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Bulletin

W. Szymanski
76

MARCH 1976

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



In April 1975 the Simmons College School of Library Science completed its accreditation - impelled self-study report titled Self-Study Report for Review of Accreditation Status. The document, almost 300 pages in length, is devoted to a description of the faculty's outstanding accomplishments and their many published works as well as to the School's objectives and programs.

Contrary to prevalent thought, notes the Simmons Librarian, Simmons did not graduate significantly more students in 1975 than it did in 1973 and in fact will be considerably down from 1974. In January 1973, 65 students were graduated and in June of that year, 93 were graduated. Similarly, in January 1975, 64 were graduated and an estimated 98 were graduated in June 1975. 1974 produced a record 120 graduates in June and 120 in October, but those figures have in no way been matched in the other years given.

Another revelation is the work data given for students for the fall semester, 1974, of which 94% of the student population had previously been or were currently employed in some library situation. Of this population of 501 students, 7% were involved in the College Work Study program during their enrollment, 39% were currently employed fulltime in academic, public, special or school libraries and another 48% had prior full-time library work experience. These facts seem to substantiate the non-need for internship programs at Simmons.

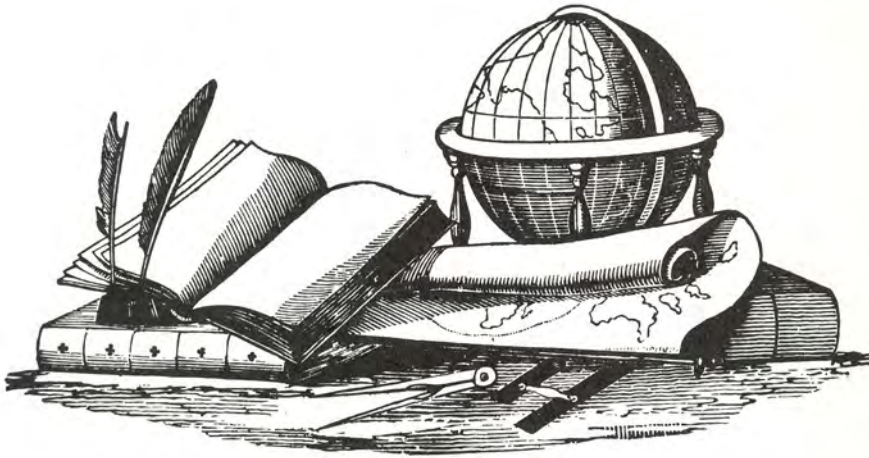
For those interested in further information about Simmons the whole report is available on request to the Library School director, Robert Stueart.

At the University of Rhode Island in 1975 the Graduate Library School also completed a Self-Study report for accreditation under new American Library Association standards. On November 20, 1975 the report was sent to ALA's Committee on Accreditation for review. Unfortunately the entire report is not available to the public, or even to the Self-Study committee members (GLS faculty excepted) who worked on it. Though no ALA or URI regulations forbid its release, part of the GLS faculty and the Dean of the GLA have decided not to release the document yet. According to the GLS's Dean Judson Humeston, however, "a limited number of copies may be available in the relatively near future."

As one who supports accreditation of the GLS, as one who worked at length on the Self-Study, and who is aware of some of its content, this editor sincerely hopes that the GLS Self-Study will soon be released to the Rhode Island Library community. This Self-Study, plus the ALA's Committee on Accreditation evaluation of the GLS to come later this year, will be very important documents to any Rhode Island librarian concerned about improved library education, continuing education, research and publishing, increases in student enrollment, goals and objectives, curriculum, and funding at URI's Graduate Library School.

Other notes this month: the article "Unionization at RIC and the Librarians" in last month's Bulletin, credited to Louis Sherby and Hope Gardella, was also in part the work of Rhode Island College Library Assistant Director Sally Wilson. By the way, the conclusion of that article notes that librarians' at Roger Williams College are not unionized, which turns out to be untrue. The Bulletin would welcome further information about that union from the Roger Williams Library staff and administration.

Our cover illustration, as well as most internal illustrations, have been done again by our friend Wanda Szymanski, and both Wanda and I hope that you like the change. As always we would appreciate any suggestions about the Bulletin design as well as its content.



QUOTABLE QUOTES

Many are the reasons for love, but I confess
I only love woman or book, when it is as a
voice of conscience, never heard before,
heard suddenly, a voice I am at once indearingly
intimate with.

- George Moore, Confessions of a Young Man

To be at leisure without books
is another Hell.

Burton, The Anatomy of Melandrolly

Letters to the Editor



Dear Mr. Flanagan:

RE: RILA Bulletin - January 1976 - page 18 - On Closing the DSLS Processing Center

The demise of the State Processing Center certainly has had widespread ramifications. Many of us "had grown accustomed" to relying on DSLS. In my own case, I agreed to serve on the ad hoc committee for this very reason. The Center was an integral part of our centralized operation - ordering, processing, union list, etc.

Approximately 12 months ago, Processing Center customers were called to an emergency meeting and advised that the Center would close unless pressures were exerted to avoid this catastrophe. A letter campaign was launched and resulted in the first extension (6 months). The notion of a committee emanated from this same meeting.

Working under the pressure of various deadlines, the committee undertook a study of the Center's deficit and of the current pricing structure. You must remember that customers had agreed to surrender discounts and to accept higher processing and delivery charges in an attempt to reduce the deficit. The committee developed a new pricing schedule and suggested various revenue producing devices (search, card service, batch ordering, etc.) These recommendations were implemented and took effect on July 1. The committee recommendations were not afforded an opportunity to prove themselves; for the edict came without the second 6 month extension.

The committee had also alerted the Department to the fact that an all-out recruiting campaign for new customers was essential. I don't believe that the staff had an opportunity to undertake this assignment.

Secondly, the committee intended to study the internal operation of the Center. There were indications that such an efficiency study might bring about further economies. Meanwhile the State decided that it would not/could not accept any further deficit spending from the Department. Individuals may or may not agree with this decision, but the fact remains that it was reached after two 6 month extensions.

The meeting suggested in the January issue of the RILA Bulletin might prove beneficial; however, its aim should be to redesign the Processing Center operation and not to wake a departed friend and co-worker.

Sincerely,
Louis R. Leveille
Coordinator, School Library Services, Woonsocket

Dear "Ed,"

I am intrigued by the short quote from Gerald McKenna's paper (February 1976 Bulletin, p. 17). Would it be possible to print it in its entirety - maybe in the student produced issue?

Peg Caldwell

Ed, note: we would be happy to consider anything Mr. McKenna submits. As for the "student issue" in June, decisions reside with the GLS students.

Dear Lee:

The February 1976 RILA Bulletin presented a valuable and timely discussion on the controversial subject of library unions. I commend the Bulletin's editors for their willingness to seek out provocative areas worthy of further examination.

I particularly enjoy the Bulletin's pithy "Quotable Quotes" section and would not like to see fiction banned entirely. Certainly creative efforts often serve to deliver a message with an effectiveness that no simple statement of facts can accomplish.

Jo Ann M. Fuchs
Coordinator, Technical Services
Pawtucket Public Library

Dear Mr. Flanagan and Ms. Hodgman:

I just finished reading the February issue of the Bulletin and felt that I ought to respond to Ms. Hodgman's article "A Reaction." As the editor of Northern Libraries I am sympathetic to your lack of comments from your readership and in return would like to compliment the Bulletin on "A Careful Man" which appeared in the September issue. I feel that fictional articles are most appropriate because they are an alternative, relaxing and interesting method of learning. With the over abundance of dull articles appearing in most library periodicals it was refreshing to sit back and reflect on another librarian's creative abilities.

Please keep up the outstanding work on the Bulletin.

The Loyal opposition,
Editor, Northern Libraries,
Myron L. Kirkes

Ed, note: regarding the above response to Ruth Corkill's objection (February 1976 Bulletin) to the appearance of fiction in the Bulletin, we agree with Ms. Fuchs and Mr. Kirkes. The possible value of fiction about libraries is established at once by stories such as Borges' "Library of Babel," perhaps one of the several most important library documents of the century. But given Ms. Hodgman's thoughts (see February issue) and the reluctance or inability of others to have a try at fiction, Bulletin readers will probably see little of it in the immediate future.

