available at the Biblioteca de Catalunya a few blocks away. The small size of the library and the philosophy of service on the part of the staff go far in overcoming any inadequacies in facilities and is a welcome relief from the bureaucratic stonewalls at some larger European libraries.

The library is open daily Monday through Friday, closing during the Spanish noon hour. On Saturdays and during the summer it is open mornings only. In 1975-76, the library was being reorganized and the building renovated with little disruption in service. Users are welcomed with a minimum of red tape, but prior inquiry to verify dates and hours is always recommended. Copying service is available on the premises and microfilming can be arranged.

### **Staff**

The library, as part of the Theatre Institute, is directed by the head of the institute's department of research and publication. The professional staff consists of one half-time librarian whose position, in 1976, was expected to become full time. The librarian is assisted by several part-time clerical and paraprofessional assistants: an assistant in charge of photographs, press clippings, and catalogs; a library school student who works half-time; and two or three institute scholarship students who work part-time on specific projects. In addition, there are employees who work for both the library and on the publications of the institute, a secretary, and a general building superintendent who also assists with

shelving, copying, and other miscellaneous tasks. When the Sedó collection was acquired, a special administrative assistant was hired; however, this person is no longer employed at the library.

### **Conclusion**

To serve a dynamic teaching program in dramatic art, the Theatre Institute Library faces the problem of trying to become a multimedia documentation center without neglecting its unique opportunities and obligations. To provide the most modern resources and equipment, including microfilms, slides, and videotapes, for its students is, of course, the proper mission for a theatre institute, but a genuine theatre documentation center may be an expensive and elusive objective.

Given the scarcity of funds and professional librarians, the question becomes one of covering the necessities first and developing those areas of service that the library has a chance of doing well, which is usually those areas in which a library has already established a collection and gained experience. The Theatre Institute Library's opportunities seem to lie in two areas. First, it is well within the library's ability to preserve and provide access to its remarkable collection of research materials. With increased usage the retrospective collection requires more attention to preservation, cataloging, and shelving, and the application of current methods and technology to those tasks. Second, the library has a unique opportunity to serve the Barcelona community and theatre scholarship by collecting the archives of Barcelona theatres. With a concerted effort by the institute, theatres of Barcelona and even of the whole region might be persuaded to provide at least a complete set of programs and posters of each season.

The challenge to the administration of the Theatre Institute is to meet the needs of students and professionals of the contemporary theatre and at the same time continue and improve those areas already established as being within the library's special province.

### Acknowledgements

During my visits to the library in 1972, 1973, and 1976, totaling about four weeks, the library staff was most gracious in explaining the organization and operation of the library as well as providing access to the collection. I am particularly grateful to Professor Xavier Fàbregas, Head of the Department of Research and Publication; Mr. Francisco Galmés, formerly Administrator; and Miss Ana Vázquez, Librarian. Photographs are courtesy of the Theatre Institute Library.

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## Concerned about YOUR Association?

Propose a Future SLA Officer.

The Nominating Committee for Spring 1979 Elections requests YOUR assistance in its search for the best qualified candidates to represent YOU as future officers of YOUR Association. This means that YOU, as a member of the Association, must be concerned with the caliber and abilities of the officers who will be leading YOUR Association. We need YOUR recommendations for those members who are most knowledgeable of all phases of Association activity, who have shown a dedication to the goals of the Association, who are representative of its diversified professional interests and various geographical areas, and who would be willing and able to accept nomination.

Candidates are needed for the offices of President-Elect, Treasurer, Chairman-Elect of

the Chapter Cabinet, Chairman-Elect of the Division Cabinet, and two Directors.

Please submit your suggested names by letter with a brief note giving qualifications. Contact a member of the Committee whom you know best or the Chairman of the Nominating Committee, James A. Arshem, Denver Public Library, Science Engineering Department, 1357 Broadway, Denver, Colo. 80203. This must be done prior to the Kansas City Conference, Jun 10-15, 1978.

Gilles Frappier  
Efren W. Gonzalez  
Arleen Sommerville  
Cecily Surace  
James A. Arshem, Chairman

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## SLA Employment Clearing House at Conference

The SLA Employment Clearing House will be available to SLA members and to employers registered at the Conference in Kansas City. The Clearing House will be open Sun., Jun 11 (1-5 p.m.); Mon., Jun 12 (9 a.m.-5 p.m.); Tues., Jun 13 (9 a.m.-5 p.m.); Wed., Jun 14 (11 a.m.-4 p.m.).

Résumé forms for members can be obtained from the Membership Department, Special Libraries Association, 235 Park Avenue South,

New York, N.Y. 10003. The completed résumé forms must be returned by May 19. The Clearing House will arrange interviews at the Conference.

Employers with vacancies may request "Job Opening" forms from the same address as above; the deadline for their submission is also May 19. Job descriptions for the vacancies will be posted at the Clearing House.



# MANAGING FOR CHANGE

Special Libraries Association, 69th Annual Conference

Kansas City, Missouri, June 11-15, 1978

No mariner ever enters upon a more uncharted sea than does the average human being born in the 20th century. Our ancestors knew their way from birth through eternity; we are puzzled about the day after tomorrow.

—Walter Lippman

**M**ANAGEMENT and change are integral components of the worlds in which special librarians live and work. There are always new concepts to understand, new techniques to acquire, and new lessons to learn if we are to develop and enhance our traditional effectiveness in a change-oriented, information-based society. The challenge of Managing for Change in a variety of library situations is the theme of the 69th Annual Conference of the Special Libraries Association, and the conference goal will be to provide participants with a "hands on" opportunity to confront, analyze, and respond to this challenge during a busy and exciting week.

Kansas City—famous for being "up-to-date" as well as "the Heart of America"—will host an SLA conference for the first time this year. A new, centrally located conference center and convenient hotels provide the essential backdrops for a plethora of modern libraries and information centers in practically all areas of business and industry, the social, natural, and applied sciences, and government, the arts, and humanities.

The Conference week begins as usual on *Sunday*. In addition to registration, workshops, and meetings of Chapter Officers and Division Officers, there will be a Conference Orientation Program. Designed for first-time attendees and others who want an overview of the week's program highlights, it will provide an excellent opportunity to get acquainted, to understand the Conference structure, and to hear from Association officers. This will be followed by the annual Conference-Wide Reception in the exhibit areas. The day will end with open houses in Division hospitality suites, where old friends will be greeted and new acquaintances made.

*Monday's General Session* is entitled "Preparing for Change". The keynote speaker will be Dr. John G. Keane (President, Managing Change, Inc., and President, 1976-77, of the American Management Association; formerly vice-president for Research and Planning, J. Walter Thompson Company, Chicago). Following Dr. Keane on the morning program will be Dr. George L. Shapiro (Professor of Speech Communication, University of Minnesota, and a consultant in communications to government, industry, and educational institutions).

*Tuesday's General Session* is entitled "Mastering Change," and will focus on those topics fundamental to an under-

standing of management in today's society. The first speaker will be Prof. G. Edwards Evans (Graduate School of Library Science, UCLA), who will report on Library Education for a New Breed of Manager. The second speaker will be Margaret C. Courain (Program Manager, Management Development and Education, Merck and Company, Rahway, New Jersey), who will address the topic of "Women in Management."

Eighteen *Contributed Papers* have been selected for presentation during six sessions on Monday, Tuesday, and Wednesday afternoons of the Conference week. These sessions, which have been planned to run consecutively, do not conflict with each other or with the General Sessions. Thus, individuals who wish to attend for one day only will be able to hear General Session speakers in the morning, attend



Division programs during lunch and the early afternoon, and still catch a Contributed Paper Session from 3:30–5:00 p.m. dealing with a variety of practical, management-related topics.

In addition to the General Sessions and Contributed Paper Sessions, all SLA *Divisions* and some SLA *Committees* have active programs planned. Some early highlights include: field trips to the Harry S. Truman Library and Museum, the Linda Hall Library, the Nelson Gallery of Art, the University of Kansas, the Midwest Research Institute, and various local business and industrial sites. Program meetings will

Aerial view of downtown Kansas City. The black flat-roofed building in the center is H. Roe Bartle Convention Center; above it on the right is the Municipal Auditorium.



deal with a diversity of topics including: data-base evaluation and management, the experience of management, managing information flow, and the basic ingredients of grantsmanship. Special guest speakers will round out the programs.

Other Conference-Wide happenings include an SLA *Scholarship Event* on Monday evening entitled "Tiffany Lamps and Kansas City Jazz," which promises to be a festive, rollicking way to support an esteemed cause; and the *Awards Banquet* on Wednesday evening, during which this year's top special librarians will be honored.

Finally, Kansas City itself is another reason to begin planning for a visit in June. For one thing, midwestern hospitality reaches a gentle peak among the city's friendly people and in its lovely neighborhoods. And for another, the Kansas City Strip may be king here, but the finest in regional American and foreign cuisine is also readily available (and at prices still moderated by the city's equidistance from the nation's gold and silver coasts).

