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Bulletin of the Rhode Island Library Association v. 48, no. 8

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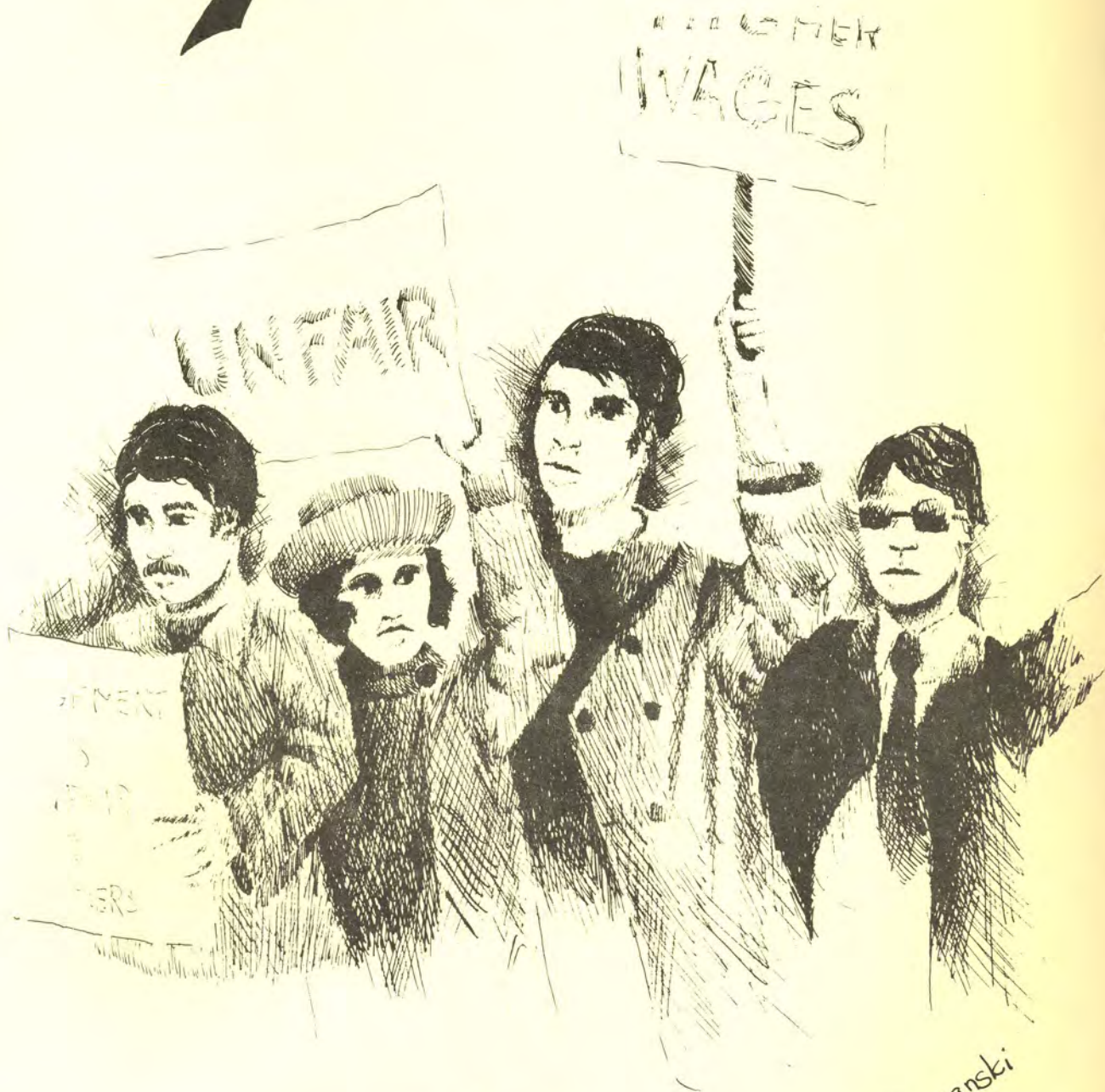
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R.I. LIBRARY ASSOCIATION

Bulletin



- Feb. 1976 -

W. Szymanski
76

EDITORIAL NOTICE:

The Bulletin appears on a monthly basis. News and articles should be submitted to the editor or assistant research editor by the first week of each month. The Bulletin staff can only promise to publish the news it actually receives from the library community.

The Bulletin is a publication for public, school, academic and special libraries of Rhode Island. Published by the Rhode Island Library Association, it is open to news and discussion of interest to RILA members. Articles contained herein, however, do not necessarily reflect the ideas of the RILA membership, or the Bulletin staff, or the Bulletin advertisers. All articles about library matters are welcome, all should be signed and should not exceed ten double spaced typed pages unless the editor is consulted.

Bulletin subscription rates are \$6.00/year for agencies or individuals not holding membership in RILA. Advertising rates are available on request.

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Editor's Notebook



Three o'clock in the morning, the coldest morning of the year - and, I sit at my desk before the window, listening to the wind howl round the house. Outside the temperature has fallen to 15 degrees below zero, and even the fire in the grate no longer disperses the settled chill of the room. Beyond the window blinding sheets of snow blow viciously through the darkened street. There no human soul stirs, and only ice prospers on trees and walks and windows. All of the evil things on earth seem to be abroad, sweeping desolation through fields and forests, byways and highways.

The weather appears to be a fit metaphor for the climate surrounding libraries these days. There the chill of poverty has laid waste many of the grand ideas and program of a generation. And indeed, looking outward at the desolate weather surrounding our institutions is truly depressing. But to look inside is another story. Here in my study I take matters into my own hands and add a log to the fire, wrap the Scots plaid about my knees, and pour another glass of port. And both the room and my disposition begin to assume a warmer glow. Looking inward very much prompts a more positive reaction.

So also librarians are looking inward, at themselves and their own institutions, studying their collections and adding to them with more care, examining new service procedures, exercising better economies, reading more by the fire, securing, making more useful and comfortable that which is within. Life in libraries may have become more frugal, less luxurious. Still it can yet be comfortable as we take much again into our own hands, exercise our own judgment, and as we cease to depend on unpredictable outside agencies.