RILA Spring Conference

MAY 20, 1976

U.R.I., KINGSTON-KINGSTON FREE LIBRARY

"BEYOND '76: CAN LIBRARIES ACCEPT THE CHALLENGE OF CONTINUING EDUCATION?"

TENTATIVE PROGRAM

11:00 AM - 1:00 PM

REGISTRATION (CHAFEE BUILDING)

11:00 AM - 12 NOON

CONDUCTED WALKING TOUR OF HISTORIC KINGSTON VILLAGE

STARTS AT KINGSTON FREE LIBRARY. CONDUCTED BY DR. WILLIAM D. METZ, HISTORY PROFESSOR, URI

1:00 PM - 2:00 PM

KEYNOTE SPEAKER (DR. ELIZABETH STONE OF CLENE)

2:00 PM - 3:00 PM

RILA BUSINESS MEETING

3:00 PM - 3:30 PM

COFFEE BREAK

3:00 PM - 5:00 PM

NASIC DEMONSTRATIONS: OCLC DEMONSTRATIONS:
URI LIBRARY

3:30 PM - 5:00 PM

1) EXTENSIONS OF TRADITIONAL LIBRARY SCHOOL EDUCATION

2) MANAGEMENT'S ROLE IN CONTINUING EDUCATION

5:00 PM - 6:15 PM

WINE AND CHEESE PARTY - URI LIBRARY

6:30 PM - 8:00 PM

DINNER - STUDENT UNION BALLROOM;

GUEST SPEAKER - FRANK NEWMAN, PRESIDENT, URI

REGISTRATION FORMS WILL BE IN THE APRIL ISSUE OF RILA BULLETIN



Large Print-Conference Report



Stephanie Kirkes Cranston Library
Cathy Compton Pawtucket Library

The Large Print Conference, held at the Marriott Inn all day December 4, was both lively and interesting. A group of about two hundred librarians, publishers and readers gathered to discuss problems, advantages, complaints and usage of large print materials. Three users of large print materials began the conference by telling us how much they used and appreciated having such materials. One, an eighty-six year old woman from a nursing home served by Cathy Compton, director of the Senior Awareness Project of Pawtucket Public Library, told us that her life has been changed and improved since the books began coming around. Along with her knitting and family visiting she has taken up reading to the tune of 43 books in seven months and has nearly exhausted the large print collection in her favorite category - animal stories.

Skip Centazzo of the Division on Aging gave us some interesting statistics on the elderly population in Rhode Island. The over eighty-five year old age group is the fastest growing age group in Rhode Island, with over 12,000 expected by 1980. One out of thirteen elderly people could use the large print material because of visual impairment. He urges us, however, not to think of the elderly as the only ones who could benefit from large print. Bed-ridden people, he said, are largely ignored by the library; and those who are in bed for over a month's time make up over one third of the total population of the state of Rhode Island.

Arlene Hope of the Office of Education told us that four out of six New England states give large print library service from the state agency to the homebound, and that this service and the use of these materials are steadily increasing in all six states. She suggested that there should be more large print paperbacks, that they should be sold in bookstores, especially the "how to" and inspirational titles, more publishers should be in the field and more magazines should be available in large print.

Boston Public Library is putting on computer tape a total list of everything they have available in large print. Massachusetts spent over \$80,000 on large print materials alone. Ms. Hope also suggested that large print books be shelved in among the regular books so that patrons can find them easily without having to admit that they need them.

Richard Evenson of the Division of Blind and Physically Handicapped of the Library of Congress told us that his division provides tools for easier use of the large print materials, such as a machine to turn the pages for someone who doesn't have the use of hands. The Talking Books Topics magazine, which his division publishes, gets mailed to over 250,000 addresses, so there is quite a demand for this type of material. There is also a reference circular available from them titled "Reading Materials in Large Type."

Peg Deignan of Providence Public Library told us that the International Sunshine Society provides money for materials for the visually handicapped. Providence has a Home Service librarian who visits homebound people as well as nursing homes. Suggestions for the publishers who were in the audience, were for more recent titles, more light romances, mysteries and westerns, and fewer books with English settings.

Audrey Barrington, who runs the Parnassus on Wheels project, brings books, puzzles, cassette tapes, records, talking books and shows filmstrips and movies in nursing homes and to the homebound. She can't meet all the needs and is running out of large print books. Demand is mushrooming, and more, more, more titles are needed, especially in a small size. Patrons particularly like the green-tinted paperbacks and want more of them.

George Barrows of the Rhode Island Department of Education told us that he has literally thousands of large print textbooks on all subjects from Grades K-12 available to any library. He said PLEASE come in and take as many as we want, but to make an appointment first. His number is 277-2825, and his office is located in Room B-11 in the Roger Williams Building on Hayes Street, just behind Veterans' Memorial Auditorium.

The afternoon session was the main attraction, as representatives of the New York Times Large Type Weekly, Reader's Digest Large Print Edition, Magna Print Books, Ulverscroft, and G. K. Hall spoke separately and as a panel to discuss the once and future large print publishing world. The exchange of information and free-wheeling discussion was thoroughly entertaining as well as intriguing.

Tom Beall of G. K. Hall reviewed the history of large print publishing and lamented that it was now the only American publisher providing books of general interest as well as best-sellers on a current basis. He was dubious of the future, noting that G. K. Hall made little profit on the enterprise in selling to libraries. He announced that Hall would begin selling their books to individuals on a book club basis.

Joseph Davis of Reader's Digest noted that their enterprise was profitable and ever-growing, and as a consequence, the price of their large print edition would be further reduced from its present price of \$19.95 to \$16.95. He also gave away free copies to the assembled multitude as a gesture of good will and relative success.

Oscar Stiskin of Ulverscroft presented a most intriguing idea to librarians. He stated that if librarians could guarantee the sales of 2000 copies of any book, any publisher, including Ulverscroft, would be most happy to produce it. If libraries could forge a consortium of large print buyers they could virtually choose which books they wanted published in large print. He noted that discounts can be obtained only when and if large quantities of each title can be sold.

Michael Frishman, editor of the New York Times Large Type Weekly, spoke enthusiastically of his product, noting that it, like the Reader's Digest LPED, was born when a parent of one high ranking executive could no longer read regular print. The Large Type Weekly is sold by subscription (there is a discount for libraries) mainly to former readers of the New York Times who can no longer see normal print. Most subscriptions are gifts which are then continued by the grateful readership when they run out. He stated that one of the most enthusiastically received selling points of the paper is the crossword puzzle.

John Curley, representing Magna Print Books as well as his own newly founded publishing firm, John Curley and Associates, surprised everyone present by passing around

pages of the first self-destruct Crossword Puzzle book for large print readers. This book, which contains ten or more puzzles of varying degrees of difficulty which are easily torn from the binding, will provide libraries with puzzles in 18 point type for their large type puzzle enthusiasts.





As a representative of Magna Print, Curley noted that librarians themselves were often a serious impediment to promoting large type books. He recounted one instance of resistance to large type books with a Boston area librarian. This librarian, he said, refused to buy the offered selection on the basis that they were trash. He noted that the large majority of the reading public wants light reading and bestsellers, few of which are



elevated to the status of the classic, and most of which are not even good fiction. He called on librarians to stop being censors for the public and urged them to make a real attempt to discover their elderly patrons reading interests, and then to satisfy them.

Librarians continuously brought up one point during the discussion period on which they and the publishers' representatives could not agree. Librarians wanted books published in a large type paperback format, and Oscar Stiskin spoke for the publishers in stating that this would reduce per book cost by only 50 cents, and doubted that librarians would spend much to buy books which would fall apart after only a few circulations. He said the binding problems inherent in paperback publishing made this an untenable solution. Kay Hearn, Regional Coordinator from Westerly popped up and suggested that if this was the publishers problem, then they should solve it. This comment was greeted with enthusiastic cheers and applause from the audience.

Although librarians left the meeting feeling they were doomed on the paperback issue, John Curley is presently stumping the state speaking of a new type of binding for the large print books he will shortly be producing. His will be covered with a vinyl cover and bound by a new method which he claims will prevent the binding from splitting open and prevent pages from falling out, as they are apt to do in many library books. It seems he listened closely to Kay Hearn.