Among major American population centers, Kansas City has regularly been

a leader. It is the home of Country Club Plaza, a prelude to today's modern shopping center. The Plaza was the first major shopping district in the nation, and is still famous as a mecca of Old World Spanish charm. It is also the home of Crown Center, a \$350-million, 85-acre Hallmark Card, Inc., development, and one of the nation's largest privately funded urban redevelopments. And finally, it is the home of Kansas City International Airport, an impressive, ultra-modern gateway that will eliminate much of the hassle for this year's SLA conference-goers as they arrive.

Begin your trip planning now so that you may count yourself "in" for a Conference experience that addresses your central professional concerns in a magnificent setting. Come to the Heart of America for a change!

Grieg Aspnes  
Robert W. Gibson, Jr.  
Sara I. Hill  
Ruth S. Smith  
Robert B. Lane, Chairman  
Kansas City Conference  
Program Committee

## Just a Reminder

Now that we are in the third month of the new copyright law, you probably have implemented the recommendations of the Committee on Copyright Law Practice and Implementation of the Council of National Library Associations (CNLA) which were distributed to all SLA members in November. This material was also included in the mailing, "Library Photocopying and the U.S. Copyright Law of 1976: An Overview for Librarians and their Counsel," which was mailed to all SLA members in January. However, for your easy reference, we have included below the wording of the recommended notices required by Subsections 108 (a) (3) and 108 (f) (1).

1. *Recommendation for the Notice of copyright to be included on the reproduction of a work as required by Subsection 108 (a) (3).*

**NOTICE: This material may be protected by copyright law (Title 17 U.S. Code)**

A library may choose to stamp this Notice on the first page of each item photocopied, to attach it to the glass on the photocopying equipment so that it is automatically transferred to each sheet, or to use some other method such as a separate sheet whereby this message is affixed to all reproductions.

The conditional "may be protected" is necessitated by the fact that it is not possible to know at the time a copy is made whether the material is in fact validly copyrighted or not.

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It should also be noted that bound periodicals frequently do not include the title page or the masthead page which is the usual location of the copyright notice because such pages are often omitted along with pages containing advertising when binding occurs. As a result the determination of the copyright status of an article in a bound volume of a periodical would be difficult or, in cases involving older materials, often impossible.

2. *Recommendation for the Notice to be displayed on unsupervised reproducing equipment in a library or archives as required by Subsection 108(f)(1).*

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## IFLA World Congress of Librarians 1927-1977

A Fiftieth Anniversary is a special cause for celebration; and so it was for IFLA (International Federation of Library Associations and Institutions). Two thousand librarians from 108 nations from all over the world assembled in Brussels to participate in IFLA's Fiftieth Anniversary from Sep 3-10, 1977.

IFLA is important to librarians, libraries, and their users because it is the forum for international cooperation. The work that goes on in committees and sections is what counts: work on standards, networks, exchanges, education, mechanization, interlibrary loan between countries, and bibliographic control. IFLA meetings also afford valuable opportunities for professional contacts among colleagues from around the world.

The American contingent at Brussels was more than 200 strong; 54 of them were Special Libraries Association members—the largest contingent from SLA ever to attend this annual international gathering.

This report is an amalgam of items received from Peter Anthony (Architecture/Fine Arts Library, University of Manitoba); M. Noël Balke (The National Gallery of Canada); Maria Calderisi (Music Division, National Library of Canada); Margaret Cressaty; Fred J. Gitner (French Institute-Alliance Française, New York City); Pat Molholt (Science Technology Library, University of Wyoming); Robert A. Seal (Alderman Library, University of Virginia); and Miriam H. Tees (Royal Bank of Canada).



The annual Congress, as in the past several years, was preceded by a Pre-Session Seminar for Librarians from Developing Countries held at the University of Antwerp. The seminar was organized by Unesco/IFLA and the IFLA Committee on Mechanization; the focus of the papers was on computerized resource sharing in the developing countries.

Even though early announcements from the IFLA Secretariat had been sent to registrants, there were some participants who did not realize that the most important meeting of all began on Sat/Sep 3. This was the General Council meeting (i.e., business meeting) which was held at the Credit Communal de Belgique, "Passage 44," described by one SLA attendee as a "sumptuous" auditorium. More about the meeting later.

Belgium is a small but prosperous country.

A glance at the map makes one aware that it is located in the heart of Europe at the crossroads of the Latin and Germanic worlds. Brussels is an international city, the home of almost 500 international institutions; among them are EEC (European Economic Community), NATO (North Atlantic Treaty Organization) and the Common Market. Brussels is also one of the most expensive cities in the world; consequently there were common complaints from the participants. It was little comfort to learn during the week, from a report in the international edition of the *Herald Tribune*, that Brussels ranked ninth among the cities of the world in terms of cost-of-living and expensiveness. Those who were not using their charge plates became accustomed to cashing travelers checks in denominations of \$50 or \$100 daily.

Nevertheless, Brussels was a good host city for the Congress. It was small enough to get about on foot, if one enjoyed walking to those meetings within range of one's hotel, or by cab or the "underground." All participants received a free pass for Brussels streetcars, buses, and underground during the Congress period. In addition, a discount railway ticket allowed a 50% discount on all trains in Belgium. Choices of hotels remained with the attendees, from the luxurious and charming Hotel Amigo, and the elegant, very British Royal Windsor to more moderate accommodations and the relatively inexpensive but distant Campus Universitaire.

Brussels is also an interesting city for the student of architecture. Peter Anthony remarked that in walking from one meeting location to another, the conference participants passed between buildings which varied from medieval cathedrals to edifices exhibiting the latest modern architectural attributes. Short detours brought them to exposed remnants of the medieval city wall, to the world-famous Grand Place surrounded by Italian baroque guild halls, past Art Nouveau facades and all manner of architectural styles, built before and after the turn of the century.

### Getting Down to Business

Unlike the timetable of past Congresses, the meeting of the General Council took place on Saturday, Sep 3, preceding the ceremonial Opening Session. President Preben Kirkegaard, by now well known to Special Libraries Association members (he was a General Session speaker at the New York

Figure 1. IFLA 1977 Opening Session. In the front row of the photo are Frank McKenna, SLA Executive Director; Vivian Hewitt, SLA President-Elect; Shirley Echelman, SLA President 1977/78. On the center aisle, wearing the white necklace is Ruth C. Smith (National Institute of Health, Washington, D.C.). Three rows behind Shirley Echelman, head down, studying her program, is Clara Steuermann (Archivist, Schoenberg Institute, University of Southern California, Los Angeles and a member of the Music Library Association). Just in front of her at the edge of the photo is Josephine R. Fang (Simmons College, Boston). Directly behind Ms. Steuermann is Prof. N. M. Sikorski, director, Lenin State Library, Moscow.



Conference in June 1977) pointed out that the outgoing Board represented the "Old IFLA," and so it was necessary to elect new officers according to the new Statutes (adopted in 1976) for the "New IFLA." The year's work which had been guided by the transitional measures enacted in Lausanne in 1976 would now indeed become operative. Voting for members of the Executive Board by secret ballot, the delegates knew the results immediately after the luncheon break. The following were elected to the Executive Board: H. C. Campbell (chief librarian, Toronto Public Libraries); Jean-Pierre Clavel (director, Bibliothèque Cantonale et l'Universitaire de Lausanne); Else Granheim (head, Norwegian Directorate for Public and School Libraries, Oslo); Ljudmila Gvishiani (director, All-Union State Library of Foreign Literature, Moscow); and Günther Pflug (director general, Deutsche Bibliothek, Frankfurt-am-Main).

Although nominated by the seven IFLA member-associations in the United States,

Richard Dougherty (UC/Berkeley) well known in the United States and an IFLA attendee of several annual Congresses was not elected. Thus, for the first time in many years, no American is represented on the Executive Board.

The seven American member-associations have not yet learned to work together politically. Only in the past year have cracks widened in the long-time unilateral assumption by ALA that it should control the selection of an American member of the IFLA Executive Board.

In defeat, there are lessons to be learned. Clearly, the time is ripe for new points of cooperation among the American member-associations by corraling *all* the proxy votes of *all* American member-institutions (Mark Baer, SLA Past President, made sure that Hewlett-Packard's proxy vote was in the hands of SLA's voting delegate/alternate). Unfortunately, very few U.S. member-institutions offered their proxy votes. By alliances with

other countries, say the Third World, bloc votes (as is done in the United Nations) can be formed and wider geographical representation on the Executive Board can be attained—if indeed the still somewhat pervasive Old-Boy/Old-Girl syndrome still afflicting IFLA is to be penetrated. Then, and only then, will the Executive Board's composition truly reflect the global organization into which it had begun to develop during the tenure of IFLA's Past President, Herman Liebaers, and through the Regional Development Program, also inaugurated during Dr. Liebaers' terms of office.

The annual report of the Secretary General, Margreet Wijnstroom (also well known to SLA members, having been elected as Honorary Member of SLA in June 1977) was summarized in the *IFLA Progress Report July 1976/1977* which was distributed at the meeting. As of Jan 1, 1977, IFLA had 142 Member-Associations, 559 Member-Institutions and Affiliates and 29 Personal Affiliates. The report of the Provisional Professional Board by its chairman, Dr. C. Reedijk (chief librarian, Royal Library of the Netherlands) was distributed at the meeting; the report revealed that the Professional Board had, during the year, accomplished the reorganization of all IFLA units within eight divisions: General Research Libraries; Special Libraries; Libraries Serving the General Public; Bibliographic Control; Collections and Services; Management and Technology; Education and Research; and Regional Activities.