Winter, climatic and economic, promises to be long and dreary. However, inside, using some standard and not so very dramatic methods, we will survive, even in satisfaction. And winter never lasts forever. The time always returns when the sun shines and the people come out again to find one another, to eat oranges on the shore, to make love in the parks. Til then, in our enforced confinement, we can reflect. That is no bad thing.

The economic winter, prompting us to look more to our own survival and security, prompts also and quite naturally thoughts on unionization. Just a year ago the Bulletin featured several articles on unions in general. This year, as we become once again concerned with local matters, it seemed fitting to examine library unions specifically existing here in Rhode Island. Consequently, as a feature of this issue there are contained articles relating to library unions at the University of Rhode Island, Rhode Island College, the Department of State Library Services, and Brown University.

With this issue Dena Janson of RIC's Library joins the staff as Bulletin production editor, and Wanda Lzymanski of the Woonsocket Pre School joins as illustrator. They and the Bulletin staff in general welcome your suggestions as to the Bulletin layout and design.

Letters to the Editor



Dear Mrs. Caldwell:

Just a brief note to thank you for your complimentary article on the Film Cooperative in the December R. I. Library Association Bulletin.

I am currently writing a grant proposal to the R. I. Division on Aging in order for the Film Cooperative to purchase more films for the elderly. Your article will be included in the grant proposal as documentation of our services to senior citizens. The timing of your article couldn't have been more perfect.

Sincerely,
David A. Green
Director, R. I. Library Film Cooperative

* * * * *

Dear Lee:

It's an ill wind...etc, etc. I'm one of the ones who received the November and December issues of the BULLETIN together. I read November first and sputtered throughout the reading about the inefficiency which surrounds us; then your explanation in the December issue caused all sorts of mental anguish at my lack of tolerance. But to good purpose.

I enjoy the BULLETIN and have wanted to tell you so; this was the push I needed.

Keep up the good work--I wish you all good things for the coming year!

Irene Demers
Director, Media Center
West Warwick High School

* * * * *

Dear Lee:

I am in complete sympathy with your reaction of dismay and disappointment to the RILA membership's vote response to the Intellectual Freedom Committee's "Resolution." I felt in my bones that it was a poor decision to delay the vote from the scene of an interested and involved representation of the membership to a dispersed, uninvolved and obviously uninterested total membership--an intuition now confirmed to be correct.

Although I am one of the 19, and believe the issue should be dead, I deplore, with you, the apathy demonstrated by a supposedly professional group about an important issue.

Re the Bulletin in general--I think you are doing a fine job; it's interesting and very readable. My only suggestion would be to drop fictional efforts from what I perceive to be a medium for factual communication.

Ruth Corkill, Coordinator of Public Services
Pawtucket Public Library



A Reaction

~ Linda Hodgman



In response to Ruth Corkill's remarks (see "Letters to the Editor") that fictional efforts ought to be dropped from the Bulletin because it is, as she defines it, a vehicle for factual information, I'd like to say that for some time I have been considering that point of view. After much deliberation I've come to the same conclusion, i.e. fiction ought to be omitted. However, my reasons are somewhat other than Ms. Corkill's. It seems to me the Bulletin belongs to its readership and ought therefore to be responsive to the expectations of RILA members. We have had no indication that any more than a small minority want to see fiction included. Only three or four people ever cared to remark on "A Careful Man" which appeared in the September Bulletin. Two or three who did were fellow R. I. librarians and the other John Berry, Library Journal editor, who remarked to Mr. Flanagan that he found the story quite enjoyable. Of course it's true that the large majority seem wholly indifferent rather than negative, but still I have a general impression that there is no particular desire for anything other than unadorned facts. It seems fitting then that we, the Editors, ought to confine ourselves to the publication of "straight" newsy items. However, I might add, I find it dismaying that apparently a great many librarians see no relevant connection between facts and creative expression. In conclusion I offer an excerpt from the writings of William Carlos Williams:

it is difficult
 to get the news from poems
 yet men die miserably everyday for lack
 of what is found there*

*(portion of "Asphodel, that Greeny Flower" from "Pictures from Bruegel")



Calendar

- February 19 Adult Book Meeting, "On People," Sources of Biographical Information," Warwick Public Library, 9:30 a. m.
- February 23-27 Media Production Week, Dept. of State Library Services, 10 a. m. - 4 p. m. Contact Peter Salesses, 277-2726 for information.
- February 25 R. I. Library Film Cooperative Preview, films on ecology, and for the elderly, Kingston Free Public Library, 9:30 a. m. - 12 noon; repeated 1:00 - 3:30 p. m.

- February 28 "Legal Aspects of Information," one day workshop sponsored by Special Libraries Association and ASIS, Roosevelt Hotel, N. Y. City. Contact L. Valuck, R. R. Bowker Co., 1180 Avenue of the Americas, N. Y. C. 10036 telephone 212-764-3387.
- March 1 Monthly Juvenile Book Meeting, "Handicapped and Special Children," Pawtucket Public Library, 9:30 - 11:30 a. m.
- March 10-12 "Processing and Automation at The Library of Congress," an ALA 3 day introductory institute. For registration and information contact Donald Hammer, Executive Secretary ISAD, ALA, 50 E. Huron St., Chicago, Illinois 60611 - telephone 312-944-6780.
- March 17 "Sensitive Service to Seniors," a workshop on dealing with the elderly, Pawtucket Public Library, 9:00 a. m. - 12:30 p. m. See announcement in this issue for further information.
- April 4-10 National Library Week, Theme: "At the Library? At the Library! Come See What's New Besides Books." For information regarding posters, buttons, banners, and bookmarks plus radio and TV spot announcements, write Public Information Office, ALA, 50 E. Huron St., Chicago, Illinois 60611.
- April 23 NELINET Government Documents Task Force 3rd Regional Conference, "A Workshop on State Publications," University of Massachusetts at Amherst. For information contact Elizabeth Butkus, Curry College Library, Milton, Mass. 02186.
- May 6-8 New England Educational Media Association Spring Conference, Wentworth-by-the-Sea. Portsmouth, N. H. Contact J. F. Giorgio, Fairfield Public Schools, Fairfield, Conn. 06430 for information.
- May 10-11 Massachusetts Library Association Annual Meeting, Sea Crest, North Falmouth, Mass. For information contact Ann Smith, Winchester Public Library, 617-729-3770.
- May 20 RILA Spring Conference, South Kingston Public Library and The University of Rhode Island.
- July 18-24 American Library Association Annual Conference, Chicago - see January 1976 American Libraries for further information.
- September 26-28 NELA Annual Conference, Wentworth-by-the-Sea, Portsmouth, N. H. Contact Nan Berg, NELA Executive Secretary, P. O. Box 273, Holden, Mass. 01520.