Finally, although no representative was present, the Large Print French language books from the Librairie Jules Tallandier in Paris, France were passed around for examination. There are only six in existence. The titles are:

1. Bazin, H. Vipere Au Poina
2. Buck, P. Vent d'est, Vent d'ouest
3. Cesbron. Chiens perdus sans collier
4. Christie. Dix petis negres
5. Clavel L'espagnol
6. Mauriac. Therese Desqueyroux

The books are available through the French Book Guild, 11-03 46th Avenue, Long Island City, New York, 11101.

At present, the Pawtucket Public Library is the only library in the United States to have purchased these books. Pawtucket's six books rarely spend a day sitting on the shelf. Considering that the New England states have 1½ million French-speaking residents, many of whom are elderly, it is unfortunate that the existence of these books has received so little publicity.



Trends in Performance Appraisals with Selective Bibliography

Ronald G Heroux - Naval Underwater Systems
Center, Newport

Personnel development, salary increases, promotions, transfers and dismissals are vital elements of personnel management, and, if not handled properly, can result in disaster. When these personnel transactions come into play, a performance appraisal inevitably takes place.

The appraisal may be guided by formal procedures or may be completely subjective. The individual being appraised may have an opportunity to share in his appraisal or may not even be made aware that an evaluation was performed. During the last two decades or so, the trend in the library field has been to clothe performance appraisal with objective methods, and democratic processes ¹.

THE LITERATURE AND AN INFORMAL SURVEY

In comparing the literature of management and, to an extent, the literature of psychology with library literature in regard to performance appraisal, the following observations can be readily made: 1) although there were many more articles and books on the subject in the management literature, the library literature generally summarized or reiterated management practices and ideas in vogue in business and industry; 2) there were several well documented articles and monographs written on the subject in library literature (See Bibliography).

During the recent RILA Conference in Newport, the author spoke to a number of academic librarians concerning performance appraisal and ascertained that most academic libraries in the state use (or are planning to implement) a combination of formal and subjective procedures (none of which appear to duplicate each other).

While only a few libraries were reflected in this informal survey, the results fall within the same basic pattern discovered by Marjorie Johnson in her 1971 survey of performance appraisal in 138 academic libraries ². Her survey shows that 95 percent of the libraries used some form of appraisal scheme and 3 percent employed peer or committee evaluations.

PEER EVALUATIONS

Indications are that with more and more academic librarians gaining faculty status, peer evaluations may increase. (The Association of Research Libraries in its new pamphlet, "Performance Appraisal in Academic and Research Libraries", places a special emphasis on peer reviews.) Since this may be the trend and since the only element of enthusiasm exhibited during the survey of Rhode Island librarians' was on this subject, the pros and cons are worth examining.

The negative aspects are that peer appraisals are cumbersome, time consuming and often some of the evaluating librarians are not familiar with the work of the person being rated. Moreover, feedback is not always provided by the peers who performed the evaluation but by the immediate supervisor or the head librarian.

On the positive side, peer evaluations involve all librarians, thus all parties are familiar with the items being rated and with the criteria in use; provide democratic participation and interaction at all levels of the organization hierarchy; and increase the element of objectivity. Also, psychological studies³ show them to be more valid predictors of leadership performance than ratings made by supervisors. Furthermore, these studies indicate that peer appraisals yield reliable and valid information concerning the individual.

PERFORMANCE APPRAISAL PROCESS

The performance appraisal process varies with each individual and each institutional requirement. However, from the extensive performance appraisal literature, the following trends emerge as to what constitutes positive, neutral and negative effects on the performance appraisal process.

Positive Effects on the Performance Appraisal Process

1. Centering the appraisal interview on the development of the individual and the improvement of performance on the job. (Other items such as salary increase or promotions should be discussed at separate times.)
2. Using different types of appraisal methods and forms for clerical and professional staff and even among the professionals, if the type of work demands it.
3. Evaluating results, accomplishments and performance.
4. Having the immediate supervisor or peers do the appraisals.
5. Setting agreed upon goals and the criteria by which the results will be evaluated.
6. Stimulating employees to evaluate themselves with guidance and help of supervisor during post-appraisal interviews.
7. Reviewing employee performance on a periodic basis during the year.

Neutral Effects on the Performance Appraisal Process

1. Praising.
2. Conducting comprehensive, once-a-year performance appraisals with no periodic reviews.

Negative Effects on the Performance Appraisal Process

1. Weighing a person's salary increase or promotion while trying to improve his performance.
2. Using a universal evaluation form for all employees.
3. Overemphasizing the evaluation of personal traits and attributes. (Some observers⁴ believe that no manager is competent enough to effectively evaluate a worker's personality which many of the rating sheets call for.)
4. Using statistical manipulation of data for comparison purposes and rating scales with emphasis upon scores.
5. Giving no feedback to employees on their appraisals or attempting to sell the evaluation to the employees in the hope that they will conform.
6. Criticizing, unless it comes during or immediately following performance deficiencies.
7. Lacking in sufficient quantitative or qualitative data.
8. Being inconsistent in the application of performance standards or merit increases.
9. Improperly emphasizing elements to be evaluated.
10. Giving false hopes about salary increases or promotions.

FINAL OBSERVATIONS

While there is no ideal form to use or one correct method to achieve success in performance appraisal, there certainly are some forms and methods better designed and planned to obtain improved performance. Establishing a performance appraisal program based on sound management principles and theories in conjunction with analyzing organizational needs and objectives will permit the selection of the form and method best suited to meet individual institutional requirements.

As an interesting side note, there was no mention in the performance appraisal literature concerning the legal implications evaluations play when discrimination charges are brought against a library regarding merit increases, promotions, dismissals or transfers. Yet these problems do exist, and performance appraisals must be able to sustain legal scrutiny and reliably support the decision of the administration. The point here is to avoid actionable items such as negatively categorizing an individual's personality or attributes. Careful wording of written performance appraisals can save a supervisor many legal headaches.

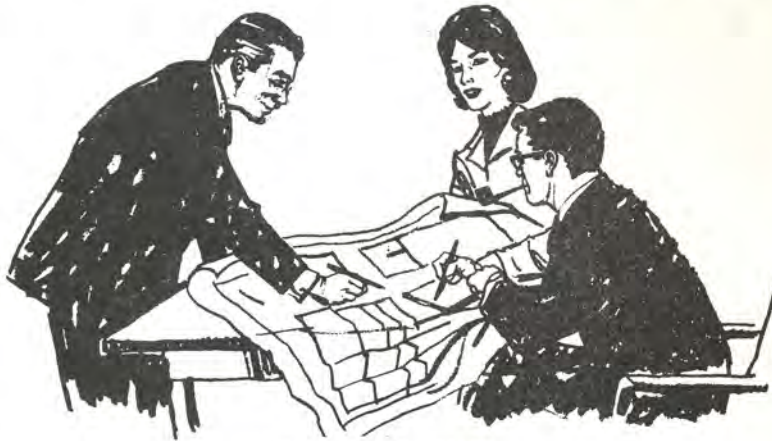
No matter what performance appraisal method is used, two important factors--honesty and effective communication--must be at the basis of the method if any lasting or meaningful success is desired. While honesty and communication should pervade the entire organizational structure, the tenor must be set from the top down, for an individual's performance and attitude is to an extent a function of how he or she is managed.



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There are also a number of books on personnel management which contain one or two chapters on the subject of performance appraisals or merit ratings.)



An Idea Lived Before Its Time



James Frechette - Supervisor of Technical Services, Rhode Island Junior College

On December 31, 1975, library service in Rhode Island took a giant step backward. The holiday season was marred by the closing of our state-wide processing center; one of the few activities that brought libraries of all types together in a cooperative venture. I refer to the processing center as ours because it truly existed for the benefit of all libraries, and not for financial reward to the center. On the contrary, the processing center knowingly continued to operate at a deficit without ever abandoning its goal to pass-on any and all savings to the client. Eventually the center was forced to raise charges from \$1.00 per item to \$1.25, but reluctantly. To my knowledge, the processing center never placed self-interest ahead of its client's; similar treatment will not be forthcoming from commercial firms.