### **Honors and Awards**

No birthday celebration would be complete without special awards and honors. President Preben Kirkegaard announced three honorary awards: Gustav Hofmann (former director, Bavarian State Library, Munich) was named an honorary president of IFLA. Robert Vosper (Graduate School of Library and Information Science, University of California, Los Angeles and Joachim Wieder (director, Library, Technical University of Munich) were named as Honorary Fellows of IFLA.

Honoring the 125th anniversary of the founding of the Martinus Nijhoff publishing house, as well as the 50th anniversary of IFLA, Hugo Corstius of that firm announced the establishment of the Martinus Nijhoff Study Grant of 10,000 Dutch guilders annually, to enable one teacher of library science from a developing country to study in Western Europe each year.

### **Awards, Awards, Awards**

At the closing session on Sep 10, recognition was given to those who had served under the

"Old IFLA." Karl E. Baer, former SLA Representative to IFLA and Eric Spicer, Librarian of Parliament (Ottawa), both SLA members, were among those tapped for special awards.

Credit and congratulations must be given the Organizing Committee's efforts to encourage younger librarians to attend this Fiftieth Anniversary meeting. They were there in large numbers and a good "guestimate" is that such younger registrants may have helped to reduce the average age of the participants from say, 62 to at least 42!

Saturday's meeting concluded with short speeches by Adam Wysocki of Unesco who summarized the general information program of Unesco, and by Helena Kolarova of the Czechoslovakia Ministry of Culture who is chairman of the local organizing committee for the 44th IFLA Congress which will take place in her country (Aug 28–Sep 3, 1978) at Strbske Pleso in the high Tatra Mountains. Australia and the Philippines presented strong invitations for future meetings to take place in their countries.

On Sun/Sep 4, there was an orientation session for newcomers to IFLA. We would like to think that the organizing committee took a leaf from the program of the New York SLA Conference when such an event was planned so that registrants would benefit from attendance by becoming more knowledgeable of the organization's structure, programs, and operations. Several IFLA officers and representatives reviewed various areas of activities of IFLA, followed by questions, answers, and discussion by those participating.

### **Celebrities Galore**

The opening of the 1977 World Congress of Librarians, under the Gracious Patronage of His Majesty King Baudouin of Belgium, took place on Mon/Sep 5 in the Palais des Beaux-Arts, Brussels. The overall theme of the Congress was "Libraries for All: One World of Information, Culture, and Learning." President Preben Kirkegaard welcomed the distinguished guests. In six theme sessions famous users of libraries from government, politics, education, business, science, technology, and the book world addressed participants throughout the week. Participants at the opening session were Soviet Cosmonaut Gen. Nikolayev, C. Northcote Parkinson, British author; and Daniel Boorstin, historian and now Librarian of Congress, who was attending his first IFLA Congress. Boorstin astounded many librarians in this international gathering by noting that "librarians have kept house for historians."

Joyce Robinson of Jamaica, a last minute pinch-hitter for the Zambian Minister of State, R. Chisupa, held the audience in her hands, not only with her words of wisdom and her plea to reach out to low-level readers (she has been seconded from her position as Head of Public Library Services in Jamaica to serve her government in its effort to eradicate illiteracy) but also with her lyrical, dulcet West Indian cadences. She was truly, as she described herself, "Cinderella at the Ball." Brava, Joyce!

Of special interest to SLA was the theme session for Business, Commerce and Industry because the organizer and chairman of the session was former SLA President, Miriam Tees (chief librarian, The Royal Bank of Canada, Montreal). The rapporteur for the session was K. D. C. Vernon (librarian, London Graduate School of Business Studies). Keynote Speaker Robert Triffin (Yale University) spoke on "Reshaping the International Monetary Order." Panel members included: SLA member Isabel Olivera R. (director, ESAN Escuela de Administracion de Negocios para Graduados, Centro de Documentacion, Lima, Peru); Kiliki Ruokonon (director, Helsinki School of Economics Library, Finland) and F. G. Kilgour (executive director, The Ohio College Library Center, Columbus, Ohio).

Miriam Tees reports that at each of the theme sessions the keynote speaker was a distinguished scholar or practitioner in the field. A chairman introduced each session, and three or four reactors, at least one of whom was a librarian, commented on the speech. Lord C. P. Snow, a distinguished British novelist, addressed the first session, entitled "The Book World" and discussed public lending right. A session on "Government, Law and Politics" was addressed by His Excellency Leopold Sédar Senghor, a distinguished bookman as well as President of the Republic of Senegal. Dr. Georgi Vaidance of Roumania (head, the Education Division of UNESCO) spoke at the Education and Learning theme session. Science and Technology's speaker, V. V. Menger, of the Institute of Geology of the USSR Academy of Sciences, was unable to attend; a summary of his speech was read and the panelists reacted. "Reading for Pleasure" was the subject of two sessions, one in French with Robert Escarpit (president of the Université de Bordeaux) and one in English with Helen Cresswell, a British author of children's books.

Fred Gitner commented about the program in general. The theme meetings, as well as numerous divisional and sectional meetings occupied the entire agenda. One found that the majority of speakers tended to focus on broad

issues of general concern, rather than specific questions. In keeping with the idea of interaction between libraries and their users, most keynote speakers were from outside the library world.

A number of participants raised similar questions in their respective addresses. The book as printed object and its place in the library, both historically and currently, was one such topic. This idea was reflected in the cultural exhibits held during the conference. A second topic was the role of the library in developing countries, an area in which IFLA takes a special interest. President Leopold S. Senghor of Senegal addressed this important question in his keynote speech on libraries in relation to government, law and politics.

During the presentations attempts at defining "special library" were made based on types of material collected. The need for cooperation on an international level in such areas as specialized education, continuing education, exchange opportunities, bibliographic control and efforts to reduce duplication (especially in cataloging) was discussed.

In all professional meetings abounded—more than a hundred and sixty-seven of these, including meetings of the Executive Board.

#### **New Status: From Special Libraries Section to Special Libraries Division**

The conversion of the former Special Libraries Section to the new Special Libraries Division had been authorized in Lausanne in 1976. Dr. Frank McKenna, SLA Executive Director, as chairman ad interim of the new Division had attended the Provisional Professional Board Meeting, London, Apr 4-6, 1977. For the London meeting he had prepared a document "Special Libraries: Their Representation and Organization in IFLA." The Professional Board accepted his basic thesis that the Division was the best informed body to recommend the future structure of its own Sections. After the London meeting, he initiated and organized two Open Meetings at the Brussels Congress on Sep 8: a program meeting followed by a business meeting of the new Division.

Peter Anthony reported that the major item at the initial business meeting was the drafting of the terms of reference for the Division followed by a thorough review of how the new statutes affected the operations of the Division and its component Sections and Round Tables.

The four previously existing components now within the Special Libraries Division are: a) Administrative Libraries Section, b) Geography and Map Libraries Section, c)



Social Science Libraries Section and d) Astronomical and Geophysical Libraries Round Table. An additional two Round Tables and two Sections were proposed by the Division [and later] approved by the Professional Board. These are: a) Art Librarians Round Table, b) Biological and Medical Sciences Libraries Section, c) Science and Technology Libraries Section and d) Music Librarians Round Table.

The program session of SLD with papers representing types of special libraries not now represented in the IFLA structure (art, biological & medical sciences, music, and science & technology libraries) included the following speakers: William Walker (librarian, National Gallery of Art, Washington, D.C.); Irwin H. Pizer (university librarian, University of Illinois at the Medical Center, Chicago); Clara Steuermann (archivist, Arnold Schoenberg Institute, University of Southern California, Los Angeles); Erik Vajda (deputy director, Hungarian Central Technical Library & Documentation Centre, Budapest).

With attendance at this Session of the Special Libraries Division approaching 150 persons who represented interested librarians from many countries, including the Socialist countries and the Third World, as can be seen from the names just listed, there can be little doubt in anyone's mind that special libraries—a wide variety of them—do exist and are active on a global basis.

Planning ahead, in August Frank McKenna had sent a memo to SLA Members who planned to attend the Brussels meeting so that each could plan his/her schedule. On Sun/Sep 4, there was an Open House of the Division which was planned "to generate a better acquaintance among members of the SLD so as to lead to a common understanding of the aims of the Division's Business Meeting." Afterwards, some of the SLA'ers strolled through the charming streets, gazed in awe at the magnificent buildings in the Grand Place, and found an excellent restaurant for dinner.\*

By SLA Board action in Jan 1977 the following SLA members had been nominated for election as members of Standing Committees of IFLA Sections: Vivian D. Hewitt, Social Science Libraries Section; Pat Molholt, Astronomical & Geophysical Libraries Round Table; Walter W. Ristow, Geography and Map Libraries Section. Each was present

in Brussels to participate in the meetings of the Section which met on Sun/Sep 4; and all were elected to the Standing Committees for which they were nominated. In addition, Shirley Echelman was asked by Frank McKenna to attend the Administrative Libraries Section which had been transferred into the Division in 1976, and for which no SLA member had indicated a preference at the closing date for nominations.