Sensitive Service to Seniors

~C Compton

Date	Wednesday, March 17, 1976 (St. Patrick's Day)
Time	9:00 a. m. - 12:30 p. m.
Place	Pawtucket Public Library - Auditorium

The Pawtucket Public Library is sponsoring a program entitled, "Sensitive Service to Seniors" which will (1) contrast stereotypes of the aged individual with current realities, (2) suggest methods of dealing with the "eccentric" elderly patron, and (3) identify agencies and informational resources which exist to aid this age group. The program is open to public service librarians and staff throughout the state who deal directly with the elderly-- e.g. circulation, reference, outreach and home services, etc. It is hoped that this program will open new lines of communication between elderly patrons and the library, and alert staff to new methods and resources available for dealing with the problems of this age group.


PROGRAM

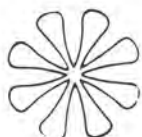
- 9:00 - 9:30 Coffee and refreshments
- 9:30 - 10:00 SYLVIA ZAKI, Instructor, Rhode Island College; General characteristics of the elderly, examine stereotypes, and discuss how the elderly view themselves.
- 10:00 - 10:30 LINA LUMB, Clinical Social Worker, Institute of Mental Health, The "eccentric" older person (dirty old men, excessive talker, etc.) who may create problems for library staff, and suggest methods of dealing with those individuals.
- 10:30 - 10:45 BREAK
- 10:45 - 11:15 WILL SPECK, Community Coordinator, Division on Aging: Informational resources and agencies to which members of this age group may be referred for help with specific problems.
- 11:15 - 12:30 PANEL DISCUSSION
-----questions will be entertained from the audience by the three speakers

Call the Regional Office at Pawtucket, 723-5350 or 723-4054, and let us know you're coming. Reservations are not necessary, but we order refreshments a day ahead, so you may go hungry if we don't know you're arriving.

Film Co-op to Offer Short Features

~ from The Film Coop

 The R. I. Library Film Cooperative will be adding short feature films to its collection in March. Film Cooperative Director, David Green, announced on January 14, that the Collection Development Committee had selected 13 short feature titles including several Charlie Chaplin, W. C. Fields and Laurel and Hardy films. Although the acquisition of these titles (listed below) is pending their availability from the vendors, Mr. Green announced that March 1 would be a tentative date to open reserves for these films.



Abbott and Costello Meet Frankenstein
Charlie Chaplin (CC) - The Rink
CC - Laughing Gas
CC - A Night at the Show
W. C. Fields (WCF) - The Dentist
WCF - Hurry, Hurry

Buster Keaton - Cops
The Little Rascals - Came the Brawn
St. Louis Blues - w/Bessie Smith
Laurel and Hardy (LH) - The Music Box
LH - The Chimp
LH - Two Tars
Monkeys Is the Cwaziest People

The Collection Development Committee is also drafting a preview session policy that will be presented to the membership at the April meeting. In the meanwhile, the Film Cooperative has scheduled a preview session on February 24, at the Kingston Free Library, South Kingstown. Two sessions will be held, the first from 9:30 - 12:00 and the second from 1:00 - 3:30. It is hoped more librarians will be able to attend by giving them a choice of sessions.

Finally, the Film Cooperative announced the aquisition of the following films:

Arrow to the Sun - the film version of the 1975 Caldecott Medal winner. Stirring animation and color.

Films on extended loan from the R. I. Hemophilia Foundation:

The Threshold - An overview of what hemophilia is and a look at recent developments in hemophilia research.

Home Infusion: New Freedom For Hemophiliacs - Primarily aimed at physicians and hemophiliacs and their families, this film documents the latest developments in hemophilia research.

Film on extended loan from the R. I. Heart Association:

Gameplan Life - Tips on how to avoid heart disease. The film talks about good diets, exercise and care for the human body. The film features Donald O'Connor.

Donated Films:

Tilt - Award winning animated film that examines the ever decreasing world food supply and the ever widening gap between rich and poor nations.

The Widening Circle - A documentary on tree conservation and paper making. The papermaking sequence is fascinating.



The Exchange

Because of a demand, especially from graduate library schools, for back issues of the Bulletin, the Bulletin staff continues its appeal for earlier issues of this publication. We especially need the following numbers; volume 47, number 2 (incorrectly printed as number 3) - with the fat 19th century gentleman on the cover - plus - volume 48, November 1975 issue.

Please check your desk drawers and dust bins for old Bulletins. Thanks much.

Also wanted to purchase: Oliver Twist by Charles Dickens, vol. 3 of the Godshill edition of Dickens' Works, edited by Andrew Lang, Phone 421-7269.

Please do not forget that the Exchange appears each month for the purpose of selling, buying swapping or giving away materials useful to libraries. Items wanted as well as items available may be advertised free my calling the editors.



SRRT Job Hotline



The Social Responsibilities Round Table (SRRT) has for some time intermittently published a job hotline. In an effort to disseminate information more regularly the SRRT Job Hotline now appears monthly in the RILA Bulletin. We are anxious to make the "Hotline" as meaningful as possible and you can help. If you have knowledge of any library position (Professional or Non-professional) in the Southeastern New England area, please contact the "Job Hotline coordinators: Candice Civiak, Providence Public Library 401-521-7722 ext. 253 or Nancy D'Amico, Roger Williams College Library, 401-255-2361.

LIBRARY: Dartmouth Public Library
Job Title: Director
Requirements: Previous administrative and library experience.
Salary: Negotiable.
Contact: Chairman, Board of Trustees Southworth Library, Dartmouth, Mass. 02748. Send resume.

LIBRARY: Brown University, Library
Job Title: Library Asst. Specialist
Requirements A. B. in Social Science, knowledge of French and German.
Salary: Negotiable.
and
Job Title: Library Asst. Specialist
Requirements: AB in History, knowledge of French and German.
Contact: Brown Placement Office.