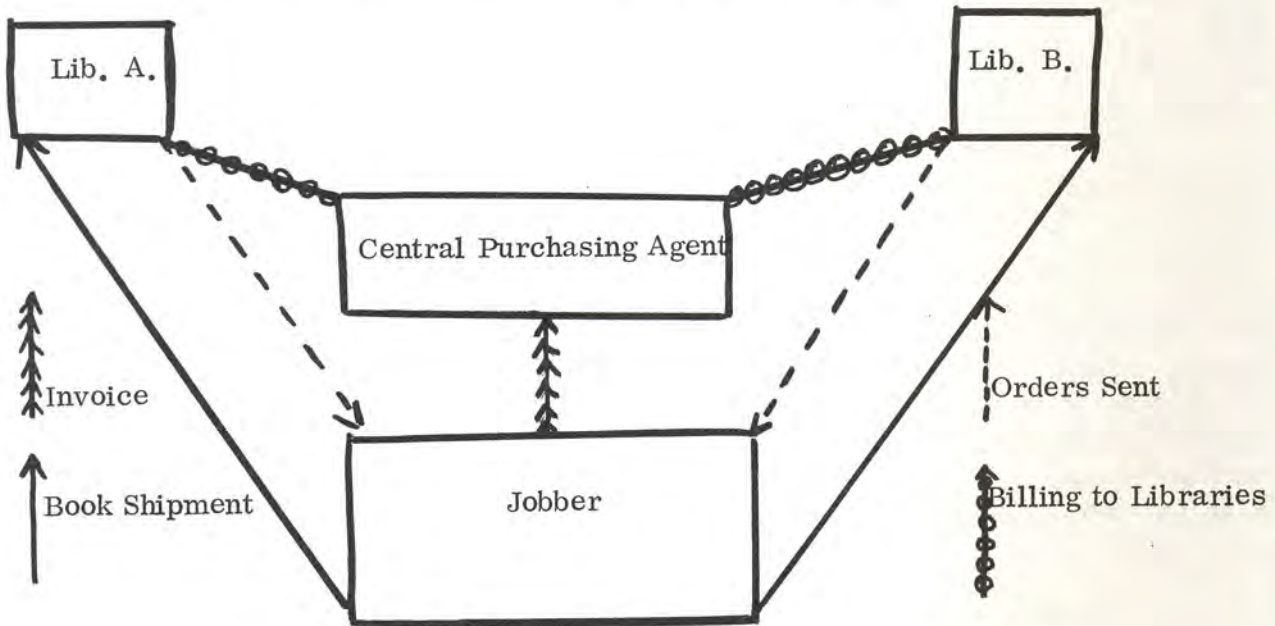
However, I am not writing this article to heap praise upon the processing center, not to rehash the causes and events that may have led to its demise. Rather, I wish to pay tribute to an idea as valid today as at its inception; namely, that Rhode Island libraries can realize economic advantage through cooperation and by combining their purchasing power. Public, academic, and school libraries buying independently of one another fail to take advantage of their inherent economic strength. Through volume purchases, libraries can demand and receive the optimum discounts available in the book market. The processing center was able to command discounts up to 39% with some jobbers, whereas, the average discount afforded to our largest independent library is 33%. On a \$15.00 book at 39% discount, the final cost to the library is \$9.15, whereas at 33% discount, the book would cost \$10.05, a difference of \$0.90. Please note the following table.

LIST PRICE	33% DISCOUNT	39% DISCOUNT	DIFFERENCE
\$20.00	\$13.40	\$12.20	\$1.20
\$30.00	\$20.10	\$18.30	\$1.80
\$40.00	\$26.80	\$24.40	\$2.40
\$50.00	\$33.50	\$30.50	\$3.00

Based on a \$10,000 budget and using \$15.00 as an average book price, a library could purchase approximately 994 books with a 33% discount. However, that same library could have bought 1,092 books with the same amount of money at 39% discount. Thus, a library is losing the opportunity to buy 98 additional books by acting independently with the jobbers. Please do your own math, based on your own budget and discount, and decide for yourself.

"SHIP-TO/BILL-TO"

In an age of substitutes (saccharine for sugar, margarine for butter, etc.), some mechanism should now be set-up as a substitute for the now defunct processing center. I would like to propose the creation of a "ship-to /bill-to" system, whereby a jobber can be instructed to ship material directly to a library while sending the invoice to an intermediary. The intermediary can act as a central purchasing agent for all Rhode Island libraries and pass-on the larger discounts to the libraries. Funding for the operation could be shared by the members, perhaps through a subscription method; however, it will be imperative that enough libraries join so that the cost of membership does not negate the potential savings.



A "ship-to/bill-to" service should provide librarians the following advantages:

1. libraries would have to deal with only one billing agent, rather than handle several invoices from several sources.
2. the time delay between ordering and receiving should be no longer than a library is presently experiencing on their own.
3. standards of processing and cataloging will be left to individual choice.
4. libraries will maintain control over ordering in terms of what is ordered and from whom.
5. the intermediary could also serve as a focal point for the creation of a statewide union catalog; members could send a catalog card for each acquisition to the center for holding.

Perhaps, RILA could establish a committee to investigate the feasibility of the above mentioned system, or some alternative. Perhaps the Association itself could act as the purchasing agent? Perhaps DSLS, which is already experienced in this area? It is not important that the system

I describe be adopted. However, what is important is that librarians adopt some system.

It is ironic that a service should have to close at the precise time of its greatest need. Spiraling inflation, more grave today than ever, coupled with reduced library budgets mandate to all responsible librarians to "come together" to find the most efficient expenditure of dwindling funds. As a former supervisor of the processing center, I am acquainted with some of the ills of the service that may have contributed to last year's closing. However, let us not sacrifice the idea along with the processing center.

At this time I think it would be appropriate for all Rhode Island librarians to express gratitude to DSLS for their innovative undertaking in 1967. It is far better to try and fail than to accept negative conditions passively. Clients of the processing center can take solace in the knowledge that they were party to a noble experiment.

Ed. note: articles continue to be submitted to the Bulletin monthly on various processing concerns since the closing of the DSLS processing center. Cataloging, classification, acquisitions, and automated systems seem to be very much in the minds of at least some RILA members. The RILA Conference Program committee might well pay some heed to this renewed interest.

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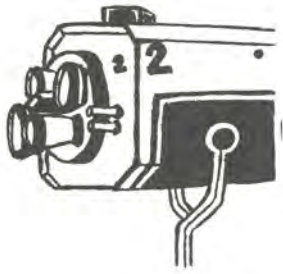
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Videocassette Programs at Pawtucket Public Library



- Richard Fitz Maurice - Media Specialist,
Pawtucket Public Library

Pawtucket Public Library has been building a videocassette library since the Fall of 1974. Videocassette programs are recorded television (sight and sound, color or black and white) programs, which can be recorded live by camera or from television and retained on a cassette for repeated viewing. In the summer of 1974 Mr. Lee Flanagan, the assistant director received a grant from the Department of State Library Services for his proposal to introduce television in the library. His grant was for money to buy the library's videocassette recorder and player and a monitor and receiver, and blank videocassettes. The library now has 34 programs on videocassette that patrons may watch in the library on the library equipment. The Reference Department handles setting up the equipment for patrons to watch. A list of the programs is on the video console in the Periodical area and the programs are interfiled in the main catalog and listed in a special videocassette catalog file in the Fine Arts Room.

There is now a Watch-A-Book display in the Periodicals area which exhibits some of the videocassette programs that are based on novels or other books. Most of the programs such as Mutiny On The Bounty, Mr. Smith Goes to Washington, The Story of Louis Pasteur, It Happened One Night, are public domain films recorded from television. They are in public domain because the copyright has expired. Some other programs such as the Rhode Island State Ballet, Why Wounded Knee and Energy Sources of the Future were recorded by special permission for in the library non-profit use, or exchanged with other amateur producers. The library is attempting to obtain a grant to purchase some Bicentennial programs from large producers such as Time and Life. With the library's budget problems they are unable to purchase the \$200-800 professionally produced videocassette programs. Most programs on television cannot be recorded even if it is for non-profit use in a library. So the library records only public domain, films shown on TV or trades with others who have rights to their programs, or records live local events with its portapack (portable TV camera and recorder). Programs recorded live by Pawtucket Public Library onto videotape with the portapack must then be transferred to videocassette if deemed valuable. The portapack was purchased with a helping grant from the Pawtucket Community Arts Council obtained by the library media specialist. The library believes that they are in the information business and not limited to print. Non-print media has proven to be a major source of information for Americans. Some recent statistics show that we retain 20% of what we hear, 30% of what we see, and 50-70% of what we hear and see. Television is here to stay, and can hardly be ignored by any institution which attempts to serve a community in America of 1976.