The Social Science Libraries Section's Standing Committee met in the Kapalgalarij of the Royal Library. Derek A. Clarke (British Library of Political and Economic Science, London) was elected chairman of the Section while Kyllikki Ruokonen (director, Helsinki School of Economics Library), was elected Secretary/Financial Officer. Reports of various directories and guides to current bibliographies in the social sciences were discussed. The Social Science Libraries Section, as it now stands, appears to be primarily concerned with economics rather than the broad spectrum of areas which could well fall within its range of membership and consideration. This may well be a European view of the social sciences. There was discussion about the contribution the Section could make to the next Congress on the general theme of Universal Availability of Publications (UAP). The Section must find ways to extend opportunities for social science libraries and librarians from all parts of the globe to share in its future contributions to IFLA.

#### **Art Librarians Round Table**

Noël Balke was one of a group of art librarians who came in the hope of being in at the culmination of many years of striving to obtain an international forum for art librarianship at IFLA.

It happened! The Round Table received official recognition from the professional board of IFLA, the infant must be nurtured by expressions of support from a sufficiently large portion of the present membership and proof of ability to attract more members. After attending two sessions of the Special Libraries Division, one for briefings by Frank McKenna on IFLA divisional developments and procedures and one to hear about the work of other groups who hope to form sections (social sciences, sci-tech, music), about 35 art librarians met by themselves under the chairmanship of Judith Hoffberg of ARLIS/North America, to prepare the application for sectional status. Belgium, Canada, France, Great Britain, Germany, Korea, Sweden, and the United States were there. A provisional standing committee for the proposed Art Librarians Round

\*Only one SLA member was brave enough to order *choesels au madère* (spécialité Bruxelloise). It has been suggested that the recipe be placed in the SLA Archives even though the basic ingredients are not generally available in the U.S.

Table was appointed consisting of Wolfgang Freitag of Harvard University, Peter Anthony of the University of Manitoba, Jacqueline Viaux of the Association of French Librarians, Yvonne Frendel of the Swedish Library Association, Judith Hoffberg of ARLIS/North America, William Walker of Smithsonian Institution and the Special Libraries Association and Noël Balke, unofficial delegate of the Art Libraries section of the Canadian Association of Special Libraries and Information Services. Jacqueline Viaux who, throughout her long association with IFLA, had energetically promoted the idea of an art libraries section was unanimously elected chairman of the standing committee and Judith Hoffberg agreed to take on the arduous job of secretary and financial officer for at least the preliminary organizational year.

Interim terms of reference were drafted to be included in the petition for approval to be submitted first to the divisional and later to the professional boards of IFLA. The rest is now up to art librarians!

#### **Astronomical and Geophysical Libraries**

Pat Molholt and Robert Seal attended the Astronomical and Geophysical Libraries Round Table. Pat Molholt reported that due to misunderstandings and the complexity of the new election rules the Astronomical and Geophysical Libraries Subsection did not produce a sufficient number of nominations (5) for its sectional standing committee and its status was changed to a Round Table. Therefore, the Astronomical and Geophysical Libraries group suggested and supported the formation of a new provisional Section composed of scientific and technical libraries and moved to affiliate with that larger group.

During the meeting, Mme. Giovanna Grassi Conti (Rome Astronomical Observatory) presented the group with two prepublication copies of her *Union Catalogue of Printed Books of the XV and XVI Centuries in Astronomical European Observatories*. Her work was supported in part by IFLA. Upon final publication, the catalog will be available in the United States at nominal cost through Pat Molholt, Chairman of the Astronomical and Geophysical Libraries Round Table (University of Wyoming).

Robert Seal (University of Virginia) presented a "Bibliography of Basic Reference Materials in Astronomy" with an accompanying paper. A short discussion followed. He also distributed a list of unnumbered International Astronomical Union colloquia compiled by Sarah S. Martin, National Radio Astronomy Observatory (Charlottesville, Va.).

#### **Library Education**

Fred Gitner described the session on library education: The international outlook expressed in the theme sessions was echoed in the section meeting on library education and schools which heard a report on the possibilities of and need for exchange arrangements among the professional staff of European libraries. According to the speaker such exchanges enhance the international role of libraries and are both a learning experience and a contribution to library operation. Also presented was an overview of IFLA's past work in the area of library education, including the formulation of minimum standards for library education in developing countries, the development of a model curriculum for library education and the setting of international guidelines for members of the profession with regard to performance qualifications. The final paper of this meeting concerned the importance of continuing education to librarians. Based on experience in the United States in the development of CLENE (Continuing Library Education Network and Exchange), the professional's obligation of lifelong learning to keep up with new developments was stressed. Hope was expressed for expansion of this concept to the international level.

#### **Music Libraries Section**

Maria Calderisi, representative of the Music Library Association (MLA), joined in investigating the possibilities of a formalized music presence within IFLA.

After attending meetings of the Special Libraries Division, and after consultation with MLA and members of the International Association of Music Librarians (IAML) present in Brussels, an application for the establishment of a Music Libraries Section was presented to the IFLA Professional Board. The decision was postponed to a November meeting at which a Round Table rather than a Section was approved. Made up of MLA and IAML members, it will meet for the first time in Czechoslovakia next August.

A strong representation was made to Dorothy Anderson of the International Standard Bibliographic Description (ISBD) Office on the inadequacies of the newly published ISBD (NBM) as it applies to recorded sound. This may result in a revision of the schedule or in the preparation of a separate ISBD (Sound Recordings).

#### **National/University Libraries**

Robert A. Seal was present at the session on university libraries. He reports that, after the

Figure 2. Ruth C. Smith, Shirley Echelman, and Pat Molholt pause to study a Brussels street map.



announcement of new officers for the University Libraries Division, L. Schofield (University of Loughborough, Great Britain) spoke on the management of research libraries and the effects of mechanization on this field. A panel of librarians responded to Mr. Schofield's remarks; there were questions from the audience, as well. Following a brief recess, the National Libraries and University Libraries Division held a joint program at which Daniel Boorstin (Library of Congress) was the keynote speaker. Mr. Boorstin's topic, "A Year of Decision: New Directions for the Library of Congress," focused on changes taking place in the library's management structure.

#### Section on the Exchange of Publications

Margaret Cressaty writes that with the publication of the new edition of the *Handbook on the International Exchange* (Paris, UNESCO, 1977; prepared by the IFLA Committee on the Exchange of Publications), Dr. Peter Genzel looked ahead to an essential companion publication. He discussed the need for *Letters for International Exchange: A Guide to their Composition in English, French, German, Russian, Spanish*. In addition, the results of two studies on the cost of the exchange operation were presented. R. S. Steemson (Research Section, British Library Lending Division's Gifts and Exchange Section) and Rita Ejlersen (director, Institute danois échanges) discussed the studies.

#### Section of Libraries in Hospitals

Margaret Cressaty also heard M. Joy Lewis (senior lecturer, School of Librarianship, The Polytechnic of North London) speak regarding the low priority given services to patients in

hospitals, other institutions, and private homes while more emphasis is being given to the newly identified problems of the illiterate, ethnic minorities, and the socially deprived.

In a Proposal for International Coordination of Library Service for Blind and Physically Handicapped Individuals, Frank Kurt Cylke (chief, Division for the Blind and Physically Handicapped, Library of Congress) plead for a working group devoted to the coordination of library services.

Section officers in the Special Libraries Division are:

#### Administrative Libraries Section

Chairman

Dr. Otto A. Simmler

Secretary

Maria Louise Bruzelius

#### Art Librarians Round Table

Provisional Chairman

Jacqueline Viaux

Provisional Secretary

Judith Hoffberg

#### Biological and Medical Sciences Libraries Section

Provisional Chairman

Irwin Pizer\*

Provisional Secretary

Ruth C. Smith\*

#### Geography and Map Libraries Section

Chairman

Helen Wallis

Provisional Secretary

Dr. E. Hans van de Wall

#### Music Librarians Round Table

Provisional Chairman

Clara Steuermann

Provisional Secretary

Maria Calderisi\*

#### Science and Technology Libraries Section

Provisional Chairman

Dr. F. E. McKenna\*

Provisional Secretary

Erik Vajda

#### Social Science Libraries Section

Chairman

Derek A. Clarke

Secretary

Kyllikki Ruokonen

#### Astronomical & Geophysical Libraries Round Table

Chairman

Pat A. Molholt\*

The Section officers, under the new statutes, become members of the Coordinating Board of the Special Libraries Division. The Coordinat-

\*Member of Special Libraries Association.

ing Board, in turn, elects a member from the CB to be the Division's representative on the Professional Board. Complicated? Yes. The new structures effectiveness must now be tested in use.