LIBRARY: Swansea Public Library
Job Title: Head Librarian
Requirements: MLS or Professional Certificate. Experience necessary.
Local applicants preferred.
Hours: 30 per week
Contact M. C. Gardner, Secretary Board of Trustees, 1087 Gardner Neck Road, Swansea, Mass. 02777

LIBRARY: Russell Public Library
Job Title: Children-Youth Services
Requirements: AB minimum
Salary: \$7,671
Hours: Full time
Contact: William van Beynum, Director
Russell Public Library
Middleton, Conn.

LIBRARY: Mount Holyoke College Library
Job Title: Librarian, Reference.
Requirements: MLS. Some background in science helpful but not necessary.
Salary: \$ 8,500 - 10,000 depending upon experience.
Contact: Ann Edmonds, Librarian
Mount Holyoke College
South Hadley, Mass. 01075.

LIBRARY: Medford Public Library
Job Title: Technical Services Librarian
For more information
Contact: Mr. Levine, Medford Public Library, 111 High Street, Medford, Mass. 02155

LIBRARY: South Eastern Mass. Univ. Lib.
Job Title: Reference Librarian
Description: To work mostly evenings and Saturdays. Requirements: MLS and at least 2 years experience professional reference. Some knowledge of Government Documents.
Salary: 10,750 - 11,556 depending upon qualifications.
Contact: Charles R. Andrews
University Librarian
South Eastern Mass. Univ.
North Dartmouth, Mass. 02747
Deadline: April 15, 1976

LIBRARY: Framingham Public Library
Job Title: Assistant Director
For information about salary and requirements: Contact: Mrs. Joyce P. Ellis
Framingham Public Library
929 Wooster Road
Framingham, Mass. 01701

LIBRARY: Woonsocket Harris Public Library
Job Title: Director
Requirements: MLS and several years professional experience.
Available: March 1, 1976
Contact: Ruth Jellison, Chairperson
Board of Trustees
Woonsocket Harris Public Library
303 Clinton Street
Woonsocket, Rhode Island 02895

LIBRARY: Brandeis University
Job Title: Judaica Librarian
Requirement: Knowledge of Hebrew and Yiddish, several years experience in Judaica collection.
Available: July, 1976
Contact: 650, Personal Services Dept.,
Brandeis University
415 South Street
Waltham, Mass. 02154

LIBRARY: Pawtucket Public Library
Job title: Reference Librarian
Requirements: MLS
Preference: Bilingual English-Portuguese
Available: mid April
Salary: \$9,000
Contact: Assistant Director
Pawtucket Public Library
Pawtucket, Rhode Island 02860

LIBRARY: Woonsocket School Library Sys.
Job title: Substitute School Librarian
Requirements: Certification in the field from R. I. Dept. of Education.
Salary: \$26/day
Contact: Mr. Louis Leveillee
Coordinator of School Library Services
777 Cass Avenue
Woonsocket, R. I. 02895
Telephone 762-2200 ext. 5

QUOTABLE QUOTES

Knowledge that is not communicated has a way of turning the mind sour, of being obscured, and finally of being forgotten.

- C. Wright Mills, "The Social Role of the Intellectual" 1944

We are all made or marred by the company we keep, whether of men or of books.

- James F. Willis
Bibliophily or Booklove, 1921

RILA - Personal Membership Application

DUES SCHEDULE -----Voted May 22, 1975

<u>Personal Library Salary</u>	<u>Dues</u>
\$ 0,000 to 4,999 -----	\$ 5.00
\$ 5,000 to 9,999 -----	\$10.00
\$10,000 up -----	\$15.00

\$4.00 of your dues covers your cost of the Rhode Island Library Association Bulletin (monthly). Non members subscription - \$6.00. Donations made to the Association will support such activities as: Legislation, Continuing Education, Intellectual Freedom and Public Relations. Dues are tax deductible. Membership extends from July 1, 1975 to June 30, 1975.

Please complete this section and return with your dues.

Name ----- Position -----
 Library ----- Type of Library -----
 City ----- State -----
 *Mailing Address -----

*The Mailing Address will be used on all RILA mailings. Mail renewal form and dues to: Rhode Island Library Association, Diane Kadanoff, Membership Committee Chairperson, 25 Grotto Avenue, Providence, R. I. 02906

The RILA Membership committee is undertaking a survey of the membership regarding the present dues structure. It would be much appreciated if you would take the time to fill out the following questionnaire and return it by March 5, 1976 to Diane Gordon Kadanoff, Cumberland Public Library, Cumberland, R. I. 02864. Thank you.

Dues Schedule -----voted May 22, 1975	<u>Personal Income</u>	<u>Dues</u>
	\$0,000 to 4,999 -----	\$ 5.00
	\$5,000 to 9,999 -----	\$10.00
	\$10,000 up -----	\$15.00

Survey (please answer yes or no and add comments at bottom.)

1. Do you approve of the new dues structure?
2. Do you feel dues should be revised upwards?
3. Do you feel dues should be revised downwards?
4. Do you think that there should be more divisions by salary?
5. Do you approve of a trustee membership fee?
6. Do you approve of a student membership fee?
7. Should there be only one fee regardless of salary?
8. Do you feel you are getting any benefits from these dues?

UNIONS



Collective Bargaining at U R I

Elizabeth Gates Kesler URI Library

At present, the two unions representing the professional librarians (the Library Faculty) and the clerical staff are in the process of negotiating new agreements, so that comments and opinions in this article are purposefully general in order to not influence the bargaining procedure.

The concept of organized labor and collective bargaining are relatively new to the Library Faculty and even newer to the clerical staff. In 1968, the Library Faculty felt a need to promote their professional status, to have sick leave, vacation, and other privileges specified in writing, to gain a role in participatory management, and to have travel funds to enable them to attend professional meetings. They formed the University of Rhode Island Professional Librarians Association, URIPLA, but soon realized that greater leverage was needed if the administration and the teaching faculty were to heed the opinions and needs of the librarians. Faculty Status would fulfill these needs, and also provide the Librarians with a voice in the University Community by serving on the Faculty Senate and on University Committees. URIPLA worked with the Faculty Senate Library Committee who proposed Faculty Status for the Librarians as part of their 1970 annual report. After approval from the Faculty Senate, the University President and the Board of Regents, Faculty Status was granted in spring of 1971 with a salary provision. The provision called for the Library Faculty to be brought to minimum of their faculty rank by July 1973.