Other than the videocassette programs the color television receiver in the Periodicals area of the library may be watched at any time that the library is open provided that it is a program of educational value



(mostly channels 2 and 36) and provided that no one else is watching a videocassette program. Patrons are encouraged to view the videocassette programs for educational purposes, and appreciation of old movies, some of which are based on novels which the library also has. The television and videocassette programs may be viewed only in the library during library hours and with or without head phones. It is recommended that if you wish to see a 3 hour videocassette program that you plan your time with the library hours in mind. Each videocassette program has the time length listed. The library hopes that its patrons enjoy and benefit from this new service.



State Records Center and the State Archives

Michael Kohl ~ Special Collections
Librarian, Rhode Island
College

Presently in Rhode Island, the responsibility for the storage and preservation of state records is divided between the State Records Center which is part of the Department of Administration and the State Archivist in the Secretary of State's Office. The State Librarian, moreover, is the State's Records Commissioner in accordance with title 38 of the General Laws. This division of authority and overlapping responsibilities has been a course of concern for Consortium of Rhode Island Academic and Research Library (CRIARL).

A subcommittee of CRIARL's State Documents Project Committee diligently sought methods to systematize the management of state records and archives. Assisted by the State Archivist Phyllis Peloquin, the State Records Manager Frank Conti, and the Assistant State Librarian Florence Bundesen, the subcommittee drafted legislation using Maine, and North Carolina laws as models to work from. Currently, the Secretary of State is reviewing the committee's recommended legislation. It is hoped that a final version will be introduced into the State Senate sometime in March by the Secretary of State, Mr. Burns. With its passage, the state shall have more economic control of its records, the people better access to state papers, and researchers better preservation of historic documents.

The major features of the proposed legislation include the establishment of a Division of Archives and Records within the Department of State composed of the State Archives and the State Records Center. The division will be the official custodian of state archives and records. The chief of the division shall assume the title and duties of State Records Commissioner in accordance with title 38 and have authority to administrate this division. The State Records Manager shall work under the supervision of the Division Chief and establish a continuing program for the economical and efficient management of state records. The State Archivist also works under the chief and shall receive records transferred to the archives under this chapter.

The Secretary of State shall appoint an Archives and Records Advisory Board to advise the division's chief in the administration of the act. The board shall consist of the Secretary of State, the Chief of the Division of Archives and Records, the State Librarian, a member of the House of Representatives, a member of the Senate, and four persons representing the interests of historical societies, libraries, municipal governments, and/or state agencies.

***** Librarians would have been asked to support this legislation but according to late-breaking news the Secretary of State has decided not to introduce a bill in this session because of the lack of funding for new programs in this years state budget. More to come later.

Report from the RILA Conference Committee

Beth Perry, Sydney Wright, Co-Chairman;
Curt Bohling, Robert Burford, Dorothy
Brown, Nancy Chudacoff, Emil Ciallella,
Kathy Gunning, Diane Kadanoff,
Janice Sieburth

CONFERENCE SITES

The Conference Committee has been investigating alternate locations in Rhode Island for the Fall Conferences. Some RILA members felt that a conference held in Providence would be beneficial, and many of us were looking forward to using the Marriott Inn. We have been informed by their sales manager that the Marriott cannot handle a group of our size, however. (The total attendance at the 1976 Fall Conference was 275.) Other factors, such as luncheons and charges make the Marriott totally unpractical as a location. The Civic Center could handle that large a group for exhibits, but there would be no provisions for separate meeting rooms or luncheon, and the charges are quite high. Various committee members are still looking into other sites for the conferences. Due to the need to determine a 1976 Fall Conference site immediately, the Committee has confirmed dates with the Sheraton-Islander in Newport, November 8-9, 1976. The Spring 1976 Conference will be held May 20, 1976 at URI - Kingston Free Library. URI's new library addition and a major restoration of the Kingston Free Library make this an interesting location for the conference.

CONFERENCE DATES

A separate issue is concerned with the timing of the conference dates. The main determinant of the RILA Fall Conference is any conflict with other conferences, specifically with the New York Library Association's Fall Conference. If there is a conflict with NYLA's dates, exhibitors will obviously elect to exhibit in New York because of its large membership and attendance. To make a conference successful, we need the exhibitors. Also, exhibitors each pay a fee for their exhibit space. These funds underwrite the conference expense and keep rates low. The Committee is also looking into the possibility of scheduling the Fall Conference for the same dates as Teachers' Institute. Again, there may be some conflict with exhibitors, but the dates will be considered. This year, the conference will be held on a Monday and Tuesday. Attendance was quite low on Friday in 1975, so it was felt that perhaps a different time would be an improvement as well as a change.

PROPOSAL TO EXECUTIVE BOARD

"The Conference Committee of RILA recommends that the Executive Board evaluate the usefulness of the one-day Conference held annually in the Spring. The Conference Committee recommends that it be discontinued. In this way the Committee could concentrate on upgrading and planning for the annual 2-day Fall Conference, and it would aid other RILA committees in sponsoring workshops throughout the year. To facilitate workshops, the Conference Committee would act as a clearinghouse for workshop ideas, themes, meeting dates and locations, and would provide the expertise and backup necessary to successfully coordinate these workshops." This proposal has already been given to the Executive Board. The Committee would appreciate membership response to this proposal.

The Committee would also like to solicit comments from the membership concerning the fact that conference registration materials are available only in the RILA BULLETIN. This method does eliminate time-consuming and costly separate mailings.

If you have ideas for conference programs or workshops, please send them to a Conference Committee member or to the RILA BULLETIN.

PEOPLE POWER *management of* **human resources development**

ASSOCIATION OF COLLEGE & RESEARCH LIBRARIES NEW ENGLAND CHAPTER
Sheraton Islander, Newport, Rhode Island

April 2-3, 1976

FRIDAY, APRIL 2

- 8:30 a. m. Coffee for Early Risers
9:00 - 10:00 a. m. Registration and Coffee Hour
10:00 a. m. Welcome and Introduction of Program - Diane Lutz, Pres. ACRL/NEC
MORNING SESSION:
10:15 a. m. "Aspects of the Systems Approach to Personnel Performance
Evaluation Management"
William Hunzeker - Assistant Professor of Management Informa-
tion Science, New Hampshire College
11:00 a. m. "Identifying and Implementing Staff Development Programs"
Sheila Creth - Assistant Director for Personnel, University
of Connecticut Library, Storrs

12:00 a. m. Luncheon break - Films
12:30 p. m. Luncheon

Afternoon Session:

2:00 p. m. "Personnel Utilization Management in the Academic Library"
Mary Chatfield - Associate Librarian, Baker Library, Harvard
Business School, Cambridge, Massachusetts

4:00 p. m. Discussion Period
4:30 p. m. ACRL/NEC Business Meeting
5:45 p. m. Co-Hosted Sherry Hour

SATURDAY, APRIL 3

8:30 - 9:30 a. m. Breakfast Buffet Banquet

10:00 a. m. Guest Speakers:

"A Second Look at Affirmative Action"

E. J. Josey - Chief, Bureau of Academic and Research Libraries,
New York State Education Department

"Personnel in Academic Libraries"

Eric Moon - President, Scarecrow Press, Metuchen, New Jersey

Question Period to Follow

RESERVATION FORM - If more than one person at your institution will attend, kindly make
photocopy.

FROM: NAME _____

TITLE & ORGANIZATION _____

ADDRESS _____

Street

City, State

Zip

TO: Diane I. Lutz, Assistant Librarian, New Hampshire College, 2500 North River Road
Manchester, NH 03104. Telephone: (603) 668-2211 Ext 213

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ACRL/NEC member rate	\$25.00	\$15.00	\$10.00	Total Registra- tion Enclosed
ACRL/NEC non-member rate	\$30.00	18.00	12.00	
Student rate	\$17.00	10.00	7.00	
				\$

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appropriate fee

PRE - REGISTRATION STRONGLY ADVISED

SRRT Ethnic Workshop

The Rhode Island Social Responsibilities Round Table invites librarians and all others interested in library services concerned with ethnic groups to attend our one-day conference "Making the Ethnic Connection" on April 29, 1976 at the Rhode Island College Student Union.