### Comments and Commendations

The printed program contained an unusual wealth of substantive information—good will messages, names of the Executive Board and the Congress Program Planning Committee, lists of restaurants, addresses of embassies, principal curiosities, monuments and museums—and an unusual number of errors. A two-page supplement of Errata in the printed programme had to be issued almost immediately. The program was unfortunately a masterpiece of diffusion, if not downright confusion!

Anyone in attendance at the conference could not help noting the multilingual nature of the activities. The conference program, for example, was entirely in English. Unfortunately, the translators could not always provide simultaneous translation. Several times at the request of French speaking delegates, improvised summaries of remarks were offered by a member of the audience. Displeasure was registered on a few occasions when questioners spoke from their seats, bypassing the translation system.

### Fun and Games

A major feature of IFLA Congresses (besides the wheeling and dealing via personal contacts at receptions, in meeting rooms, on the street and in informal caucuses) are the galas. The Belgian Organizing Committee provided evening entertainments: the lovely reception at the Chateau du Karreveld; books, books, books beautiful, old and rare, new and stunningly printed at the Royal Library's exhibition, "L'Illustration du livre en Occident, du haut Moyen Age à nos jours" and "Littérature belge de jeunesse de langue française"; folk music, artisans of all kinds and a balloon artist—every afternoon in "Passage 44" following the theme meetings; ballet performed by dancers from 17 countries who

are the dance company of Maurice Bejart specializing in modern dance; a concert of English Music of the Seventeenth Century in the Eglise de la Chapelle, Kapellekerk; visits to The Royal Palace and the Brueghelian Night with its special beer, IFLAMBIK.\* Also filling the Place de Sablon that evening were folk dancers, jugglers, and fakirs.

In addition to all the above, there were meetings and trips to various libraries and museums. In 1977 Belgium celebrated the 400th anniversary of Rubens' birth. According to Noël Balke, no art librarian could resist the temptation to catch one of those fast and frequent trains to Antwerp to see the marvellous Rubens exhibition and the restored Rubens' house or to take one of the conference tours to Ghent and Bruges to see the medieval buildings, the Memling museum, and the Michaelangelo Piëta.

### And More

If that was not enough, a special post office had been set up to mail correspondence and to provide the stamps needed. To commemorate the Fiftieth Anniversary of IFLA, the Belgian Post Office had issued a special IFLA stamp printed in full color rotogravure featuring a fragment of John van Eyck's Mystic Lamb, from the Cathedral of St. Bavo at Ghent. On Sep 3 and 4, a special first-day cancellation was applied in the Palais de la Dynastie, Mont des Arts.

A specially designed IFLA Birthday Calendar was also available in the Palais de la Dynastie. It was illustrated with stamps from all over the world picturing libraries and librarians; the month of April featured librarians in special and scientific libraries. T-shirts and barbecue aprons with the IFLA logo were also available for purchase.

### Embassy Receptions

There were a number of embassy receptions; and this year, for the first time, the newly appointed American ambassador, Anne Cox Chambers, ably assisted by some members of her staff, received about 250 American and Canadian registrants, "accompanying persons," and other dignitaries. Historian Boorstin, through the dictates of protocol, and as titular head of what amounts to the American national library, the Library of Congress, seemed to be the take-charge man of the American delegation and enjoyed himself immensely among his "handmaidens of historians," as he described the international librarians present. As executive director of the largest library association in the world, Robert Wedgworth

\*A specialty beer of the Brussels region is sold under the label of LAMBIK. As a special event, 1500 liters were brewed under the label of IFLAMBIK. Most registrants agreed that its taste could not be acquired; however, the police (who were not needed to curb the non-riotous IFLA'ers) seemed to consume endless glasses of this peculiar brew.

presided and, speaking from notes, introduced the presidents and/or executive directors of the American library associations. We would like to believe the oversight was caused by time constraints, but Mr. Wedgeworth's failure to introduce the Executive Director of Special Libraries Association rankled SLA members. Also present and not introduced was Jack Ellenberger, President of the American Association of Law Libraries.

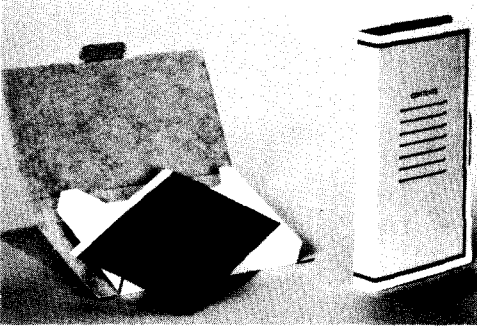
#### **And Finally**

The understanding of special libraries within the IFLA structure has become clearer and stronger during recent years, culminating in the full-fledged Special Libraries Division. As W. W. Bishop (IFLA president, 1930-36) said, "All international projects must of necessity move rather slowly. Patience is a virtue which

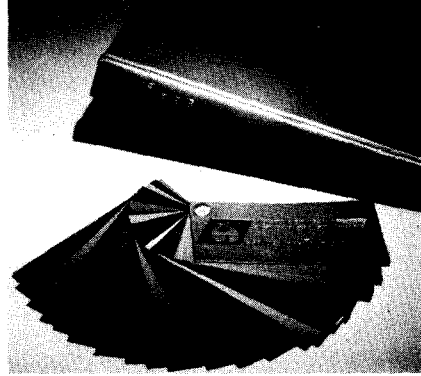
we must all not only cultivate but make part of our very lives, if we are to achieve understanding and cooperation in the field of librarianship." In the new restructured IFLA, there is now even a category for Personal Affiliates in addition to the categories of Association-Member, Member-Institute, and Institutional Affiliate. Special Libraries Association occupies a position of respect in IFLA and has made excellent presentations at the annual IFLA Congresses. Helpful activities by SLA's Executive Director at the Oslo meeting in 1975 in work on the draft statutes, and by his actions on the Provisional Professional Board (1976-77) helped to move IFLA further along its transitional road and demonstrated SLA's relevance to IFLA. SLA's continuing response to IFLA, especially through the Special Libraries Division and its Sections portend even more importance to the symbiotic relationship of IFLA and SLA on the international scene.



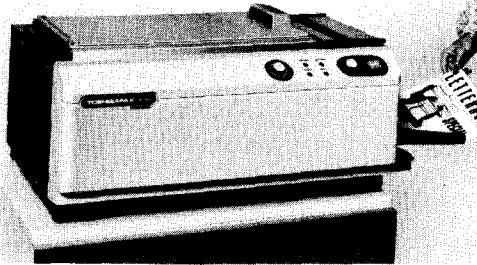
## HAVE YOU SEEN?



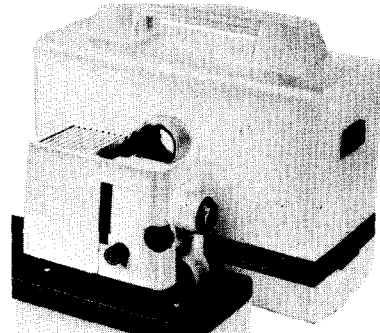
New to the Highsmith Company's line of shelvable file boxes for print and audiovisual media are **files for microforms**. These containers organize and permit fast access to fiche or film and also serve as protective carriers. The microfilm file holds 12 standard 35 mm microfilm boxes with titles up. It has a center position and can be shelved either upright or flat. The fiche file holds up to 12 microfiche in envelopes (not included) and can be filed on the shelf like a book. The cover has a hinged lock to prevent spilling while carrying. Write: The Highsmith Company, Inc., P.O. Box 25, Fort Atkinson, Wis. 53538.



**F-Grade Imperial Buckrum bookbinding material** is a pyroxylin coated cotton fabric for use in library book and periodical binding. The material meets product standards for library binding materials set by the U.S. Department of Commerce, National Bureau of Standards, Product Standard PS 9-68, and the Library Binding Institute. F-Grade Imperial Buckrum offers flexibility and water and stain resistance. It is available in 26 colors from Norton Company, Safety Products Division, 76 Stanley Ave., Watertown, Mass. 02172.



A new plain **paper copier** utilizing the dry-toner process is the Toshibafax BD-601. It is designed as a desk-top copier (a separate cabinet is an option) for use in colleges and libraries. The paper supply is fed automatically from a cassette—letter size, adjustable to legal size. In addition to copying from flat sheets, the BD-601 also copies from books and can copy three-dimensional objects. Up to 20 copies can be made automatically by setting a dial. Contact: Toshiba America, Inc., Business Equipment Division, Fulfillment Department, P.O. Box 846, Bellmore, N.Y. 11710.



The **Micromatic II, a 35 mm sound filmstrip projector**, is available from the Dukane Corporation. Picture change is automatic. Advance and reverse operation of the filmstrip at two speeds is provided by the controls on the projector with an optional remote control. The Micromatic II has a pilot light to let the user know when the amplifier is on. Other features include precision control focus, positive framing, adjustable front feet for elevation, and a retractable carrying handle. Write: Dukane Corp., Audio Visual Division, 2900 Dukane Drive, St. Charles, Ill. 60174.

## HAVE YOU HEARD?

### NLW Materials

The American Library Association is now accepting orders for 1978 National Library Week (Apr 2-8) posters, banners, and bookmarks. The materials carry the message "Info to Go" and are effective advertisements for public, school, academic, and special libraries. All orders include a free kit of suggestions for use of the materials and ideas for year-round promotion activities. For an order form, write—1978 Library Graphics, Public Information Office, 50 E. Huron St., Chicago, Ill. 60611.