In 1972, the University Faculty, which now included the Library Faculty, elected to join the American Association of University Professors. The AAUP interpretation of the Faculty Senate's salary provision stated that the Library Faculty would be brought to minimum in July of 1973, and not before. The Library Faculty, although full members of AAUP, apparently were not considered as part of the bargaining unit. The Library Faculty received minimum salary a year after the teaching faculty, and this wage was based on employment since July 1971, and did not include years of service before faculty status was granted. In terms of cost of living increases, the Library Faculty are always a year behind and may never catch up.





Within the bargaining unit, the Library Faculty and the Faculty of the Graduate Library School are represented by one person elected by all union members. The responsibilities and needs of the GLS Faculty differ somewhat from that of the Library Faculty, i. e. the GLS have academic year contracts and their primary goal is to educate professional librarians while the Library Faculty have calendar year contracts and their goals are to educate the library user and maintain the Library. Both groups may feel that their best interests are not being met when they are represented by a member of the other faculty.

The major improvement for URI Librarians came with Faculty Status. Whatever benefits the AAUP is able to gain for the faculty are not guaranteed for the Library Faculty as well. The last agreement ratified in November 1974 states the rights, responsibilities, and privileges of the University Faculty. The right to Academic Freedom is included as being a vital part of the scholars' search for and dissemination of truth.

Fringe benefits include health insurance, life insurance, disability insurance, retirement program, and the waiving of certain course charges. These benefits were received before unionization, as was sabbatical leaves for scholarly enrichment. The agreement did add provisions for annual reviews whereby a faculty member is evaluated by his peers and by the department chairperson. In accordance with this review, Library Faculty are promoted, given tenure, and "non-renewed" on the same criteria applied to the teaching faculty.

As of September 1974, the American Federation of State, County, and Municipal Employees have represented the non-professional staff in the Library. This union, whose parent union is the AFL-CIO, represents all civil service clerical workers in the state.

The feeling among the clerical workers is that there have not been any great gains since they joined the union. There has been disenchantment with the union and a movement to affiliate with one that better meets their needs. Within the union, clerical workers feel that they received a lower salary increase, than other groups being represented.

Initially, the clerical staff unionized to gain a bargaining position with the Governor's Office, and a mechanism whereby classified positions could be reviewed and upgraded. Clerical staff did receive the benefits given to union members, but joining the union has allowed them to take part in the election of union officials and to have representation in the bargaining unit.

Although the feelings for AFSCME are diversified, there seems to be a feeling that unionization is the only way to acquire a bargaining position. Traditionally, state employees salaries have been lower than the salaries of their counterparts in the business sector. The strength of numbers would hopefully point out the important role of clerical workers as support staff and the need for upgraded positions.

The schism now growing among AFSCME union members is philosophical. One group wants to identify with other government workers, thus staying with AFSCME or affiliate with the National Association of Government Employees. The other group believes that as support staff at a state university, they should leave AFSCME to be represented by a union whose prime interest is that of education.

Members of both unions agree that unions are a necessity, and there are those that call unions a necessary evil. Having the same contract as the teaching faculty has forced the Library Faculty to develop their role as faculty and provided them with a voice outside the Library. In impending elections, the clerical staff will have the opportunity to remain with AFSCME, elect a different union, or even de-unionize, and the Faculty will either accept or reject the proposed contract.

Unionization at RIC and the Librarians

Louise Sherby ~ RIC Library

Hope Gardella ~ URI Library

Unionization at RIC grew up concurrently with the development of faculty governance and the tremendous growth of the college in the 1960's.

The college was still an education school when it moved to its new campus in 1958. It began developing liberal arts programs shortly thereafter and experienced tremendous growth in programs of study, students, faculty and administration throughout the '60's. The library reflected this growth, doubling its staff and collections.

The year 1963 saw the opening of a new library building. It also saw the establishment of the Rhode Island College Council--which was basically a faculty senate, to which the faculty, through constituencies of departments, elected representatives. There were also four administrators on this Council, including the President of the College. In the charter of the Council, the President agreed to consult the Council on a broad series of campus matters. Through a system of committees, the Council researched matters of importance to the college and through the two most important committees (Faculty Compensation and Curriculum), the faculty was able to gain a considerable amount of control over their working conditions and salaries.

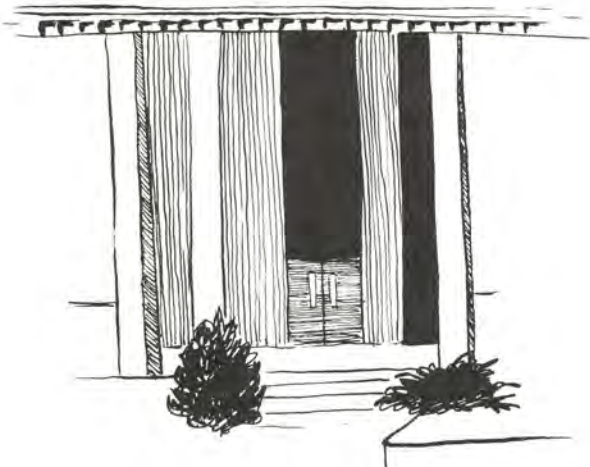
Librarians gained representation on the Council in 1966. Their position on campus gave the librarians academic status -- but not rank. This status, plus representation on the Council and the eligibility and obligation to sit on Council committees, as well as the general equation of their salaries with the faculty range, kept librarians in the mainstream of campus activities during this period.

A chapter of the American Federation of Teachers (AFT) was founded on campus during this time. Influences conducive towards its founding included the presence on campus of one of the leading proponents of teacher unionism, Professor Myron Lieberman, and inequities which had grown up in some departments because of the rapid growth of the college. The Michaelson Act, allowing state employees to join in union activity, was also passed at this time.

The RIC AFT chapter sponsored elections in March 1968 and May 1969 for union representation. In both these elections, the choice was between the AFT and no representation, and in both the AFT was defeated. In the first election, the librarians found out one day before the election that they were not included in the faculty and therefore were ineligible to vote. In both elections, the definition of faculty was challenged -- with librarians joining such

questioned groups as the departmental Chairmen. A strong protest from the librarians after the first election resulted in inclusion of librarians in later elections.