Tentative Program

- 8:30 - 9:15 Registration, coffee and exhibits.
- 9:30 - 10:15 History of ethnic groups in R. I., an overview - Mr. Michael Taraborelli, Visiting Lecturer, Providence College. The Ethnic Heritage Studies Project at R.I. C.
- 10:30 - 11:45 Library programs concerned with ethnic groups; Laura Reyes, Branch Librarian, Multi-lingual and Spanish Branches, Boston Public Library, main speaker.
- 11:45 - 1:15 Lunch and Exhibits.
- 1:15 - 2:15 The Buyers and Sellers: the Pragmatics of Acquisitions. Speakers: Laura Reyes, Janet Hampton (Order Librarian, Brown University Library), Leo Pinsson (Knight Memorial Library, Providence), and three dealers.
- 2:15 - 3:30 Coffee. Workshop - Foreign Language Collections (Portuguese, Polish, Spanish, Italian, French).
- 3:00 - 4:00 Financing of Special Ethnic Programs and Materials - Robert Perssons (Providence Public Library) and Beatrice Lufkin (DSLIS)

Exhibitors include Rizzoli International, Torres & Camara and Inter-culture Associates.

Lunch may be purchased at R.I. C. or you can brown-bag it.

Parking permits may be picked up at Security (Browne Residence Hall) or at the Information Booth.

Registration fee is \$3.00, payable in advance or at the door (Checks payable to Rhode Island S. R. R. T.) Please send registration forms to: Kathy Paroline, Reference Department, Providence Public Library, no later than April 15.

Registration From
"Making the Ethnic Connection"

NAME: _____

INSTITUTION: _____

Fee Enclosed:

Music Cataloging Workshop

WHEN: Saturday, April 10, 1976
9:30 - 3:30 with informal lunch break

WHERE: Rhode Island College, Adams Library
Providence, Rhode Island

WHO: Panel will include:
Robert Cunningham, Assistant Librarian, Josten Library, Smith College
Northampton, Massachusetts
Sally Evans, Cataloger, Amherst College Library, Amherst, Mass.
Robert Loud, Assistant Librarian, Concord (Mass.) Free Public Library

All are invited to attend this workshop no matter what your level of cataloging experience. The workshop will center upon questions, specific or general, which are brought up by the participants. The panel looks forward to a challenging dialog and a lively discussion.

HOW: Register by April 5, 1976, with Ms. Dena Janson, Adams Library, Rhode Island College, Providence, Rhode Island 02908. Include name, address, and institution.

HOW MUCH: FREE

Parking will be available in the lot behind Adams Library.



The Exchange is designed 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 by calling the editor.

FREEBIES

Pawtucket's Senior Awareness Program has a large number of puzzles to give to any library who may have use for them. Call Cathy Compton, 722-8842, for details.

WANTED

Senior Awareness is looking for women's magazines - Redbook, Women's Day, Glamour, etc., and sports magazines - Hoop, Sport, Baseball Digest etc. (excluding Sports Illustrated) for use in its program. Comic books are also needed - any kind. Call Cathy Compton, 722-8842, if you can scrounge any up.

WANTED:

Because of a demand, especially from Graduate library schools, for back issues of the Bulletin, the Bulletin staff continues to appeal for earlier issues of this publication. We especially need recent copies of the Bulletin after June 1975. Please check your desk drawers and dust bins for old Bulletins and send them to the Bulletin editor. Thank you.

WANTED:

To purchase, Oliver Twist by Charles Dickens, vol. 3 of the Gadshill edition of Dickens Works, edited by Andrew Lang. Phone 421-7269.



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: Boston Univ. Library
Job Title: Reference Department Head
Requirements: MLS, 3 yrs professional experience which must include reference work and administrative responsibilities.

Duties: Will supervise 5 professionals, reference service and the microfilm collection.

Contact: Mrs. Jean Fuller
Mugar Memorial Library
771 Commonwealth Ave.,
Boston, Mass. 02215

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

LIBRARY: Fisk Public Library
Wrentham Mass.
Job Title: Director.
Salary: Negotiable.
Contact: Mr. Cormier, Chairman, Board of Trustees, 52 Phillips Land, Wrentham, Mass.

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

LIBRARY: Harvard University Library
Job Title: Documents Reference Librarian
Requirements: MLS; administrative experience; minimum 3 yrs full time work experience with documents; knowledge of foreign language.
Duties: Provide general reference with foreign and domestic documents; direct section of two other librarians and two library assistants; develop collection policies

Available: July 1, 1976 at rank of Librarian II or III.

Contact: Philip E. Leinbach, Asst. University Librarian of Personnel, Harvard Univ. Library
Cambridge, Ma. 02138

LIBRARY: Meeting Street School Library

Job Title: Librarian

Requirements: MLS

Description: One year Federally funded position with some possibility of renewal
For further information contact:
Meeting Street School, 667 Waterman Ave.
East Providence, R.I.

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: Southeastern Mass. Univ. Library

Job Title: Reference Librarian.

Description: To work mostly evenings and Saturdays.

Requirements: MLS and at least 2 years experience in reference. Some knowledge of Government Documents.

Salary: 10750-11,556 depending upon qualifications.

Contact: Charles R. Andrews, University Librarian, Southeastern Mass. Univ.
No. Dartmouth, Mass. 02747. Deadline 4/15

LIBRARY: Swansea Public Library

Job Title: Head Librarian

Requirements: MLS or professional certificate. Experience necessary. Local applicant preferred.

Hours: 30 per week.

Contact: M. C. Gardner, Secretary
Board of Trustees, 1087 Gardner Neck
Road, Swansea, Mass. 02777.

LIBRARY: Rhode Island College

Job Title: cataloger (one year temporary replacement)

Requirements: MLS plus experience with OCLC on-line operation.

Salary: \$11,760, instructor rank

Contact: Richard Olsen, Director, The
Library, Rhode Island College, Providence,
R. I. 02908. An affirmative action employer.

LIBRARY: Woonsocket School Library System

Job Title: Substitute School Librarian

Requirements: Certification in the field from R. I. Dept. of Education.

Salary: 26 dollars per day.

Contact: Mr. Louis Leveillee, Coordinator of
School Library Services
777 Cass Avenue
Woonsocket, R. I. 02895

LIBRARY: Massachusetts Institute of Tech.

Job Title: Assistant Science Librarian (Libn. II)

Requirements: MLS and an undergraduate degree in Biology, Chemistry or Medical Technology. 3 yrs professional experience. Strong outreach commitment essential.

Duties: Selection, coordination or library instruction, and information reference.

Salary: \$11,000

LIBRARY: Massachusetts Institute of Tech.

Job Title: Visual Collections Libn. (Libn. II)

Requirements: MLS and graduate degree or extensive work beyond bachelors in art history or architecture. 3 yrs experience in architecture or visual collections. German, Italian or French, administrative and supervisory skills.

Contact: Susanne Muehlner, Asst., Director
for Personnel Services, The Librarian
14S-216 MIT Cambridge, Ma. 02139

Dean in Danger

Barbara Wilson & Frank Iacono - Department of State Library
Services

TO: Alumni of the University of Rhode Island Graduate Library School

FROM: Concerned Alumni of URI/GLS at the Rhode Island Department of State Library
Services

We wish to bring to your attention that the Committee on Accreditation of the American Library Association is visiting the URI campus for purposes of reaccrediting the Graduate Library School on April 25, 1976.

It is our understanding that it has been recommended to President Frank Newman by the Vice-President of Academic Affairs, Mr. William R. Ferrante, in his role as Chairman of the University Budget Task Force, that the position of Dean of the Graduate Library School be demoted to Director, reporting to the Dean of the Graduate School. The present Dean of the GLS reports directly to the Vice-President for Academic Affairs. Under the new proposal a GLS Director, reporting to the Dean of the Graduate School, would be one removed from the Vice-President for Academic Affairs.

Because the Graduate Library School has been established by the New England Board of Higher Education as The Library School in the state university system, any downgrading of the program has serious implications to the future of library science education in this region.

There are many criteria the Committee on Accreditation uses in reaccrediting a graduate library school. We feel that to take such an action at this very critical time could jeopardize reaccreditation and therefore, future employment opportunities for its alumni.

We urge you to express your feelings to President Newman on this very vital issue today.

Frank Newman, M.S. , President
University of Rhode Island
Kingston, Rhode Island 02881

For further information contact:

Barbara Wilson or Frank Iacono
R. I. Department of State Library Services
95 Davis Street
Providence, R. I. 02908 401-277-2726

Latest word: on March 16 at 2 p.m. at DSLS a meeting of all interested parties will be held to voice concern over this matter: Shortly thereafter recommendations will be made to President Newman. Please be there or voice your ideas by phone to Barbara Wilson.