### Proposal-Writing Workshops

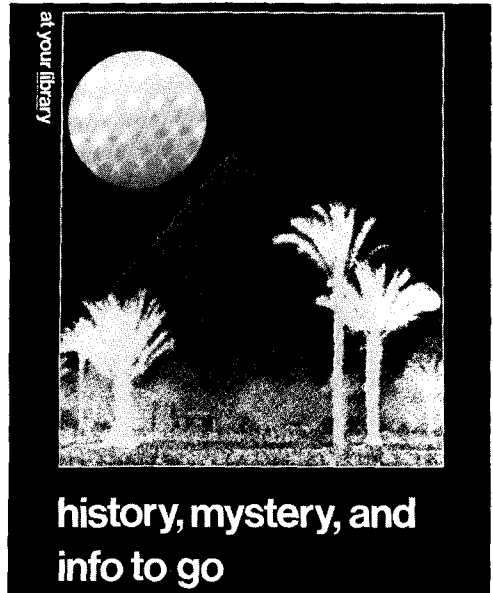
Far West Laboratory for Educational Research and Development (San Francisco) has received a contract from the Women's Educational Equity Act Program (U.S. Office of Education) to provide technical assistance to individuals and organizations who want to write, obtain funds for, and manage their own women's equity project. Assistance will be provided through a series of tuition-free workshops in 28 sites around the country during the spring of 1978 and through a workshop training package. To receive details about workshops in your area, send name and address to: W. Pearl Howell, Project Associate, WEETA, Far West Laboratory for Educational Research and Development, 1855 Folsom St., San Francisco, Calif. 94103.

### Medical Librarianship Program

The National Library of Medicine, Bethesda, Md., is seeking applications from qualified librarians interested in its 1978-79 Library Associate Program in Medical Librarianship and Biomedical Communications. The program offers specialized training in library management, library information systems, communication networks and medical librarianship. It is open to new or recent library school graduates. A one-year Federal Civil Service appointment at the GS-7 level is offered. Applicants must have an MLS; an undergraduate degree in science is desirable. Deadline for filing applications is Mar 1. Write: Coordinator, Library Associate Program, National Library of Medicine, 8600 Rockville Pike, Bethesda, Md. 20014.

### Law Library Scholarships

Each year, the American Association of Law Libraries offers four scholarships to students who plan to pursue a career in law librarian-



ship. One scholarship is offered from each of the following categories: a library degree scholarship for law graduates, a final year of law school for library school graduates, a library degree for non-law graduates with meaningful law library experience, and a special course in law librarianship. Applications must be received by Apr 1. For more information write: Scholarships Committee, AALL Headquarters, 53 W. Jackson Blvd., Chicago, Ill. 60604.

### Nominations Sought

Nominations for the 1977 Robert B. Downs award for an outstanding contribution to intellectual freedom in libraries are being accepted until Apr 15 by the Graduate School of Library Science, University of Illinois. The award consists of a citation and a check for \$500. Any person or group of persons is eligible, and the work in question need not have been done only in 1977. Write: Herbert Goldhor, Director, Graduate School of Library Science, University of Illinois, Urbana, Ill. 61801.

### MLA Examination Booklet

The Medical Library Association has published a booklet which explains the new "MLA Certification Examination" for health sciences librarians. Applications and copies of the booklet are available from the Division of Education, 919 N. Michigan Ave., Suite 3208, Chicago, Ill. 60611.

### **New Science Index**

*General Science Index*, a new publication of the H. W. Wilson Company, will appear in July 1978. To be issued 10 times a year, the Index is designed for public and academic libraries. The 89 general science periodicals titles indexed cover the following fields: astronomy, atmospheric sciences, biology, botany, chemistry, earth sciences, environment and conservation, food and nutrition, genetics, mathematics, medicine and health, microbiology, oceanography, psychology, physics, physiology, and zoology.

### **Additions to CA Selects Series**

Chemical Abstracts Service is offering 14 new titles in addition to the 22 titles currently offered in its *CA Selects* series of biweekly current awareness bulletins. New titles are: Anti-inflammatory Agents and Arthritis; Antitumor Agents; Atherosclerosis and Heart Disease; Carcinogens, Mutagens, & Teratogens; Flavors and Fragrances; Infrared Spectroscopy;  $\beta$ -Lactam Antibiotics; Liquid Crystals; New Books in Chemistry; Photo-biochemistry; Prostaglandins; Raman Spectroscopy; Silver Chemistry; and Solar Energy. The subscription price is \$50 per year for all of the new titles except Infrared Spectroscopy, which is \$55 per year. Write: Marketing Department, Chemical Abstracts Service, P.O. Box 3012, Columbus, Ohio 43210.

### **New On-Line Users Group**

The first project of the Arizona Online Users' Group, organized in October 1977, is the compilation of an Arizona on-line users' directory listing users, systems, vendors, services, and charges. The group will also explore ideas on marketing and promotion of on-line services, funding problems, quality control of data, and other areas. For information, contact: Linda White, University of Arizona, College of Agriculture, Tucson, Ariz. 85721.

### **New Quarterly Journal**

*Library Acquisitions: Practice and Theory* is a new professional journal published quarterly by Pergamon Press. According to Scott R. Bullard, editor-in-chief, the journal provides a forum for exchange of knowledge among library professionals and nonprofessionals in education, research, and practice. It emphasizes the practical experience of working librarians and their staffs and presents the concepts developed by leading theoreticians in the field. Any queries or submissions should be

sent to Scott R. Bullard, Perkins Library, Duke University, Durham, N.C. 27706.

### **Special Collection in Preparation**

The World Hunger Education Service is in the process of creating a special collection on food and development issues. The reading room, open to the public by appointment, gives access to over 300 serials and monographs from governmental and private organizations, as well as a clippings file from the *Washington Post*, a topics file, and an organization file arranged alphabetically. Contact: Dr. Patricia L. Kutzner, Executive Director, World Hunger Education Service, 2115 S St., N.W., Washington, D.C. 20008.

### **Museum of Broadcasting Newsletter**

The first issue of *MB Newsletter*, a quarterly publication of the Museum of Broadcasting, appeared in the fall of 1977. It reports on the activities and acquisitions of the museum, located at 1 E. 53rd St., New York, N.Y. The museum was established in 1976 to collect, catalog, and exhibit radio and television programs. The facilities of the museum are available to the public on a membership basis.

### **MIDLNET Gets Grant**

Grant assistance for the support of operating and development costs recently awarded to the Midwest Region Library Network by the Bush Foundation of St. Paul, Minn., will enable MIDLNET to reach a point where income from services and other ongoing sources of income will sustain the organization on a permanent basis. Details of MIDLNET activities are reported on a continuing basis in the *MIDLNET Newsletter*, available free of charge from MIDLNET, UWGB, 2420 Nicolet Road, Green Bay, Wis. 54302.

### **New Interlibrary Delivery System**

Public and academic library members of the Metropolitan Washington Library Council have signed an agreement with a commercial delivery service to handle interlibrary deliveries in the Washington area. Until September 1977, financing for the interlibrary delivery service had come from the State Library Agencies in Maryland and the District of Columbia, using LSCA funds. When these funds were no longer available, the libraries elected to use the commercial delivery service. Negotiations are under way to expand the service to include special and federal library members of the Library Council.



## COMING EVENTS

**Mar 1. American Association of Law Libraries applications for grants due.** For applications, write: Scholarships Committee, AALL Headquarters, 53 W. Jackson Blvd., Chicago, Ill. 60604.

**Mar 6-8. National Federation of Abstracting & Indexing Services,** 20th Anniversary Annual Conference . . . University Holiday Inn, Philadelphia, Pa. Write: NFAIS, 3401 Market St., Philadelphia, Pa. 19104.

**Mar 18. Resource Sharing, Workshop . . .** Airlie House, Warrenton, Va. Sponsors: Washington, D.C. Chapter, SLA; D.C. Library Association; Law Librarians' Society of Washington, D.C.; Potomac Valley Chapter, ASIS. Contact: Barbara Hazelett, Commodity Futures Trading Commission, 2033 K St., N.W., Washington, D.C. 20581.

**Mar 20. Current Developments in Government Documents, Workshop . . .** Dartmouth College, Hanover, N.H. Sponsor: NELINET Government Documents Task Group. Contact: Jan Swanbeck, Bapst Library, Boston College, Chestnut Hill, Mass. 02167 (617-969-0100, Ex. 3213).

**Mar 20-23. Fourth European Conference on Medical Records.** . . . German Centre of Cancer Research, Heidelberg. Sponsor: German Association of Medical Records Officers. Theme: Medical Documentation from the Coding of Diagnoses to Hospital Information Systems. Write: Conference Secretariat, Stutzelstrasse 29, D-7911 Thaltingen, West Germany.