As previously stated the Council's Faculty Compensation Committee had presented annually to the Council a suggested salary scale for the faculty, with raises and fringe benefits included. This was then debated in Council and incorporated in the President's budget, then sent for review by the Board of Trustees for State Colleges and finally to the Governor for inclusion in his budget to be presented ultimately to the General Assembly. This process was time consuming, making an



18-month lead time necessary for budget considerations. In 1969, when the 1970-71 budget was being discussed, the process broke down disastrously. The state was having financial difficulties and the recommendations of the Compensation Committee, although backed by the Council and the President of the College, were drastically cut. The situation was complicated by the concurrent changeover to a State Board of Regents for all levels of education and the phasing out of the Board of Trustees for State Colleges. During this time of reorganization, there was no strong voice to represent the financial interests of the faculty and the college. In this climate, the AFT brought forth another proposal for the election of a union to represent the faculty. The election was held in the spring of 1971. This time four choices were offered --no representation, or representation by the AFT, the NEA (National Education Association) or the AAUP (American Association of University Professors). The library staff was convinced that the AFT best met their needs. Several felt that the AAUP, as a professional society, was mainly interested in academic affairs and had had too little experience as a bargaining agent. Although there were members of the AAUP on the faculty only thirteen votes were cast for this group in the election. The NEA had just commenced union representation. However, the AFT had a national reputation as a bargaining agent for teachers. The AFT was thus the victor and the first contract was negotiated shortly thereafter. As RIC moved into unionism, librarians found it fortunate for reasons of "clout" that they were included in the faculty bargaining unit. All eight eligible librarians, with varying degrees of enthusiasm, are now members.

Actually most benefits were a result of the librarians receiving faculty rank in June, 1971, as well as union membership. As faculty members they received salaries, insurance, benefits and similar fringe benefits commensurate with their faculty rank; they were also eligible for sabbaticals, study leaves, promotions and tenure.

The contractual agreement between the Board of Regents and the faculty union allows for job security and an established procedure for filing a grievance. It also spells out the terms under which salary increases, leaves, promotions, etc., are awarded.

Union librarians find that the main difficulty with being librarians in a faculty union is in making the entire membership and union leadership aware of the special problems created--primarily as a result of a 12-month contract as opposed to the 10-month contract of the teaching faculty. The very nature of being an academic librarian implies "teaching" but usually on a one-to-one basis instead of to a classroom of 30 students. Many faculty have difficulty in understanding this. For example, although librarians are entitled to sabbatical leave none has received it. Therefore it is up to the librarians to be a visible force on campus and to fully accept all the responsibilities of being faculty members in order to be accepted as equals. They must utilize every opportunity, say the union librarians, available in demonstrating their function on campus so that the library and the librarians are accepted as a viable and important part of the college community.

In a discussion of the union with Richard A. Olsen, the Director of the Library, he made several comments. According to Olsen, the union is an imposed relationship, new to administrative experience, of employer and employee, and not precisely adapted to academic libraries. Olsen finds the union provides a less collegial form of government. What is good for a mill or factory may not be good for a library. It is a different situation and the collegial form of government is not enhanced by collective bargaining. The inescapable fact is that the faculty now has less say, not greater. On the other hand, faculty status does far more for academic librarians. Nonetheless, the tough grievance procedure can have a somewhat detrimental effect. A decision of the library faculty on non-reappointment of a member can be overturned.

The Director conceded that salaries would not be much without collective bargaining. Brown, Roger Williams, and Providence College, which are not unionized, all have a lower minimum salary than Rhode Island College. The tangible advantages then of the union are the salaries, the fringe benefits and the working conditions. The disadvantages are not as readily apparent according to Olsen.

The Union at DSLS

~Lee Flanagan

At the Department of State Library Services the entire staff of professional librarians formed an affiliate of the R. I. Alliance of Social Service Employees, Local 580, Service Employees International Union, AFL-CIO. Recognized in September 1975, these librarians are perhaps the only librarians unionized in a state library agency. Now in the midst of negotiations on a first contract, both union representatives and the DSLS administration prefer not to discuss publically their views of unions at this time. Apparently, however, negotiations are not progressing as amiably as might be hoped. In December Local 580 itself, and not the staff at DSLS, filed an unfair labor practices suit against the DSLS administration.



Brown's Library Support Staff Union

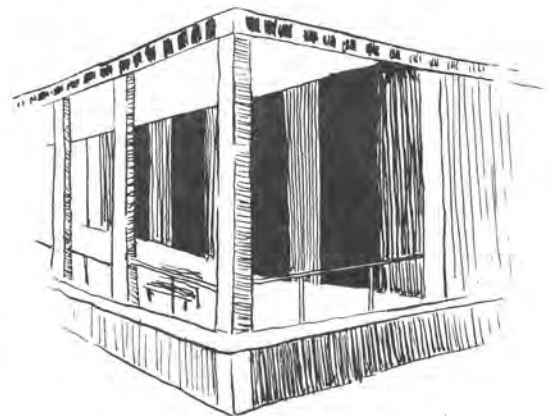
~Lee Flanagan

The case of Brown University is an interesting example of a support staff union "going it alone" without librarians. There the library support staff in the spring of 1973 organized a new chapter of an existing campus local maintenance workers union, the Service Employees International Union, Local 134. Dissatisfied with an arbitrary increase in working hours, inadequate salaries and considerable confusion about job descriptions and opportunities for advancement, most of the members of the support staff of ninety-five joined the maintenance workers. From that point in June 1973 staff members, many with bachelor's or higher degrees, found negotiations with the University difficult. Finally the union voted 56-12 with six abstentions to strike on November 6, 1973. The strike had virtually the total support of faculty and students, who would not cross picket lines though libraries were officially open. Many students demonstrated in favor of the library staff while the faculty grilled the administration about its refusal to make concessions.

When queried about the effect of the strike on Brown University library service, Mr. Joseph Peckham, union negotiator, replied, "The library's a tomb." After two weeks, of a very effective strike the University administration relented and the union ratified its first contract. That contract raised the salary range of \$4420-6700 in 1972-1973 to \$5125-7805 for the 1974 fiscal year - an increase of 13 percent. The contract also for union security, a grievance procedure, health safety and insurance, maternity leave, twenty-two days of annual vacation, accumulated sick leave, a shorter summer work week, free tuition for employees enrolled in job-related courses, and free tuition for children of employees who have been with the university five or more years.