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Calendar

- March 16 Preview Session, "Films of High Interest to the Elderly," R. I. Library Film Coop, Warwick Public Library, 9:30 a.m. - 12:30 p.m.; repeated 1:00-3:00 p.m.
- March 16 "Discussion of Administrative Change at the URI Graduate Library School," DSLS, 10 a.m. - see article "Dean in Danger" in this Bulletin.
- March 16-18 "Strategies for Utilizing on-line Data Bases," directed by Ching-chih Chen and Richard Palmer, School of Library Science, Simmons College, Boston, Write or call Frances Berger at the Library School for the institute program.
- 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 program in February Bulletin for further information.
- March 18 Adult Book Meeting, "Plants and Landscaping," Portsmouth Public Library, 9:30 a.m.
- March 22-26 Media Production Week, 10:00 a.m. - 4:00 p.m. Department of State Library Services. Please contact Peter Salesses for an appointment.
- March 24 URI GLS Colloquium, "Through Cathedrals and a City to Pyramids," with David Macaulay, 1:30 p.m., Memorial Union - Senate Chamber
- March 24 Preview Session, "Films for Children, Riverside branch, East Providence Public Library, 9:30 a.m. - 12:00 noon; repeat 1:00 - 3:30 p.m.
- March 30 "National and Regional Approaches to Resource Sharing," with Ron Miller of NELINET, DSLS, 10 a.m.
- 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 5 "Cooperative Agency Projects" with exhibit in bilingual materials, Monthly Juvenile Book Meeting, Providence Public Library, 9:30 a.m.
- April 6 American Libraries Association Legislative Day.
- April 6 Young Adult Cooperative Book Review Group, 9:30 a.m. Medford, Mass., Please contact Bee Lufkin for further information at DSLS.
- April 8 Spring Membership Meeting, R. I. Library Film Cooperative, Warwick Public Library, 9:30 a.m. - 12:00 p.m.
- April 10 Music Cataloging Workshop, New England Chapter of the Music Library Association, 9:30 a.m. - 3:30 p.m., Adams Library, R. I. College - see program in this Bulletin.
- April 13 New England Round Table of Children's Librarians, "Free to Be-Children's Programs with Options," Adam Shore Branch, 1519 Sea Street, Quincy, Mass., 9:30 a.m. coffee, 10 a.m. meeting.
- April 20 Adult Book Meeting, "Information and Referral," Pawtucket Public Library, 9:30 a.m.
- April 20 URI GLS Colloquium, "Weeding is Fun," with Lee Ash, 8:00 p.m. Memorial Union, Room 322, URI.

- April 23 NELINET Government Documents Task Force 3rd Regional Conference, "A Workshop on State Publication," University of Mass. at Amherst. For information contact Elizabeth Butkus, Curry College Library, Milton, Mass. 02186
- April 28 Preview Session, "Films for Young Adults," Mohr Memorial Library, Johnston, 9:30 - 12noon; repeated 1:00 - 3:30 p.m.
- April 29-30 Connecticut Library Association Spring Meeting, "Futuristics: Preparing for a Library World of Tomorrow," New Haven, Connecticut - contact Kathryn Scarich, Trumbull Library, Trumbull, Conn.
- April 29 "Making the Ethnic Connection, R. I. Social Responsibilities Round Table, R. I. College Student Union, 8:30 a.m. - 4:00 p.m. - see this Bulletin for program.
- May 1 New England Technical Service Librarians (NETSL), "Acquisition," with Edmond Applebaum of the Library of Congress and Hendrik Edelman of Cornell University Libraries, Boston Public Library. For further information, contact Liam M. Kelly, Boston Public Library.
- May 1 Simmons School of Library Science Alumni Day, Simmons College, Alumni Day '76 (not connected with the Bicentennial), 9:00 a.m. - 2:30 p.m., registration of \$10.00 includes lunch. Contact Stacey Bressler by note at the Library School, Simmons College, Boston 02115.
- May 3 Juvenile Book Meeting, "Early Childhood", Portsmouth Public Library, 9:30 a.m.
- May 3-4 Management of the Library in Transition Workshop, "Administration of Automated Systems," American Society for Information Science, Roosevelt Hotel, New York City. Write Fran Spigai, Director, P. O. Box 490, Phoenix, Oregon 97535 for information.
- 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, "Can Libraries Accept the Challenge of Continuing Education?", URI and Kingston Free Library. Registration forms will appear in the April Bulletin.
- June 20-22 Church and Synagogue Library Association Annual Conference, "Literacy throughout the Land," International House, Philadelphia. Write the Association, P. O. Box 1130, Bryn Mawr, Pa., 19010 for information.
- 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.
- November 8-9 RILA Fall Conference.

Last Minute Date:

- April 12 Social Responsibilities Round Table, Monthly Meeting, home of Diane Kadanoff, 25 Grotto Ave., Providence, 7:30 p.m. - all welcome.



Film Announcements

February has been quite a month for the R. I. Library Film Cooperative. In the last month the Film Cooperative has been awarded two grants totaling \$15,000. The first grant award for \$5,000 came from the State Division on Aging. The money was awarded to buy films of high interest for older people. Previewing has begun already but we have a lot more to look at so try to make it the next preview session on March 16th in Warwick. A big thank you to DSLS for helping us land this grant.

Grant number two was awarded to the Film Cooperative by the R. I. Foundation to establish a feature film library. The award is for \$10,000. The Film Cooperative will keep all members abreast of previews and purchases as they come about.

In a few weeks all members will be receiving a copy of the R. I. Film Resource Guide. It is meant to inform people of alternative and optional film resources in the State. Also, all members will be receiving membership posters informing your patrons of the availability of films through the Film Cooperative.

NEW FILMS

The Secret of Michelangelo: Every Man's Dream

A look at the incredible works of the great master.

Immigrant from America

Studies the struggle of the Black American; the only immigrant race to come to America against its will.

RILFC Calendar of Events

- March 10 Showing of films for young adults currently in RILFC collection, Warwick Public Library 9:30 to 12:00
- March 16 Preview Session - films of high interest to the elderly, Warwick Public Library 9:30 to 10:00, repeated 1:00 - 3:30
- March 24 Preview Session - films for children, Riverside Branch, East Providence Public Library 9:30 to 12:00, repeated 1:00 to 3:30
- April 8 Spring membership meeting, Warwick Public Library. 9:30 to 12:00
- April 28 Films for young adults - Preview Session, Mohr Memorial Library, Johnston. 9:30 to 12:00, repeated 1:00 to 3:30.

Late news: the Film Coop has just been named the R. I. distributor of U. S. Bureau of Mines films on a one year trial basis, beginning in July. The titles to be received will be announced in a month or so.

Ed. note: Mr. Green has won not only the two grants mentioned above but also \$350 from the R. I. Dept. of Epidemiology, \$1000 DSLS institutional budget, and \$250 of other funds, for nearly a \$17,000 total this fiscal year. Curt Bohling's "gamble" in hiring David Green, and using most available Coop money for his salary, on the supposition that Davis would bring in more than that salary, has certainly paid off. Congratulations to David and Curt.

GALLIMAUFRY

The Ethnic Heritage Studies Project at Rhode Island College is currently developing curriculum materials for the middle school level dealing with ethnic groups in Rhode Island. The Project will be sending a questionnaire to libraries throughout the state in an attempt to locate materials. The Ethnic Studies Project does not expect individual libraries to initiate an extensive search of their card catalogs. Instead, the Project hopes to obtain a broad overview of the types of materials available in each library so that the research staff can decide which collections to examine more closely for information on many aspects of the history of Rhode Island. If you have any questions about the survey or the Ethnic Studies Project, please contact Susan Hokenson at 831-6600 Ext. 230.



A notice just arrived from the library at the University of Rhode Island to the effect that they will cancel subscriptions to approximately 775 serial titles to which the Library now subscribes. Included is the second copy of Wilson Library Bulletin - that in a university with a graduate library school. The times do indeed stink economically.