**Mar 28-Apr 14. Modern Library and Information Practice, Workshop . . .** Graz, Austria. Sponsor: Austrian Federal Ministry for Science and Research, Schenkenstrasse 4, 1074 Vienna, in collaboration with the Austrian Secretariat for Unesco/UNISIST and the University of Sheffield, Postgraduate School of Librarianship and Information Science, United Kingdom.

**Apr 2-8. National Library Week.**

**Apr 7. Anglo-American Cataloging Rules, 2d ed.: A Preview . . .** State University of New

York, Albany, School of Library and Information Science. Contact: G. Stevenson, SUNY/SLIS, Albany, N.Y. 12222 (518-457-8577).

**Apr 7. Current Trends at the Library of Congress in the Area of Technical Processing, Forum . . .** Margaret I. King Library, University of Kentucky, Lexington. Fee: \$2.50. Contact: Dr. Lois Chan, Associate Professor, College of Library Science, University of Kentucky, Lexington, Ky. 40506.

**Apr 10-12. International Conference on Geological Information . . .** Imperial College of Science and Technology and Geological Society of London, England. Write: Dederick C. Ward, University Libraries, University of Colorado at Boulder, Boulder, Colo. 80309.

**Apr 10-14. Fifth Inter-American Meeting of Agricultural Librarians and Documentalists . . .** San José, Costa Rica. Theme: Dynamics of the Education of Human Resources for Information Work. Contact: Secretariat of AIBDA, c/o IICA-CIDIA, Apartado 74, Turrialba, Costa Rica.

**Apr 13-15. Institute of Information Scientists, 9th Conference . . .** University of Loughborough, Leicester, England. Theme: Selling Information to the Organization. Write: Dr. J.D. White, Department of Library and Information Studies, Loughborough University, Leicester LE11 3TU, England.

**Apr 16-19. Second Annual National Information Conference and Exposition (NICE) . . .** Sheraton-Park Hotel, Washington, D.C. Sponsor: Information Industry Association. Theme: Information Management: Key to Information Credibility. Contact: Information Industry Association, 4720 Montgomery Lane, Suite 904, Bethesda, Md. 20014 (301-654-4150).

**Apr 23-26. Library Applications of Data Processing, Annual Clinic . . .** Illini Union, University of Illinois Graduate School of Library Science, Urbana. Theme: Problems and Failures in Library Automation. Write: Edward C. Kalb, Office of Continuing Education, 116 Illini Hall, University of Illinois, Urbana, Ill. 61801 (217-333-2884).

**Apr 23-28. Effective Use of OCLC, Workshop . . .** Kent State University Libraries, Kent, Ohio. Fee: \$325 (covers all sessions, materials,

and accommodations). Contact: Anne Marie Allison, Kent State University Libraries, Kent, Ohio 44242 (216-672-3021).

**Apr 25-27. EURIM 3**, European Conference on the Contribution of Users to Planning and Policy Making for Information Systems and Networks . . . Künstlerhaus, Lenbachplatz, Munich, Germany. Contact: Conference Organiser, Aslib, 3 Belgrave Square, London SW1X 8PL, England.

**Apr 27-28. Federal Document and Information Accessibility**, Institute . . . American University, Washington, D.C. Sponsor: School of Government and Public Information, American University. Write: Dr. Lowell H. Hattery, College of Public Affairs, American University, Washington, D.C. 20016 (202-686-2513).

**Apr 28-29. The New Copyright and Its Legal, Ethical, and Practical Implications**, Colloquium . . . School of Library and Information Science, State University of New York at Albany. Fee: \$75, or \$40 per day. Contact: Lucille Whalen, School of Library and Information Science, SUNY Albany, Albany, N.Y. 12222 (518-457-8575).

**May 4-5. Eighth Annual Conference on Library Orientation/Instruction for Academic Libraries** . . . Eastern Michigan University (EMU), Ypsilanti, Mich. Sponsor: Project LOEX (national clearinghouse for academic library instruction located at EMU). Theme: Improving Instruction, Then Proving Its Worth: How to Teach and How to Evaluate. Fee: \$70 (includes all meals). Contact: Carolyn Kirkendall, Project LOEX, Director, Center of Educational Resources, EMU, Ypsilanti, Mich. 48197.

**May 7-19. Twelfth Annual Library Administrators Development Program, Seminar** . . . Donaldson Brown Center, Port Deposit, Md. Sponsor: College of Library and Information Services, University of Maryland. Contact: Effie T. Knight, Administrative Assistant, Library Administrators Development Program, College of Library and Information Services, University of Maryland, College Park, Md. 20742.

**May 9-12. National Micrographics Association**, 27th Annual Conference and Exposition . . . Boston, Mass. Theme: Micrographics '78: Building Information Bridges. Write: R. M. Kinney, Micrographics '78, Program Review

Committee, NMA, 8728 Colesville Road, Silver Spring, Md. 20910.

**May 10-13. Canadian Association for Information Science**, 6th Annual Conference . . . Four Seasons Hotel, Montreal, Canada. Theme: To Better Communicate Information: A New Step. Write: CAIS, Comité de publicité, c/o Daniel Carroué, C.P. 539 Succursale, Place Desjardins, Montreal, Que. H5B 1B3 Canada (514-875-8931).

**May 15-19. Association for Educational Data Systems**, 16th Annual Convention . . . Atlanta, Ga. Theme: Computer Technology: The Educational Catalyst. Contact: Dr. James E. Eisele, Office of Computing Activities, University of Georgia, Athens, Ga. 30602.

**May 16-19. Library Management Skills Institute** . . . Chicago, Ill. Sponsor: Office of University Library Management Studies (OMS) of the Association of Research Libraries (ARL). Fee: \$175 (includes materials). Contact: OMS/ARL, 1527 New Hampshire Ave., N.W., Washington, D.C. 20036 (202-232-8656).

**May 22-24. Seventh ASIS Mid-Year Meeting** . . . Rice University, Houston, Texas. Theme: Management of Information Systems. For program details, contact: Stephanie Normann, School of Public Health Library, University of Texas at Houston, Box 20186, Houston, Texas 77025. For registration details, contact: American Society for Information Science, 1155 16th St., N.W., Washington, D.C. 20036 (202-659-3644).

**May 22-25. Sixth International CODATA Conference** . . . Taormina, Italy. Sponsor: Committee on Data for Science and Technology (CODATA) of the International Council of Scientific Unions (ISCU). Write: CODATA Secretariat, 51 Boulevard de Montmorency, 75016 Paris, France.

**May 31-Jun 2. Fifth Annual Government Documents Workshop** . . . Rochester, N.Y. Sponsor: New York State Government Documents Task Force. Theme: Government Information for Economic Analyses. Write: Chris Ryan, Librarian, Center for Governmental Research, 37 S. Washington St., Rochester, N.Y. 14608.

**Jun 10-15. SLA, 69th Annual Conference** . . . H. Roe Bartle Convention Center, Radisson Muehlebach Hotel, Kansas City, Mo. Theme: Managing for Change.

## REVIEWS

**National Library and Information Services: A Handbook for Planners**, C. V. Penna, D. J. Foskett and P. H. Sewell, eds. London, Butterworths, 1977. 231p.

UNESCO is now giving lead in the development of library and information services throughout the world.

Intended "primarily for political, educational and administrative authorities who . . . have had to assume responsibility" for the planning of library and information services (LIS) at the national level "with very little information or precedent to guide them," this book becomes a ready reference for the uninitiated and a welcome backup guide to the practitioner who must be a part of the planning process. Distinguished librarians from both developing and industrialized countries have contributed to and made comments on the contents, and their work has been incorporated into the volume as a whole without identity other than to acknowledge them on p. vii at the beginning of the book.

The current LIS situation has been analyzed in general terms, in the light of basic principles, in the chapters, "The Case for the National Planning of LIS," "Articulation of the LIS Machinery," and "Preparation of the LIS Development Plan."

The political, administrative, legislative, and financial factors are taken into account in translating national decisions into detailed action plans in the chapters, "The Organizational Structure" and "Legislative Basis of LIS."

The implementation of such plans is treated in chapters on "The Planning Process in Action" and "From Planning to Implementation." These are considered with particular reference to the special needs of developing countries.

The reader is provided with a useful summary of chapters by sections. Most of the chapters have illustrative charts and diagrams and each has a list of references at its conclusion. There is a bibliography, a list of abbreviations and acronyms and finally, a *must* for a book containing such a wealth of material, an index. Library schools, especially those offering courses in comparative librarianship, will want to include this handbook in their collection. The book will be useful to national development planners and to those librarians and information specialists, present and future generation, who may at some time be involved in the teamwork of formulating national plans in library and information services.

This handbook, together with two earlier UNESCO-generated volumes, *The Planning of Library and Documentation Services* by C. V. Penna (2d ed., 1970, revised by P. H. Sewell and Herman Liebaers), and *Planning National Infrastructures for Documentation, Libraries and Archives* by J. H. L'Olier and B. Delmas (1957), form a trilogy of three significant books to the international library planning community.

Vivian D. Hewitt  
Carnegie Endowment for International Peace  
New York, N.Y. 10017

**Opportunities for Minorities in Librarianship**, E. J. Josey and Kenneth E. Peoples, Jr., eds. Metuchen, N.J., Scarecrow Press, 1977. 210p. \$8.00.