This past summer that contract expired. After more than two months of delicate contract-renewal negotiations, the tone of discussions turned ominously toward the threat of Brown's second library strike in as many years. But Charles Churchwell, new library director at Brown, took a tough stand on management's right to run the library efficiently, with the result that he threatened a union lock-out, risked an unfair labor practices suit, and in the end won his point. Union members, fearing prolonged salary losses in a very difficult economic year, gave way and signed a new contract.

Not only was Brown's library system contending with a support staff union. There were also problems among the professional librarians. Briefly, the problems centered on two issues: major salary inequities and the lack of a clearly defined rank for librarians in the University's personnel hierarchy. Attacking the first problem Churchwell proposed a major reorganization to eliminate waste and make the filling of vacant positions unnecessary. With money saved he could then begin to eliminate salary discrepancies.



However, the plan sounded like a maneuver to reduce personnel and at the same time increase workloads. By summer time the support staff had begun to voice strenuous displeasure with the reorganization. They had neither approved nor been part of the process, union members complained. And that was to be the major bone of contention in a long, bitter but unpublicized bout of collective bargaining before the latest contract settlement in October. Churchwell promised to give the union ample notice of any redesigned of personnel structures though it was clear that if such a redesign were disputed, Churchwell intended to have the final say. Union members, unable to sustain salary losses and, therefore, carry out a strike threat, gave way. Still they did win a guarantee that prevents the University from unilaterally creating or eliminating jobs without negotiation, and they did win a contract providing raises from 7.2 to 19%.

Union negotiator Peckham finds the library administrative reaction to his union very negative, and the new library administration's attitude even more negative than the old. "But it's too late," notes Peckham, "for the union is an accomplished fact. Conservative and reactionary elements have simply got to learn that it's here to stay. Library staffs will not leave their job security and salaries up to the caprice of middle and high level bureaucrats."

Churchwell himself implies criticism of the previous Brown library administration when he said that "insensitive administration leads to polarization and often to a collective bargaining unit," the very situation into which he walked as new director. However, he claims that he wants Brown libraries to have an outstanding personnel policy responsive to each individual need. In a recent interview Churchwell said that he would have aimed at that objective even without the existence of a union.

While he promises to faithfully abide by the union contract, he claims that he could develop a more effective staff response without a union. Without a union he finds more staff mobility upward would have been possible, substantial legal fees used in union negotiations could have been saved for staff and collection purposes, and more significant overall benefits could have been delivered by "an enlightened administration" without the "limitations" and "expensive apparatus" consequent to unionization. Churchwell concluded that library union leadership must become more aware of the needs and limited resources of a private university. A university is not a profit making concern. And on the other hand, university administrators must become better and must learn to respond to the human needs of employees.

Beyond Churchwell's philosophy of "enlightened administration, the unanswered question still remains: what does an employee facing an unenlightened administration do? The answer.....!

— QUOTABLE QUOTES —

She had made youth's common mistake of beginning life with books, which can only be used without danger by those who are in a position to test their statements. Youth naturally believes everything that is told it, especially in books.

Richard LeGalliene,
The Quest of the Golden Girl

Persons whose outlook and sensibility differ radically from what is current, or acceptable, within the establishment are unlikely to be understood by establishment members. They are automatically relegated beyond the pale. For them to be heard, published, read, understood, or appreciated according to their merits becomes very difficult.

- Ernest Van den Gaag,
The Jewish Mystique

The code of ethics reflects the peculiar genius of the profession that writes it. The librarian has little power over the client. A profession that has not found itself cannot ask others to do so. Having no clear sense of professional identity, librarianship is not integrated enough to be able to protect the practitioners who live by the principles of the profession, but is attacked by laymen. It lacks an effective organization which will be concerned about the conditions of employment of its members, be concerned with a standard of professionalism and selective recruitment. The sense of obligation between librarians is almost non-existent.

-Gerald McKenna, ITRI Graduate Library School
paper 1975

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RISMA

~ Richard Fitz Maurice & Lee Flanagan



On January 23rd and 24th the Third Annual Workshop of the Rhode Island School Media Association was held at Newport's Sheraton Islander Hotel. In below zero weather with the VW heater failing we drove through 12 foot high snow drifts and strong winds to this conference with its great variety of offerings. Workshops ranged from lectures discussions, and media shows about public/state film libraries, copyright, intellectual freedom and continuing education to cooperation of school and public libraries, regional media centers, and standards for cataloging non-print material. Hands-on sessions tackled video taping, 8mm film making, AV maintenance, production of graphic displays, and puppet workshops to name but a few.

Exhibits featured what might be expected, and sales representatives were friendly and helpful. Even more helpful were the sessions themselves. "Using Community Resources" was presented by Jewel Drickamer, Director of the Department of State Library Services. She detailed the various public and private sources of information available in the state and the local

community. For example, the Legal aid Society can handle specific questions on legal problems. For information about continuing adult education ARISE, a directory on training and degree programs from the Providence School Department was recommended. DSLS provides the best collection of large print materials in the state. In matters of local history the R. I. Preservation Commission and the R. I. League of Historical Societies can be very helpful. The value of the Directory of R. I. Health, Recreation and Welfare agencies from Providences Council for Community Services is obvious from its title. And the Division of Youth Development and the Department of Employment Security are very useful in employment issues. In conclusion participants in this session agreed on the need for a single community resource directory, available for library use.

In the "Public and State Film Libraries" session David Green of the R. I. Library Film Cooperative and Bob Simmons, Director of RIC's Film Center, clearly listed the difficulties facing their two film centers. The State Film Library, largely funded by and housed by RIC, services 500 R. I. schools plus any other non-profit organizations and receives 1000 requests a week. Yet this library has still to receive any monetary support from local school districts.

Green noted that his R. I. Film Coop also failed to receive monetary support from the schools and finally had to cancel service to schools because the Coop faced too many school requests for too few Coop films. Even now the Coop cannot fill 50% of the requests it receives. Currently, Simmons is studying school usage of his library and will appeal to the State Dept. of Education for support when the hard data is collected. Also both Simmons and Green are working on a R. I. Film Resource Guide to all local agencies that will provide films to libraries, schools and other public service agencies.