There is an excellent summation of the 1972 Equal Employment Opportunity Act and its effects on library personnel management in the February issue of the DSLIS Newsletter. Anyone dealing with supervision of library employees, even at the lowest supervisory level or in the smallest library should read this article very carefully. Discrimination of many kinds is prohibited in employment practices by federal law. Know the law, protect your employees, and protect yourself from a discrimination complaint and some ugly publicity.



Richard Olsen, Director, Rhode Island College Library, and Anne C. Edmonds, Librarian, Mount Holyoke College, have been appointed to an Advisory Committee for an academic library development program for which the University of North Carolina at Charlotte

has received a grant from the Council on Library Resources. The project is to design and test a self-study technique for "the small and mid-size academic library." A mini-MRAP? (MRAP - The Association for Research Libraries' Management Review and Analysis Program).



May we call your attention to the outstanding article on "Washington Library Power - Who Has It, and How It Works for You", in the December issue of American Libraries. It's an excellent, important, comprehensive, and well written - we urge you to read it!



The Massachusetts Library Association February 5 Mid-Winter Conference, on "LC: What's In It for Us?", went smoothly enough. While presentations were competent (and Head of the Library of Congress Reference Department John Cole's talks were excellent), the audience and not the program seemed to be at fault. Few appeared to know anything at all about LC, beyond catalog cards, and the dearth of intelligent audience response was noticeable.

Memo for prospective library school applicants: RILA no longer sponsors a scholarship, but rather has put the money into its continuing education efforts for the past two years.



The Harmony Public Library has joined the Northern Interrelated Library System after ten years of on and off negotiation. By a vigorous effort on the part of its new Director Doris Dexter, improvements sufficient to meet state standards were met, and the Library was accepted into the state network by the Department of State Library Services. Only two public libraries in Rhode Island have not yet joined the state network.

William D. Goyette Jr., formerly associate director of the Holyoke, Mass. Public Library has been named the first director of South Kingstown's municipal library system. Mr. Goyette, with graduate degrees in literature and library science, will administer the Hale, Peace Dale and Kingston Libraries.



Kingston Free Library joins the growing number of Rhode Island libraries loaning toys to children. Director Connie Lachowicz notes that the library is situated in an academic community, and many preschoolers are sent to the library before they are really ready for the print experience. Toys, she added, "prepare them for reading without forcing children to excell."



In the February issue of Northern Libraries there is an excellent article by Stephanie Kirkes of the Cranston Library, "Mao as Page." It details in highly interesting fashion the days of China's Chairman Mao as a library page and how he found both himself and his political philosophy in those days.



Connie Wentzel has left the Catalog Department at URI and has accepted a position as Administrative Assistant for the Society for Values in Higher Education in New Haven, CT.

At Pawtucket Library, Thomas Viti, head of the reference department, has resigned to become head of public services in the Somerset, Mass. Libraries.

The American Society for Information Science has initiated a Jobline service - recordings of brief description of available jobs that may be listened to by calling 202 659 8132. Job openings on the Jobline will be updated every week, and information employers any where in the country are asked to list their opening with Jobline.



The Executive Board of the Rhode Island Library Association has gratefully accepted Providence Public Library, Director Charles Taylor's offer of a lobbyist's service for RILA legislation. Mr. Taylor offered RILA the help of Providence Public Library's new financial development officer Robert Persson. Mr. Persson will monitor legislation at the State House affecting libraries and will work for passage of RILA legislation under RILA direction. This looks like a major step forward in the long attempted to get new library legislation and funding.

The Providence Public Library and the Department of Community Affairs have announced the Third R. I. Community Film Competition. Open to all individuals interested in film making, the contest is open to any age group, professional or amateur, group or individual. Completed films are due May 17. For applications and rules write Cheryl Simeone, 3rd R. I. Film Competition, R. I. Dept. of Community Affairs, 150 Washington St., Prov; R. I. 02903.



ALA's Library Research Round Table is sponsoring the Information Exchange Suite at the Annual Conference of the ALA in Chicago this summer, as it has done in previous years. The LRRT Suite will be an informal drop-in center for people to meet and discuss research. Located in the Conrad Hilton Hotel, the Suite will be registered in the name of Timothy W. Sineath, Chairperson, LRRT. The hours and days the Suite will be open during the Conference week are:



Sunday, July 18	4:00 p. m. - 8:00 p. m.
Monday, July 19	1:00 p. m. - 8:00 p. m.
Tuesday, July 20	10:00 a. m. - 10:00 p. m.
Wednesday, July 21	10:00 a. m. - 8:00 p. m.



Members of the LRRT are invited to present brief informal summaries of their research (proposed, in progress, or recently completed) in the Suite. If you want to make a presentation, please describe it and send it to: Dan O'Connor, Graduate School of Library Service, Rutgers University, New Brunswick, N. J. 08903, no later than June 15.

In the past month two fine demonstrations of computerized circulation systems have been held in the state. The first, at the Pawtucket Library, involved a slide show and explanation of the Gaylord "Circulation Control System." Two weeks later the second demonstration occurred at Providence Public Library with a presentation of Computer Library Services Inc. (CLSI)'s system LIBS 100. Providence's demonstration was the more interesting since a LIBS 100 has actually been operational there for more than a year, and librarians attending were able to see the actual hardware put through the paces. Both Gaylord and CLSI systems do many of the same things, although they differ in type of computer. Both allow computerized charging, both indicate delinquent borrowers, both calculate overdue fines, both provide a union catalog function showing a book's location, both handle reserves and ILL, both produce statistical records, both retain information about both materials and borrowers, both would cost several hundred thousand dollars to install on a region-wide basis. However, the CLSI system, in addition to the advantage of already being in existence at Providence, has the additional advantage of being able to assume functions beyond circulation, in acquisitions, materials booking, and payroll. Whatever one prefers it is easy to see the future of libraries in the computer.

— QUOTABLE QUOTES —

A library is a better world, built by the brains and hearts of poets and dreamers, as a refuge from the real world outside; and in it alone is to be found the land of milk and honey which it promises.

- Richard LeGallienne, The Quest of the Golden Girl

The ultimate principle: By definition,
when you are investigating the unknown,
you do not know what you will find.

- Dandes and Pagter
Urban Folklore from the Paperwork Empire

The most effective way of dealing with
legislators is through close personal
relationships.

- Robert Persson, Providence Public Library

The quality of a man's life nowadays depends largely
on the quality of what he reads ... so a diet of the
second-rate blunts one's capacity for genuine feeling
and disables the mind for digesting new and invigorat-
ing ideas. - Denys Thompson, Reading and Discrimination

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15 hours/week , 1 evening per week and
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Salary: 2.30 /hr

Contact: Lynn Bohling, Director
Marion J. Mohr Library
One Memorial Avenue
Johnston, R. I.

Pursue, keep up with, circle round and round your life, as a dog does his master's chaise. Do what you love. Know your own bone; gnaw at it, bury it, unearth it, and gnaw it still.

- Thoreau

Last Minute Release

● THE LIBRARY MEETS THE LEGISLATURE ●

The RILA Government Relations sub-committee announces a cocktail get-together with the Finance Committees of the Rhode Island Senate and House. The informal drop-in will be held Thursday, April 1st, 4: p.m., at the State Capitol, room 313. Public library directors, head trustees, and numerous other library figures will be invited to visit the Capitol and talk to legislators about the need for passage of RILA's four bills. House bills 75-5667, -5668, -5669, and -5670 were submitted last Spring and now sit with the House Finance Committee, which needs our prodding to issue the bills to the House floor for action. This cocktail hour has been arranged to acquaint both library people with the legislators, and legislators with library money problems. Please contact Emil Ciallella, Adams Library, Central Falls, R.I. 02863, or 723-6499, for further information. Library people are asked to donate \$2.00 per person to help underwrite this important endeavor.

Further legislative news:

Robert Persson, Development Officer for Providence Public Library, has been named official RILA lobbyist and charged with some general responsibilities by the Association's Executive Board. Bob has already shown himself an active mover in the Government Relations sub-committee these past months.

The idea of Certificates of merit for Senators Pell and Pastore for their support of libraries on the national level is still alive. The presentation was first planned for the above cocktail party, but has been indefinitely postponed due to scheduling problems.

March 10th, James Giles, Robert Persson, and Elliott Andrews presented the case of library financial problems before the R.I. House Finance Committee. The hearing is thought to have been reasonably successful in opening some eyes to what the state's libraries are doing, the increasing budgetary problems, and how the 4 RILA bills would provide needed relief.

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