The anecdotal, autobiographical, radical rhetorical, and factual styles used by the contributors to *Opportunities for Minorities in Librarianship*, present a kaleidoscopic picture of the interaction of minorities and libraries. Most of the contributors are engaged in various kinds of library and information services and also belong to minority groups. They each offer advice, information, and encouragement to those considering librarianship as a career and share with the reader some personal experiences and insights gained through their own work situations. Each chapter seems to emphasize a persistent theme: All types of libraries need the unique cultural and ethnic sensitivities and language skills that minority group members bring to the profession of librarianship. A corollary to this premise is that minority groups need the skills concerned information handlers can provide in coping with problems facing minorities in today's society.

The book is divided into five parts dealing with opportunities for Native Americans, Chicanos, Afro-Americans, Puerto Ricans, and Asian-Americans, with a sixth section on minority library specialists. Each part is further divided into chapters on specific types of libraries. Unfortunately, this organization results in uneven coverage and some repetition. The five chapters on school media centers contain similar information while the section for Afro-Americans omits special librarianship entirely. This omission is difficult to understand since there are a number of highly successful Afro-American special librarians

among whom a contributor could have been found. The organization of the material included in this book probably will result in few readers who will want to read every chapter carefully. Thus, the lack of an integrated bibliography of useful reference sources and a directory, listing the organizations, government agencies, and graduate schools of library studies, mentioned in the individual chapters is regrettable. In addition, little data on salary ranges are included. Although such data become outdated quickly, it would seem appropriate to include at least some figures as a point of comparison with other career choices.

In spite of these flaws, the editors, E. J. Josey and Kenneth E. Peeples, have accomplished a great deal in putting together this timely and useful book. They have taken us a step forward in increasing the representation of minorities in librarianship. Their book should be of interest to young people considering librarianship as a career as well as library educators, career counselors, affirmative action officers, and library administrators. More than just another career book, *Opportunities for Minorities in Librarianship* is an advance in the literature of librarianship because it is a forum for a hitherto rarely expressed view of library and information services.

**Doris Hayashikawa**  
**Hamilton Library**  
**University of Hawaii**  
**Honolulu, Hawaii 96822**

**Library Management**, by Robert D. Stuart and John Taylor Eastlick. Littleton, Colo., Libraries Unlimited, 1977. \$11.50.

This book, like the similar recent text by G. Edward Evans, was designed to meet the need for an up-to-date general introduction to the management of libraries.

It is a good book, well-written and welcome, but is it complete? In some ways it is not so much a book on library management as an introduction to the principles of management, as drawn from the literature of management in general, with material illustrating the application of some aspects in a library context.

The descriptions of the "schools" of management are clear, concise, and well handled. The material on personnel matters is also strong. However, there are some gaps and weaknesses which detract from the usefulness of the book. For example, participative management is a matter of widespread interest and concern but only receives two sentences of substance: "Participative management is good in the sense that the leader seeks the advice and counsel of associates and then makes a decision in light of that advice. However, participative management in the sense that a group makes decisions is dangerous to the institution and represents a failure of the designated leader to accept his responsibility" (p.142). One would have preferred a little more. The distinction between "collegial" and "consultative" decision-making needs to be made more explicitly. Some reference to the labor costs of participative management as well as problems of accountability would be desirable as well as a fuller review of the benefits. Similarly, the single paragraph on cost-benefit analysis could profitably have been expanded. As written, it rather tersely describes cost-effectiveness instead.

However, for this reviewer the most serious single criticism is the neglect of library "goodness" and measures of performance. The measurement and evaluation of library services has, quite properly, been a topic of serious interest over the past 10 years. Writers such as Altman, De Prosopo, Hamburg, Newhouse, Orr, and Schofield have had important things to say about objectives and proximate measures in libraries—but in this book they are largely ignored.

An idealist might also wish for fewer misprints, a better index, and more of a sense of library management as the leadership and improvement of a highly interactive (but inadequately understood) system of users and library provision. The purpose of this criticism is not to belittle a useful and welcome book but rather to emphasize that with revision and expansion the second edition could be excellent.

**Michael K. Buckland**  
**School of Library and Information Studies**  
**University of California**  
**Berkeley, Calif.**

## PUBS

(78-025) **Group Evaluation of Full-Size COM Microfiche Readers.** Hertsfordshire, England, National Reprographic Centre for documentation, 1977. 16p. ISBN 0-85267-130-X

Evaluation of six readers: Agfa-Gevaert LF 303, Microphax Mini-Cat TN, Microscot NMI 14, Microscot NMI 90, NCR 456-200, and Regma FVI. Order from: NCRd, The Hatfield Polytechnic, Endymion Rd. Annexe, Hatfield, Herts. AL10 8 AU, England.

(78-026) **Studies in Micropublishing, 1853-1976: Documentary Sources.** Veaner, Allen B., ed. Westport, Conn., Microform Review, 1976. 489p. \$22.50. LC 77-6720 ISBN 0-913672-07-6

Anthology covering major aspects of micropublishing from its conception in 1853. Emphasis on its intellectual aspects. Intended as a source book in tracing the evolution of micropublishing. Available from: Microform Review, Inc., P.O. Box 405, Saugatuck Station, Westport, Conn. 06880.

(78-027) **Thesauri & Thesauri Construction.** MacCafferty, Maxine, comp. London, Aslib, 1977. 191p. (Aslib Bibliography no. 7). £10 (£8 Aslib members). ISBN 0-85142-102-4

Bibliography contains 825 references, mostly annotated, from the monograph, periodical, and report literature on thesauri and thesaurus construction covering the period January 1970 to June 1976.

(78-028) **Prospects for British Librarianship.** Harrison, K.C., ed. London, The Library Assn., 1976. 299p. £6.50 (£5.20 LA members). ISBN 0-85365-009-8

Twenty-three contributors (including editor) attempt to predict future developments and problems in their respective professional fields. A Library Assn. centenary volume.

(78-029) **Manual of Library Economy.** Lock, R. Northwood, ed. Hamden, Conn., Linnet Books, 1977. 447p. \$16.00. LC 77-5034 ISBN 0-208-01538-8

Among subjects treated by 18 contributors are buildings and equipment, sources of materials, the lending library, the reference library, library cooperation, publicity, education and training, professional associations, and professional literature.

(78-030) **The Librarians' Glossary and Reference Book.** Harrod, L.M., comp. 4th rev. ed. Boulder, Colo., Westview Press, 1977. 903p. \$30.00. LC 76-52489 ISBN 0-89158-727-6

Glossary of approximately 1,400 terms used in librarianship, documentation, and the international book trade.

(78-031) **Essays of an Information Scientist.** Garfield, Eugene. Philadelphia, ISI Press, 1977. 2v. 1,314p. \$25.00/2-volume set. LC 77-602 ISBN 0-89495-000-2

Vol. 1: 1962-1973. Vol. 2: 1974-1976. Additional volumes to be published annually.

(78-032) **Libraries for the Blind—An International Study.** Schauder, D. E. and M. D. Cram. Hertsfordshire, England, Peter Peregrinus Ltd., 1977. 152p. (Librarianship and Information Studies Vol. 4). \$19.50. ISBN 0-901223-91-3

Study of contemporary practices and trends relating to library service to the blind. U.S. distributor: ISBS, Inc., P.O. Box 555, Forest Grove, Oreg. 97116.

(78-033) **The Inside Source.** Spence, Bruce M. and Joseph D. Adams, Jr. with Peter J. deLuca, eds. Ridgewood, N.J., Quad International Corp., 1977. 495p. \$50.00.

Annotated bibliography of more than 1,000 free publications from private and government sources on business, economics, and management.

(78-034) **Federation of Organizations for Professional Women Affiliate Handbook; 1977-78 Directory of Services and Publications of Member Organizations.** Segal, Jamie. Washington, D.C., Federation of Organizations for Professional Women, 1977. 92p. \$10.00.

Available from Federation offices at 2000 P St. N.W., Suite 403, Washington, D.C. 20036.

(78-035) **Library Trends: Library Services to Correctional Facilities.** Pool, Jane, issue ed. Vol. 26 (no. 1) (Summer 1977). Quarterly. \$15.00/year; \$4.00/issue. ISSN 0024-2594

Each issue is concerned with one aspect of librarianship. Published by University of Illinois Graduate School of Library Science, 249 Armory Bldg., Champaign, Ill. 61820.

# It is just this simple

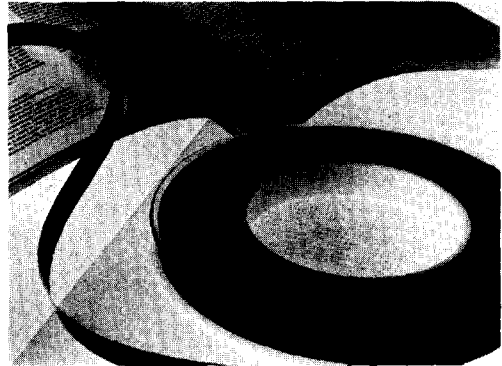
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