Very important too was the discussion on "Standards for Cataloging Non-Print Material" This provided an overview of the joint publication by the American Library Association and the Association for Educational Communications and Technology. A revision of this publication expected in spring 1976 will be the most comprehensive guide to cataloging non-rpint materials. These expected Standards (4th edition) can be ordered from AECT now.

The conference was probably too print oriented for ones supposedly devoted to the media in general. One appalling print-oriented idea that appeared a number of times during the conference was that literacy meant the ability to read and write. Public librarians present were especially inclined to voice this idea. Unfortunately such a definition of literacy ignores oral literacy, and literature, altogether. Much of the world's great literature that we know in print today, was composed and transmitted orally for centuries before it was first transcribed in writing. And our written versions of, for example, the Old Testament, the Illiad, Beowulf, or most English Ballads are only later versions of the oral originals. The public librarians' definition would suggest that these works became literature only when they were written down. We in turn would suggest that they consult a text on the oral tradition, such as Lord's The Singer of Tales, where they will discover that many of the greatest expressions of literacy in the world originated orally, and had nothing to do with reading or writing. In a word, the spoken word, as well as the non-print media, can convey literacy as well as reading and writing. Given the narrowness of the views of some public librarians on this subject it is no wonder that media specialists do not want to be known as librarians.

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Gallimaufry



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* * * * *

Louise Dolan of East Providence Public Library has just informed us that "Storytellers' Favorites", the storytelling series of the Cooperative Library Programming Project, is on-going through February 20th at: Barrington, Bristol, Cranston, East Providence, Peace Dale, Providence, West Warwick, Westerly, and Woonsocket public libraries, and The Providence Athenaeum. Librarians and support staff who would like to hear the stories and talk with the storytellers may call any of the participating libraries for dates and times.

* * * * *

Tentative plans for the next meeting of the R. I. Audio Visual Education Association, March 10, 1976, include: (a) a media presentation on the Rhode Island Junior College media facility for nursing students; (b) a videotape on the Miriam Hospital Nursing Department's media facility; (c) information regarding the media facility at the Veterans Administration Hospital, and (d) a speaker who will give a broad view of MEDIA IN MEDICINE.

So reserve the date, March 10th., at 7 p. m. for this next meeting which will be held at the Rhode Island College Faculty Center.

* * * * *

The book of the decade for acquisitions librarians is probably Richard Kostelanetz's The End of Intelligent Writing (Sheed and Ward, 1973, 1974). Recommended to us by Josten's Gerald Griffin this book details the pressures of friendship and/or money that make the integrity of most of the major reviewing media highly suspect. The book also functions as an excellent introduction to the new novelists, poets, and dramatists of the sixties and seventies.

* * * * *

The Arnold Mills and Sherman LeClerc branches of the Cumberland Public Library are moving to newly renovated quarters in the former Monastery off Diamond Hill Road, according to Director Martha Bullard. The renovated building will function as the central library for the town.

* * * * *





On January 19 our good friend Rob Maier of the Cranston Public Library left Rhode Island to assume the directorship of the Bedford Public Library near Boston. We will miss him here but wish him the very best of fortune in his new position. The RILA Executive Board has announced that Dan Bergen will replace Rob as chairman of the RILA professional committee.

* * * * *

Results of a special reading program at the East Woonsocket Elementary School were recently published by ERIC. Designed to raise the reading achievement of pupils in grades 4-6 the program employed an extensive assortment of media. For further information write Nancy Wegimont, Media Specialist, East Woonsocket Elementary School, Woonsocket, Rhode Island 02895.

* * * * *

The U. S. House of Representatives has voted 321 to 80 to pass a \$6.1 billion bill featuring grants for public works projects and funds to help state and local governments avoid employee layoffs and tax hikes. At present it appears that the Senate will also pass the bill and that Congress will override an expected presidential veto. If so, we may just see the numbers of new libraries and library renovations that we need in R. I. in the late seventies.

* * * * *

Congratulations to Sidney Wright and Alan Federico in the Western Interrelated Library System for "1975 In Review: An Irreverent Look at the Year." This little booklet, a month by month series of caricatures of local library luminaries, proved very entertaining.

* * * * *

Miss Jewel Drickamer is now permanently appointed as director of the Department of State Library Services with the confirmation of the R. I. General Assembly's Senate Judiciary Committee.

* * * * *

Social Responsibilities Round Table will sponsor a librarians' awareness conference just after Easter on ethnic materials and service to the ethnic community. Anyone wishing to volunteer help or ideas should contact Carol Hryciw, at 552 Woodman Street, Fall River, telephone 617-673-6577, or at the RIC Library.

* * * * *



The RILA Intellectual Freedom Committee, long concerned about materials selection policies and balanced collections and the free access to free information for the library reader, has a new concern: intellectual freedom for librarians themselves. Concerned that librarians may be the least free of any occupational group at the graduate educational level, the IFC is considering workshops on the librarian in the school system, the public librarian in the community, the librarian in publishing and public speaking, the librarian in staff and union associations, the librarian in bureaucracy, and the librarian with the variant life style. There is even some talk that such workshops could lead to a drafting of a "librarian's bill of rights," to be approved and enforced by RILA.

* * * * *

Library Journal Centennial Issue

On January 1, of this year Library Journal published a monster centennial issue, focused on "The Need to Know," and containing twenty-four articles. Almost all of them are well worth reading, but our suspicion is that many will not be read because librarians will be dismayed by the size of the issue. It's the kind of thing that is read, as a current issues text in library school but quickly buried and forgotten in the clutter of the practicing librarian's desk. Before it's buried on your desk, may we recommend a quarter of the articles, the creme de la creme, the six which follow should not be missed:

Major Owens, "The State Government and Libraries"
Clara Jones, "The Urban Public Library: Proving Utility:
Maurice Freedman "Processing for the People"
Robert Wedgeworth "Organizing Librarians: Three Options for ALA"
Barbara Ringer, "Copyright and the Future of Authorship"
Patricia Schuman, "Social Responsibility: an Agenda for the Future.

and if you like these you may find

D. Dean Willard's "Seven Realities of Library Administration, " in the January 15, 1976, LJ also very enjoyable.

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